

## Thoughts from Graham Harris newly elected APEN President



*I would like to thank the APEN membership for their support in electing me President at this time of change in our organisation as we transition to a company limited by guarantee. This is a significant undertaking which is consuming considerable time of Roe Currie and the new Board who recently met for the first time.*

*The world is ever changing – and change seems to be happening exponentially and accelerating. This is very true in the agriculture industries and the communities we service. Similarly, as a profession, we need to increasingly develop new skills and approaches in the work we undertake to achieve the outcomes required by our clients, industries, communities and the environment.*

*I have just finished reviewing the survey feedback from our most recent APEN/GFRAS International Conference held in Townsville. There were responses from 98 participants, and a wealth of valuable feedback received (thanks to John James for putting this together). Feedback was very positive, but also some excellent suggestions on how to improve future conferences which we will be taking on board. I'd particularly like to thank Lawrence Di Bella and his team for the excellent work in making the conference the success it was. As an organisation we need to actively seek feedback from our membership and encourage others in our profession to join and participate in the activities we undertake.*

*I'm really looking forward to working with the Board, sub-committees and the Regional Coordinator team as we further develop APEN and the benefits to our members. I'm looking forward to an exciting year ahead.*

**Graham Harris**  
**APEN President**

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# ACROSS THE EDITOR'S DESK



## Highlights from the world of APEN year in 2017- an exciting and challenging year for change

Everyone has a story to tell, a lesson to teach and wisdom to share.

“The three great essentials to achieve anything worthwhile are, first, hard work; second, stick-to-itiveness; third, common sense.”

--Thomas A. Edison

As the latest editor of ExtensionNet, I trust that I have followed all three during 2017 as Heather Collins (APEN's 2017 recipient of the Award for Excellence) shares with us in her article in this issue, “trust, respect and reinforcing social norms are pivotal to enable positive change”.

This is my fourth issue of ExtensionNet –NB. The only one you receive in hard copy. I have appreciated the support of Maryse Bourgault (previous editor) who has so graciously continued to post ExtensionNet on-line from Montana, USA; Roe Currie, whose editing expertise exceeds mine; the APEN Management Committee (now the Board) for their respect and encouragement to look at different ways of engaging our members. To those of you who have responded willingly to provide me with interesting and informative articles over such a wide range. It has been great talking with you.

To sum up this very busy year, as APEN became a company limited by guarantee, I present a reminder of some of the highlights from the April, June and September issues – just in case you forgot/didn't have time to download and read the issues.

### Do you remember?

**In April**, Terry Makin's thoughtful insight from the beginning of APEN and future possibilities; Andrew Huffer's researcher on leadership programs in Australia; Lyn Kelson's insight into the hidden world of soil.



**In June**, the excitement of meeting an emerging leader, Emma Egan, from Tasmania; Cynthia Mahoney's lessons from Neuroscience in September; Cathy McGowan AO MP and her reflections on winning an APEN Award for Excellence; Anthony Kachenko's take on Horticulture in Australia; the summary of Gavin Beever and Tegan Kukulies comprehensive and entertaining webinars.



**In September**, we were fortunate to meet Emma Jackson who is making a difference in far North Queensland by bringing together such a diverse community; Lisa Stevens challenged us to 'water our landscape – not our roads'; and Danielle England who gave us a picture of the changing seasons, climate, people and markets in Western Australia.

Scattered through these issues, we shared the words of wisdom from President, Jeanette Long, and have captured the events in regions from the reports of our Regional Coordinators – Chrissy Stokes (NZ), Warren Hunt (NT), Anthony Kachenko (NSW), Graham Harris (QLD), Lisa Stevens (SA), Donna Lucas (TAS) and Mike Wiese (VIC) – well done for the comprehensive information.

All of these great stories of ExtensionNet are available on the APEN website at: <http://www.apen.org.au/past-issues>

**Now the December issue of ExtensionNet** – a report card from the APEN AGM and International Conference in Townsville and the GFRAS Annual Meeting in Ingham, Queensland, the new APEN Company, our Award winner, Heather Collins, some tips on presentations from Chrissy Stokes and our communication tools. All of this makes good reading over the 'festive season'.

The Board and Regional Coordinators extend their best wishes for all that you, our members, have achieved during 2017 and look forward to continue to build and improve the practice and profession of extension throughout the world.

Warm regards

Pat Hamilton *ExtensionNet* Editor

The three great essentials to achieve anything worthwhile are, first, hard work; second, stick-to-itiveness; third, common sense.

*Thomas A. Edison*

# APEN 2017 Annual Report

The Twenty-third Annual General Meeting of the Australasia-Pacific Extension Network (Inc) was held at lunchtime on Thursday 14 September 2017 at the GFRAS APEN International Conference at The Ville, Townsville, Queensland. There were 29 people present at the AGM and 13 apologies from members who were not able to be at the Conference.

Jeanette Long conducted the AGM and we quickly covered all the motions needed and heard and accepted the reports from Jeanette, the outgoing President, and from the Treasurer, Donna Lucas. These are presented below.

There was unanimous approval of the new constitution needed for the change of APEN from an incorporated association to a company limited by guarantee.

Those elected for the new Board and the Regional Activities Committee are:

Position	Name	
Director	Chrissy Stokes	Mount Maunganui, NZ
Director	Anthony Kachenko	Sydney, NSW

Director	Graham Harris	Toowoomba, Qld
Director	Jeanette Long	Auburn, SA
Director	Donna Lucas	Sandfly, Tas
NZ Regional Coordinator (RC)	Chrissy Stokes	Mount Maunganui, NZ
SA RC	Lisa Stevens	Port Augusta, SA
NT RC	Jacob Betros	Darwin, NT
Qld RC	Andres Jaramillo	Brandon, Qld

After the AGM, Shayne Hyman from Sale, Victoria offered to take on the Vic RC role and will be seconded to the position. Since the Conference, Adrian Englefield from Wagga Wagga has offered to be the NSW RC and at the time of writing we are still looking for a Tasmanian and a WA RC.

The Directors elected Graham Harris, to be the APEN President for a three year term and that was confirmed by the members at the AGM.

At the APEN Board meeting held after the AGM, Anthony Kachenko was

elected Vice President, and Donna Lucas, Treasurer, with Chrissy Stokes as the APEN Secretary.

Contact details for the APEN Directors and the Regional Coordinators are on the back page.

Dr Pat Hamilton was confirmed as APEN Communications Editor and Dr Roy Murray-Prior as Editor of APEN's Rural Extension and Innovation Systems Journal.

The registered address for APEN Limited will be 11 Eltham Court, Wodonga, Victoria.

The other official duty at the AGM was to appoint the future Company Secretary and the Auditor for 2017/2018. The APEN Company Secretary will be Rosemary Currie and she will also be the APEN Executive Officer. The Auditor is again, Bob Travers and Associates, Albury NSW.

All present were excited about APEN's new look future! Jeanette closed the AGM 40 minutes after it began saying she looks forward to an exciting year of change.

## APEN President's Report 2016-2017

It is with pleasure today that I present the APEN President's report for the 2016/17 year.

This report is being presented from Townsville at the GFRAS/APEN International conference.

The past year has been a demanding one for APEN with the organisation of the International Conference as well as significant changes to the structure of the organisation as we move to a Company Limited by Guarantee. I would like to thank the MC for their support, particularly Graham Harris as Vice-President for picking up the chairing role in my absences and especially Roe for her untiring efforts ensuring APEN continues to deliver to members.

I look forward to highlighting the achievements of APEN over the last 12 months.

### Management Committee

The hardworking Management Committee has managed the affairs of APEN to ensure we are delivering to members. We have been fortunate to have a full committee over the last 12 months.

I would like to thank our outgoing MC members, Mike Weise from Victoria, Warren Hunt from Northern Territory and Rebecca Wallis from Western Australia. Lisa Stevens from South Australia will also move on early in 2018. All have made significant contributions to APEN and their contributions will be missed.

With the changes to our structure we will be looking to fill Regional Coordinator and Board positions. Nominations for board positions have been received and at the time of writing Regional Coordinator positions are open in Western Australia, New South Wales and Victoria, we hope to fill these during the conference week.

I would also like to thank the Cluster Coordinators who play an important role in bringing regional activities to their area. These positions will no longer apply under the new structure with the Regional Coordinators undertaking the work in the future.

### Sub-committees

Under the APEN constitution we have the ability to use sub-committees to

bring in members' expertise, talent and energy to assist with various activities and initiatives.

### 2017 International Conference sub-committee

I would sincerely like to thank the hardworking committee who have brought us this inspirational International Conference in Queensland. This is a unique event with the annual meeting of the Global Forum for Rural Advisory Services (GFRAS) held prior to the APEN International Conference and the shared day of combined field trips for each event between and shared day yesterday. It has been fantastic to see the number of overseas presenters and papers at both conferences.

Many thanks to Lawrence Di Bella the conference convener and the other committed members of the team, Roy Murray-Prior, MC members Warren Hunt, Graham Harris and Donna Lucas, John James, North Qld and Hinchinbrook region representatives Mary Brown, Karalee Venturo, Sandra Coco, Carla Wegscheidl, Rod Milla, Brad Pfeffer and GFRAS representatives Natalie Ernst,

# APEN 2017 Annual Report continued

Lorenz Schwarz, Filippo Buzzini, and Roe Currie.

Please enjoy this wonderful networking and professional development event.

## Education, Training and Accreditation Sub-committee

This sub-committee, lead by Peter Ampt from Sydney University, organised the information on extension courses on the APEN website. They have met twice this year discussing extension courses and experiences at different universities. They have plans to further develop these links and determine APEN needs and the role of the sub-committee. Other members on the committee include Rebecca Cross, Ruth Nettle, Scott Glyde, Helen Ross, Bruce Howie, Janet Reid, Cindy Cassidy, Donna Lucas and Roe.

## Journal and International Initiatives Sub-Committee

Warren Hunt, Roy Murray-Prior, Maryse Bourgault, Denise Bewsell, Lisa Cowan, Sally Marsh and Roe make up this sub-committee. Their achievements this year have been the publication on-line and in hardcopy of a third issues of the Rural Extension and Innovation Systems Journal including some papers from the 2015 Conference. Their most recent achievement is the issue with papers for the current conference which is available for sale. Warren and Roy have worked to increase international participation with GFRAS on the GFRAS APEN conference committee.

## Social Media Sub-committee

This group includes members Cynthia Mahoney who along with MC members Rebecca, Warren, Graham and Roe have continued to ensure APEN's presence in social media.

Please take the opportunity to be involved and share activities and idea about extension using these forums.

## Achievements Communication

**ExtensionNet** had one hardcopy edition and three on-line editions in the last 12 months. Many thanks to our new Editor Dr Patricia Hamilton who has been working with previous Editor, Dr Maryse Bourgault, who developed an electronic version of the newsletter. Pat has picked up the role with energy and enthusiasm, contacting members for stories and collating reports from MC members.

We have some hard copies of the latest

edition available for you at the conference to take home and will be sending out the "Annual Report" edition to members later in the year along with the hardcopy Members' Directory.

Thanks also to Maryse who has continued to provide support to Patricia assisting with the electronic publishing.

Our electronic **eBulletin** has been sent to all members on a monthly basis keeping them up to date with extension activities and issues as well as training courses, conferences and positions vacant. The Reading Brace provided each month by Mike Weise, Victorian Regional Coordinator, has also helped to keep people up to date with publications in extension. With Mike leaving the Management Committee we would welcome an interested member to consider this role?

The **eBulletin** links to items of interest on the APEN website including the MC Blog with items of interest for members. The MC members are rostered to write for the blog which is updated as the articles become available.

The **APEN website** is undergoing a major change. After five years of the present website (thank you to all the work Leigh Walters did in setting that one up) and with the move to APEN Ltd, there will be a change in look and feel. This will include the ability for members to join and/or update details on line along with payment of membership subscriptions through a payment gateway. Rebecca Wallis, Graham Harris, Patricia Hamilton and Roe Currie have been working on this project and are looking forward to launching the website within a few weeks.

## Mentoring Scheme

The mentoring scheme has been operating again this year. Many thanks to Jeanette Gellard who is coordinating the scheme, with support from Roe Currie. Thank you to our mentors for donating their time to develop emerging professionals.

This year four pairs are participating in the program and all have been able to meet up here at the conference. This program will finish in December. The scheme provides professional development to mentees and mentors alike and there is more information available on the website.

## Webinars

Many thanks to Leanne Issacson for running our Webinars this year and fitting it in with her demanding job. Our aim is to provide professional development for all of our members from their office.

Thank you to our webinar presenters:

Gavin Beever, *The push for more collaboration on-line, On-line Communities of Practice, using on-line tools, what it is like to work with people in this way and the new RIRDC Extension Hub and how it functions!*

Tegan Kukulies, *Insights into Australia's Banana Extension Program*

Gordon Rogers NSW, Greg Owens NT, Clinton Muller Vic and Matthew Plunkett NSW, *VegNET –Vegetable growers' vital link to R&D on the ground*

Gerard Vaughan, *Farmstrong NZ, live well farm well*

The final webinar for 2017 will be presented on 16 October by **Jeff Coutts**. **The topic will be Extension and the Great Barrier Reef.**

All webinars are recorded and available through the APEN website and/or the APEN Secretariat. The webinars have had between 12 and 39 attending and have been well received.

## Regional Activities

There have been APEN events in Queensland and Tasmania since the 2016 Roadshow. We hope that the new APEN management structure will allow more emphasis on regional activity.

## Thankyou

I have enjoyed my three years as President of APEN and as an Extension Practitioner I am proud of the "on ground" activities we have achieved over this time. I look forward to continuing on the board and seeing the strategic changes place APEN in an even stronger position in the future.

I would like to thank the Management Committee as a whole, Cluster Coordinators and other dedicated members for their valuable volunteer contribution. I would particularly like to thank APEN secretariat Roe Currie who does an amazing job of keeping the organisation functioning effectively.

I look forward to the year ahead.

Kind regards

Jeanette Long

APEN President



# APEN Treasurer's Report 2016-2017

Australasia-Pacific Extension Network Inc. A0029919P (APEN)

Treasurer's Report for the 2017 Financial Year

Presented to the APEN AGM, Townsville, 14 September 2017

## Summary

This report is based upon an audit of APEN's finances conducted by Bob Travers & Associates, Chartered Accountant, Albury NSW.

The APEN financial position at June 30, 2017 was sound with a retained surplus of \$170,567. During the year we received \$1,048 interest from our term deposits. There was a net surplus for the 2017 financial year of \$77,164.

## The 2017 year

The 2017 budget versus actuals are shown in table 1 adjacent.

## Notes

- The net surplus of \$77K was \$91K better than budgeted. We budgeted for a loss of \$14K. This budget variance is mainly comprised of the following:
  - 2017 Conference receipts less payments, in the 2017 financial year was \$56K more than budget for the year. This is largely due to timing of receipts and payments as well as sponsorship being above budget. A majority of the expenses will be in the 2018 financial year.
  - Membership fees received of \$36K was \$14K more than budgeted. The budget was very conservative.
  - In the budget we allowed \$6K for legal expenses, but legal costs for the year were nil.
  - In the budget we allowed \$5K for Voluntary Contributions to a potential project that did not eventuate.
  - Other expenses were less than budgeted. Notably, journal, promotions and website costs being \$2.5K, \$2K and \$2.7K less than budgeted, respectively.
- The equity of \$170,567 as at 30th June includes \$11,481 of State Extension Leaders Network (SELN) funds. Note that SELN expenses of \$1,323 still need to be transferred out of this account.
- Also note that while equity has increased considerably during the year, a majority of the conference expenses will be paid in the 2018 financial year while a majority of the sponsorship was received in the 2017 financial year.

Table 1. Income and Expenditure and budget comparison

	Actuals 2015 - 16	Actuals 2016 - 17	Budget 2016 - 17
<b>INCOME</b>			
Advertising	-	-	200
APEN Conference	135,379	28,428	20,000
APEN Roadshow workshops	5,436	25,634	25,000
APEN webinar local event	-		
Horticulture Australia (HAL) project	-		
Shaping Change Book	1,945	2,009	2,500
Membership	22,129	36,267	21,835
SELN funds (Interest)	268	250	250
Sundry Receipts	1,200	889	350
Sponsorship	20,500	78,500	40,000
Region Income	-		
Interest Received	1,043	798	750
<b>TOTAL INCOME</b>	<b>187,900</b>	<b>172,775</b>	<b>110,885</b>
<b>EXPENDITURE</b>			
Accountancy & Audit Fees	1,384	1,386	1,400
Administration	31,997	34,030	33,859
APEN Award	4,074	-	-
APEN Mentoring Scheme	133	456	350
APEN Roadshow workshops	3,284	22,801	23,000
APEN Shaping Change book	2,369	2,114	2,500
Bank & Government Charges	1,216	1,420	2,000
Cost of Meetings (MC, Subcommittees, Webinars)	3,684	5,919	6,740
Conference Costs APEN	127,311	11,120	20,065
ExtensionNet	3,942	4,917	5,000
Insurance	526	532	550
Journal (REIS)	-	509	3,000
Not In Tender	24	493	500
Printing, Stationery and Postage	296	177	350
Promotion (Members Directory & membership brochures, APEN Banners)	2,139	1,020	3,000
SELN expenses	215	-	270
Small Grant Funding	309	-	500
Sundry Expenses	664	415	550
Website	905	8,302	10,000
Voluntary contribution (potential RDC funded project)	-	-	5,000
Legal re governance & restructure	-	-	6,000
<b>TOTAL EXPENDITURE</b>	<b>184,472</b>	<b>95,611</b>	<b>124,634</b>
<b>NET SURPLUS / (LOSS)</b>	<b>\$3,428</b>	<b>\$77,164</b>	<b>\$(13,749)</b>

Table 2 represents the net surplus/(loss) and equity for the past five years.

As Treasurer I would like to thank the Management Committee who make substantial contributions to APEN. We should recognise the time that Management Committee members commit, many

contributing their own time, and also their employers that provide support including in-kind support e.g. meeting venues at no cost.

I would like to congratulate the 2017 Conference committee for their work which has been significant to say the least. I

would also congratulate them for their efforts in attracting sponsorship.

I would like to offer my appreciation and thanks to Roe Currie for her management of the organisation's finances.

**Donna Lucas**

**APEN Treasurer**

**14 September 2017**



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*Table 2 Profit and Accumulated funds*

Financial year	2013	2014	2015	2016	2017
Net profit/(loss)	\$16,999	\$(16,970)	\$(4,357)	\$3,428	\$77,164
Equity	\$111,302	\$94,332	\$89,975	\$93,403	\$170,567

## Welcome to APEN Ltd

Earlier this year, APEN members, at a Special General Meeting, passed a resolution to transition APEN away from its present Incorporated Association status (as APEN Inc.) into a Company Limited by Guarantee (APEN Ltd). As part of these structural changes, it was also recognised that the APEN Constitution would need to be modified to suit the new company structure. The constitution is available in PDF version on the APEN website.

At the AGM, held on Thursday 14 September at the Ville, Townsville Queensland, the following motions were carried to complete the process.

**Motion:** That the **APEN Ltd constitution** as circulated be accepted as the constitution of the new Australasia-Pacific Extension Network Limited entity and be sent with the registration papers to ASIC.

**Moved:** Chrissy Stokes

**Seconded:** Austin McLennan

**Vote:** Cd

**Motion:** That the Registered address for APEN Limited be 11 Eltham Court, Wodonga Vic 3690 Australia.

**Moved:** Denise Bewsell

**Seconded:** Warren Hunt

**Vote:** Cd

**Motion:** That the present APEN Secretariat, J Rosemary Currie, Wodonga be appointed as the APEN Company Secretary and that Bob Travers and Associates, Albury be appointed as

APEN auditor for 2017/2018.

**Moved:** Roy Murray-Prior

**Seconded:** Bruce Howie

**Vote:** Cd

### The Board Management structure

The overall management structure of APEN consists of the following bodies and offices:

- **A skills-based Board of 5-9 Directors responsible for overall management of the Company**, from which the following officers will be drawn: President, Vice-President, Treasurer and Secretary. The majority of the APEN Directors will be elected directly by the membership, though the Board will have some capacity to appoint additional Directors dependent upon the needs of the Board at the time.
- **A Company Secretary**
- **A Committee of elected Regional Coordinators** (1 per region) who will assist the Board in implementing strategy and regional activities and events
- **Two Board-appointed Officers: Chief Editor, Rural Extension and Innovation Systems Journal; Editor, ExtensionNet**

*[See Nominations in table below.]*

**Motion:** That the Directors and Regional Coordinators nominated by the due date and named as above be duly elected.

**Moved:** Denise Bewsell

**Seconded:** Roy Murray-Prior

**Vote:** Cd

*[Editor's note – since the AGM we are pleased to welcome Shayne Hynam (VIC), Dani England (SA), Adrian Englefield (NSW)]*

### Election of APEN President

**Motion:** That Graham Harris, having been nominated and elected by the above named Directors, be duly elected as APEN President for a three-year term.

**Moved:** Chrissy Stokes

**Seconded:** Denise Bewsell

**Vote:** Cd

### Confirmation of Journal Editor and Assistant Editors, ExtensionNet Editor

**Motion:** That the positions of Journal Editor and Assistant Editors, Dr Roy Murray-Prior, Sally Marsh and Lisa Cowan and the position of ExtensionNet Editor, Dr Patricia Hamilton be confirmed with thanks.

**Moved:** Anthony Kachenko

**Seconded:** Warren Hunt

**Vote:** Cd

We are now on our way. "It is again time for extension professionals and practitioners to hold up extension as a profession that is essential for positive change." Jeff Coutts (2001)

### Election and Appointment of Directors and Regional Coordinators at the 2017 AGM

Nominations received by 14 August 2017

Position	Name	Nominator	Seconder	Date received
Director	Chrissy Stokes	Beth Kyd	Sophie Headley	04/08/17
Director	Anthony Kachenko	Donna Lucas	Patricia Hamilton	07/08/17
Director	Graham Harris	John James	Jeanette Long	09/08/17
Director	Jeanette Long	Graham Harris	Patricia Hamilton	09/08/17
Director	Donna Lucas	Tony Butler	Sophie Folder	11/08/17
NZ Regional Coordinator (RC)	Chrissy Stokes	Beth Kyd	Sophie Headley	04/08/17
SA RC	Lisa Stevens	Jeanette Long	Patricia Hamilton	06/08/17
NT RC	Jacob Betros	Warren Hunt	Lisa Stevens	09/08/17
Qld RC	Andres Jaramillo	Graham Harris	Brock Dembowski	11/08/17

# Profiling the Inaugural Board of the APEN Company

The Directors of APEN Ltd take responsibility for growing the organisation into the future.

## Meet the Directors

**Graham Harris | President | Lives in Toowoomba, Queensland**



Graham is inspired by people seeking to make a real difference in the world.

On Graham's agenda now is securing the future of his work team, and APEN.

The lesson, which has impacted on Graham most in his life is the selfless support provided by his wife to his autistic/disabled son.

Graham believes that the best thing about being an APEN member is the opportunity to interact with a diverse group of extension professionals from the private and public sector, and across industries and geographically.

**Anthony Kachenko | Vice President | Lives in Sydney, NSW**



Anthony is inspired by the leadership traits, behaviours and charisma demonstrated by Winston Churchill. A close second is the majesty of nature and how important it is in our lives (plant life balance).

On Anthony's agenda now, professionally, is looking at personal development opportunities with short courses through the Australian Institute of Company Directors. On a personal front, enjoying every moment he gets with his young family by ensuring a sound work/life balance.

The lesson, which has impacted on Anthony most in his life, is the importance of self-awareness, particularly in developing relationships and maintaining a healthy lifestyle.

Anthony believes that the best thing

about being an APEN member is being exposed to a diverse group of extension professionals with a wealth of experience to continually improve and grow oneself.

**Donna Lucas | Treasurer | Lives in Sandfly in southern Tasmania** with her husband Anthony and they have three adult children Amy, Jess and Jono.



Donna is inspired by the farmers/growers/producers that she works with as she is always learning from them.

On Donna's agenda now is being part of the Local Organising Committee for the International Farm Management Association (IFMA) Congress that will be held in Tasmania in March 2019

The lesson, which has impacted on Donna most in her life, is the importance of learning to learn. "Thanks to my grade six teacher, the late Mr Geoff Woods, for teaching me this - even if it was the hard way."

The best thing about being an APEN member is definitely the personal relationships and also the professional development opportunities.

**Chrissy Stokes | Secretary | Lives in New Zealand** and is a member of the Zespri Orchard Productivity Centre, based in Mount Maunganui, New Zealand.



Chrissy is inspired by the kiwifruit growers that she works with, and how they manage a complex biological system to grow the world's best kiwifruit.

Right now Chrissy is training for her first full marathon, and working hard on how, as an industry, we can combine science with practical solutions to help

growers make good decisions in their businesses.

The lesson which has impacted on Chrissy most in her life is that we're all just people – and people don't often respond to facts and figures, so you have to tell a good story and get their emotions engaged to change their behaviour.

The best thing about being an APEN member is the awesome people I get to meet!

**Jeanette Long | Director | Lives in South Australia**, farming with her husband and son on Eyre Peninsula and in the Clare Valley as well as working as a Facilitator, trainer and coach in their business Ag Consulting Co.



Jeanette is inspired by developing people, communication and leadership skills in agriculture and regions.

On Jeanette's agenda now is facilitation training for Advisers working with farmer groups, strategic planning with farming families, building the leadership skills of rural women and the development of virtual mentoring groups to support the development of professionals in agriculture.

The lesson, which has impacted on Jeanette most in her life, is the recognition of the power of an effective mentor to assist in developing her confidence and skills to follow her passion and go outside her comfort zone. "The importance of following my dreams was painfully reinforced through the loss of one of my mentors to cancer at a young age."

The best things about being an APEN member are the wonderful networks of people and the culture of support.

# Inaugural Board of the APEN Company continued

**Roe Currie**  
| Company  
Secretary | Lives in  
Wodonga, Victoria,



A great place to live and bring up four sons with its proximity to Lake Hume, the Victorian Alps, education and the facilities of Albury/Wodonga though the eldest and youngest fled “the Dong” to go to university in Ballarat and Melbourne respectively as soon as they could!

Roe is inspired by the people she has contact with through APEN, her business

and socially who work or volunteer to help others. On Roe’s agenda now is working towards having the APEN administration ready to hand on to someone else a few years down the track and supporting the Board and Regional Activities Committee to keep the APEN activities happening.

The lesson which has impacted on Roe most in her life is the importance of living in the here and now, walking daily and being mindful of everything that is going on around you.

The best thing about being involved in APEN is attending the conferences and being able to put faces to the names in the membership database.

*The Board brings to APEN a culture of diversity of thought, skills and experience to deal with the growth of forming an effective and engaging company as they monitor, challenge and communicate our aspirations through every level and through every medium.*

**“No system of education is complete that does not harden the hands and toughen the muscles, while it also develops the intellect and enlarges the heart”** Alexander Clark (1834-1879).



## The Regional Activities Committee

To engage our members at local and regional levels, the APEN Board is supported by Regional Coordinators (RC) who represent each of our regions. APEN members, in their region, elect the RCs. Their task is to drive on-ground activities and events across the regions and to keep the Board informed and advised on regional issues and interests. It is a very valuable way of identifying common-interest groups in their region.

### Meet the 2017-2018 Regional Coordinators

**Chrissy Stokes lives in NZ** is also a Director [see Chrissy’s profile under the Board]



**Jacob Betros - Lives in Darwin, NT**



Jake is inspired by the people on the ground who deliver real outcomes – people who have the ability to see the long-term effects in real-time. Currently, Jake is developing partnerships for the next 5 years of NRM and Sustainable Agriculture in the Northern Territory through the National Landcare Program. The lesson, which has impacted on Jake most in his life, is that you can’t always rely on other people to get things done. If you want

to see change, go out there and make change.

Jake believes that best thing about being an APEN member is “Being able to connect with other extension professionals I otherwise would never have known.”

**Adrian Englefield - Lives in Wagga Wagga New South Wales**



Adrian is Inspired by the challenges facing Australian agriculture especially the wine industry.

On Adrian’s agenda now is involvement in the Wine Australia Riverina Regional program and the DPI Viticulture Skills Development program and studying for a Master of Business Administration. The lessons impacting on Adrian’s life are his three children under six years who teach him something new every day!!! and farmers facing many challenges. Adrian grew wine grapes on his family’s vineyard for ten years. Here, the experiences, skills and lessons learnt have gives him a first-hand-account of many issues his work addresses.

Adrian believes that the best thing about being a new APEN member is looking forward to contributing, networking and improving extension skills.

**Andres Jaramillo QLD - Lives between homes in Townsville and Brisbane** as he travels throughout the sugarcane industry on a regular basis.



Andres is inspired by: Sharing what he knows and learning from those with passion and a balanced life. On his agenda now is addressing Water Use Efficiencies through Irrigation and scheduling practices in different projects and engagements with the private industry in sugarcane. The lesson, which has impacted on Andres most in his life, “those who don’t learn history are doomed to repeat it”.

Andres believes that best thing about being an APEN member: is the opportunity to network with like-minded people passionate about extension work in the agricultural sector.

**Danielle England - Lives at Keilira via Kingston in the South East of South Australia** where she manages AgInnovate, a national team of extension specialists,



creating change in agricultural industries. Dani is inspired by on-farm change as she loves giving people the opportunity to explore both farming and business options that creates a new way of operating more suitable to their personal, family or farm business. Currently, Dani is working as the extension and project management coordinator with MacKillop Farm Management Group, a farming systems group in the South East of SA, where new projects around high rainfall cropping systems are being created; professional livestock management; and establishing a future farmers group.

**Shayne Hyman – Lives at Stratford in beautiful Gippsland, Victoria.**



Shayne is inspired by the lifelong learning journey and those who are on it. On Shayne’s agenda is her work as Industry Development Officer for Gippsland’s vegetable industry - part of the local Food and Fibre industry worth \$7bn annually. The lesson, which has impacted on

Shayne most in her life: “Step up - participation is great. And nothing happens if no one makes a move.”

Although it’s very early days for Shayne, she believes that the best thing about being an APEN member is learning, growing, developing and helping others to do the same.

**Roe Currie, Executive Officer APEN - Lives in Wodonga, Victoria** – [See Roe’s profile as Company Secretary of the Board]



**Pat Hamilton, Editor of ExtensionNet – Lives south of Adelaide, SA**



Pat is inspired by sharing the amazing stories of people throughout the world (the world is made up of stories not atoms). Currently, Pat is convening the Thriving Women 2018 Conference to connect and advance women in all sectors of agribusiness. One of the many lessons which has impacted on

Pat throughout her life is, “we are braver than we believe, stronger than we seem and smarter than we think – nothing is impossible”. The best thing about being a member of APEN is the privilege of capturing and sharing the wealth and diversity of our members’ activities.

*The Board and RAC have been given the **cloak of leadership** to take APEN Ltd forward: May that cloak give them mental status; physical calm and visible authority. Supported by our members, their strengths live beyond their limitations.*



## APEN Mentoring Scheme:

Mentoring is not for the happy few. It is for all of us.

Most of us can point to an influential person (or maybe several people) who has helped shape who we are today. These mentors have worked behind the scenes with us, generously sharing their time, expertise, and insights to nurture our potential, keep us on track, and help us grow — often personally and professionally.

There’s a lot of talk out there about mentors, especially regarding where to find them, how to ask them for guidance, and what to do to keep that relationship strong. But if you’re like most people, you’re probably struggling with the very first step: How do you locate an amazing mentor in a sea of professionals, and how do you get that person to want to help you?

The APEN Extension skills mentoring scheme is designed as a low-cost peer



mentoring system, which will benefit the individuals involved, our discipline and our organisation. The scheme is an additional service available to members only. Of course, interested non-members may join and gain immediate access to it. The registration fee only costs mentees \$140 (plus \$14 GST for Australian residents) per year, and there is no fee for mentors.

APEN is very fortunate to have the services of Jeanette Gellard who has been facilitating the scheme for the past two years and Roe Currie who has

been the backbone of the scheme’s administration and coordination. Details of the Mentoring Scheme can be found on the website at <http://www.apen.org.au/mentoring>. If you are interested in taking part either as a mentee or mentor in the 2018 scheme, please fill out the registration survey (links at the bottom of the web page) or contact Roe to discuss: +61 2 6024 5349 or [info@apen.org.au](mailto:info@apen.org.au). Registrations for the 2018 scheme will close on February 16, 2018 and the scheme will begin about a month later.



# APEN – 2017 Conference Reflections

'Facilitating balanced change for rural and urban communities: Profitability & sustainability, land & sea, private & public, farms & communities



The APEN Conference, held bi-annually, is a meeting for rural advisory practitioners, researchers and academics that combines the best extension research and practice from developing and developed countries. Every fourth year the conference is an International Conference.

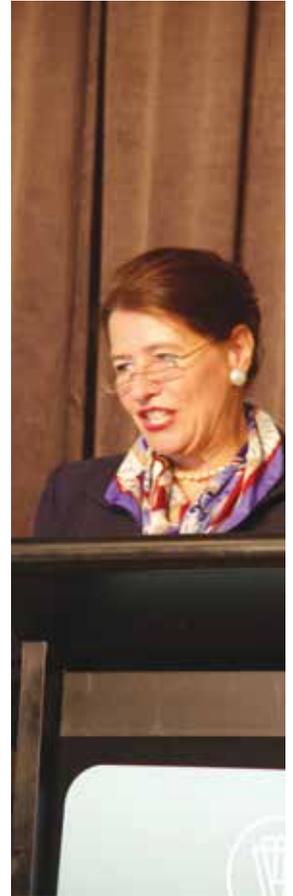
The 2017 APEN International Conference, held in Townsville (12 to 15 September) attracted over 300 delegates from Australia, New Zealand, Asia-Pacific islands and about 30 other countries world-wide. It featured invited keynote speaker Professor Dr Regina Birner from the University of Hohenheim, Germany who spoke about Governance challenges and gender issues in agricultural innovation systems in the developing world. A mix of plenary speakers, concurrent presentations and posters from delegates, and workshop sessions ensured a stimulating program and lively debate throughout the conference. The conference showcased both the International and Australian extension programs in operation in the field through addressing the following themes: Gender balance and affirmative action; Planning, monitoring and evaluating; Developing agricultural innovation systems; Building social capital and resilience; Incorporating new media in extension; Policies and trends in rural advisory services; Achieving health, NRM, production and social outcome.

Studies reveal that there are five main reasons why people attend conferences: To learn; To be inspired; To meet like-minded people and network; To solicit business; and The location.

*And so how did the 2017 APEN Conference “stack up”?*

**A snapshot illustrates our success.**





The Global Forum for Rural Advisory Services (GFRAS) Annual General Meeting Ingham (10 to 13 September) preceded and overlapped for the first two days of the APEN International conference. The GFRAS meeting attracted over 70 delegates from over 30 countries and about 50 of these delegates stayed for the rest of the APEN conference.



# APEN 2017 Awards

The APEN Award for Excellence in Extension is open to APEN members, individuals or groups, who have demonstrated outstanding contribution to extension practices through a work program completed within the last five years.

Awards are presented in the Open or Experienced and Young Professional (under 35 years of age) categories. In 2009 the Young professional award was renamed the Amabel Fulton Award for Excellence in Extension for a Young Professional in memory of the late Amabel Fulton who was a major contributor to APEN and the development of extension in Australia.

**Meet Heather Collins, the 2017 winner.** Heather, who hails from New Zealand, received her award from APEN's President Jeanette Long at the APEN Conference in Townsville in September.

*Here is Heather's story:*

## How can individuals and organisations work with, better inform and support farmers in a transition to more sustainable farm management systems?

I was a sheep and beef industry consultant. I hadn't studied for more than 20 years. Yet 4 years ago, I started a PhD around dairy farming and water quality. Maybe I was naive, but I landed at Massey University with a desire to help farmers and thought a PhD wouldn't be that hard. So - why start a PhD? What have I learnt along the way? How can what I've learnt help others?

My PhD was sparked by farmers' experiences and comments, and shaped by what I've learnt from farmers, growers and industry staff over the years. I often think back to a series of workshops I ran with Hawkes Bay farmers many years ago. Hawkes Bay Regional Council



*Jeanette Long presents Heather Collins with her award*

was considering some regulation, and Hawkes Bay Federated Farmers thought that voluntary guidelines for sustainable farming might prevent the rules. The farmers shared their ideas about what sustainable farming meant to them. I wrote their ideas on pieces of paper and blu-tacked them to the wall (pre Post-it note days .....). One older farmer was angry. He stood up, started arguing and stormed out. I was mortified. The next day, another farmer rang with an explanation and apology from the older farmer, and told me the older farmer couldn't read. He wanted to be involved, but he felt embarrassed and excluded by the process. I learnt a lot that day about the power of farming networks and trust; about inclusion not exclusion; and about farmers who want to be involved in positive change. It's intriguing that the lessons I learnt 25 years ago are the same messages I heard from dairy farmers in my recent PhD research.

Let's skip forward to a 3-year farmer-led project in drought-prone Marlborough, set up to address declining farm

productivity and increasing soil erosion. The farmers and community (with support from the Landcare Trust) ran a final field day that captured the imagination of farmers and industry staff from all over New Zealand. It was epic! A Hawkes Bay farmer exclaimed: 'it's the best field day I've ever been to!'. He told me he learnt about positive change from Marlborough farmers (how to graze lucerne in dryland farm systems), and he talked with other farmers also stressed by continual drought. Not long after this project a government staff member said to me: 'Farmers aren't doing anything. We have to get them to change.' And I thought - hang on a moment, that's not right, farmers and growers are making change. While this farmer-led project and staff member's comment kick-started my PhD journey, farmers' experiences shaped the question that burned in my mind: How can individuals and organisations work with, better inform and support farmers in a transition to more sustainable farm systems?

*The 'magic' of social learning - a young farmer sharing what he learnt about grazing lucerne with other farmers also facing continual drought.*



Let's move forward to more recent times, and address farmers' increasing concerns about the public's perception of farming. I remember when Beth\* stood up in a farmer meeting a few years ago, worried and upset, after reading media comments about the way all farmers handled young stock. Jim\* said to me 'we want good downstream water, we're not environmental vandals', yet he's changed how he uses his roadside paddocks because he's concerned about the public's perception of his farm management. Why does the media only tell stories of poor farm practice? Why aren't the positive stories of change shared? Dave\* called it 'farmer bashing' –farmers (and especially dairy farmers) taking a hiding in the media. Farmers feel they are under attack; being criticised; that they are the villains; from hero to zero. I'm not OK with what seems to be an accepted norm of criticising all farmers in the media, whether they are using accepted practice or not. How can people engage in positive change

when they are criticised and surrounded by negativity?

My PhD research emphasised that dairy farmers accept they need to change, and the farmers in this research are changing. A change in knowledge, understanding and practice change to improve water quality was evident. Importantly, accepted practice for dairy farming and water quality is changing and farmers are informally enforcing these practices. The culture of farming is changing. In addition, local government (Horizons Regional Council) changed their approach towards farmers, from an approach that was perceived to be disrespectful and autocratic to one where farmers feel the council are listening to their concerns. A proactive farmer-led community action group contributed to this change in approach, and built trust and respect within the community. My PhD research emphasised that trust, respect and reinforcing social norms are pivotal to enable positive change.

Finally, the true test, how is this research making a difference? A submission on our local council's new environment plan last year was based on the findings. A simple 2-page research summary has circulated widely, and I'm amazed by the calls and emails from people (I don't know) who want to know more. Recently I presented the results to the community and organisations involved in the research. I've heard (via the grapevine) that farmers, the community, and staff from the council and farming organisations, are talking about trust and respect. They are also thinking and talking about how to encourage the community's capacity for positive change during a time of great uncertainty and upheaval. Isn't that just great? My research is helping individuals and organisations think about, inform and support farmers through positive change.

\* Names changed for confidentiality



## 2017 Best Presentation Award:

*At our bi-annual conference, we are conscious of the power of concurrent paper presentations in providing delegates with the opportunity to share extension experiences. To acknowledge the importance of recognition for a job well done, the APEN team presents an award for best presentation.*

*The winner, **Chrissy Stokes (also a New Zealander)**, shares with us some tips for making a presentation an exciting experience*

*The 2017 award recipients epitomise the words of Benjamin Franklin: "Energy and persistence conquer all things."*

## Public speaking 101: my top tips for giving a great presentation

At this year's APEN conference in Townsville, I was lucky enough to win the "best Presentation" award for a talk I gave about event planning. What I'd like to tell you about today are a few tips I've gathered over the years for giving a great presentation. I hope you find them useful!

In this article, my three key points are planning, preparation and presenting, and I've broken each of them up into sub-points.

### Planning

*Three key insights.*

What are the really important things I want the audience to understand? There's lots of things I could tell them, but only a few are really important. Focus on those, and leave the rest out. I try to narrow it down to three key insights, and these are usually not technical details, but big concepts.

### *Clear purpose*

The most important question to ask yourself, and the question that's at the heart of what we do as professionals: Why? Why am I giving this talk, why will people turn up, and why will they change their behaviour afterwards? If

you haven't seen Simon Sinek's Ted Talk "Start with Why", go and watch it right now. It's all about how people don't buy what we do. They buy why we do it, and that this is just human nature. Tap into people's emotions, and tell a good story, and you're much more likely to make a connection than if you present the most rational argument ever created. This is because people make decisions not with the rational part of their brain, but with the emotional part – so use that to your advantage.

### *Know your audience*

If you're speaking to a group of farmers,

# Public speaking 101 continued

the content of your talk will be different from a presentation to a board of directors you're pitching to. What will they understand and what might you need to explain? What are they expecting from you? How might they respond to your message and what more do they want to know?

## Preparation

### Stories

Be authentic. Even though presenting is a performance, you still need to be yourself. A great way to do this is to use stories to get messages across. Stories can be used as evidence for the facts you're presenting, but be careful not to tell the audience you're going to tell a story, just tell it: "I met this guy who..." Storytelling is a powerful tool for change, so use it!

### Own it

Your presentation is not your slides. Some of the best talks I've ever heard have been people standing in front of me, without any visual aids or fancy props. We've all heard the phrase "death by PowerPoint". This is for good reason, as far too often presenters rely on their slides as the basis for their presentation, when in fact the slides are only a visual aid, there solely to support or enhance what you're saying. You are the presentation. And guess what? If your slides don't work (as happened to me in Townsville) how impressed are the audience going to be if you can give a great talk anyway? The answer is VERY! When we're out on farms or orchards, and we're talking about things we're passionate about, we get the message across really well without slides, fancy videos or laser pointers, so tap into that and give the slides a break.

### Key points

Practise, practise, practise! Get really familiar with your content, so you know it inside out and you don't need to rely on slides to provide the detail. Practising isn't running through your talk in front of a mirror. You need an audience to



make eye contact with – even if it's your kids, they'll tell you if you're speaking too quickly, or that bit doesn't make sense, or is this part really important? Make yourself some notes to refer to, just in case you get flustered or lost. Don't write out the whole thing: a few key words to get you back on track will help you to deliver much more smoothly than reading from notes.

## Presenting

### Confidence and Competence

These two words are the key to giving a good presentation on the day, and they don't even have to be real! I think of a presentation as a performance, and all I need to do is convince the audience I'm both confident (even if I'm really nervous, can't wait for it to be all over, and I'm totally faking it) and competent (this one's a bit harder to fake, but if I don't know my stuff, why am I presenting it? Basically this comes down to how well I've prepared.)

### Avoid distractions

If you do decide to use slides to help, remember that you want people to listen to you, not be distracted by having to read lots of text. Make your slides clean, clear and easy to understand, and find images, graphs or figures

that support your messages. If you've got to a point where you don't need a slide, in PowerPoint you can hit "B" on your keyboard and you'll get a black screen (hit any key to get back to your slides). You'll be surprised how people's attention comes back to you!

### Pause

If your knees are trembling, or you feel like you're going around in circles, it's okay to pause. While you get your thoughts together, a few seconds of silence can feel like an eternity to you, but your audience is unlikely to even notice. Take a couple of deep breaths and carry on.

### Finally...

The best way to get good at presenting is to present. If someone gives you an opportunity – grab it! Talking in front of all sorts of different audiences will help you become more confident, and a good process for getting ready takes practice to get right.

*I'd love to hear your tips on this topic. Do you have some hints that could help others? What have you found works for you?*

# Making Connections – Exploring Linkages

Everyone has a story to tell, a lesson to teach and wisdom to share.

The power of APEN is its inclusive network, which fosters the diversity of all our members. APEN provides a link between extension professionals, other organisations, individuals, government departments, industry bodies, agribusiness, natural resource and rural communities.

Through making connections, we can drive think-tanks and do-tanks around issues. We can create platforms for identifying new ideas, new practices and new opportunities. We can collect and we can share stories. Our communication tools enable us to be visible where it counts.

## Connect with us by:

- **Accessing the APEN website** at [www.apen.org.au](http://www.apen.org.au) To log-in to the website you need your Username (the email address that is in the membership database) and Password (your membership number or the password you changed it to). Any problems, please contact Roe: +61 2 6024 5349 or [info@apen.org.au](mailto:info@apen.org.au)

The updated website will be launched soon! The website committee are working with our developers to provide a fresh new website with the wealth of information on extension we have on the present website available to those who want to access it.

- **Contributing to the APEN REIS Journal.** The Rural Extension and Innovation Systems Journal has two main sections - Research and Practice.

**The Research section** publishes research into agricultural and natural resource change management, extension, development and innovation systems issues that follow a rigorous and recognised disciplinary research methodology and targets professional extension practitioners, researchers and educators. Submissions undergo a double-blind review process by members of the Editorial Board and selected reviewers. The Practice section publishes papers that tell stories; promote innovative ideas, tools and process; or provide comment on rural extension and innovation systems activities by or about working with people in (mainly agricultural) industries and communities to achieve change. It targets extension practitioners

and educators, agribusiness managers, business consultants and professional farmers. The Editor and an industry panel on scholarship, readability, relevance to industry and likelihood of facilitating change evaluate these papers.

Roy Murray-Prior, Editor, is happy to receive articles for publication during the year. Roy can be contacted on [roy@agribizrde.com](mailto:roy@agribizrde.com).

- **Sending** an article, photo, joke, cartoon, poem, story, a save the date – the list is endless to the editor of **ExtensionNet**, to Pat Hamilton, the ExtensionNet Editor at [phamilton@rbh2.com](mailto:phamilton@rbh2.com) Some ideas might trigger you such as: Do you have a project that did especially well? Or one that didn't, but you have learnt much from? Do you have an opinion about what the extension profession should or should not be about, or how we go about it? Are you a young extension professional? What have you found out in your first few years that you think is important? We want to hear from you.
- **Sharing** and following up information in the monthly issue of eBulletin
- **Joining an APEN webinar.** Following the success of the six sessions in 2017, which can be accessed via the website. Do you have some topics you would like to see covered or that you would like to present? Please contact Roe Currie by email ([info@apen.org.au](mailto:info@apen.org.au)) or ring to discuss your idea with her on +61 6024 5349. We like to present five or six each year. We thank Leanne Isaacson, who facilitates the APEN webinars through her GoToWebinar software.
- **Presenting a Roadshow in 2018.** We are encouraging our members to plan and implement a one-day workshop in Australia or New Zealand. This is a great opportunity. What we want from you is a proposal covering the workshop content, workshop presentation costs, estimate of travel and accommodation cost and date you would be available to deliver the workshop between May and October 2018. Please submit the proposal by Friday 12th January 2018 so that the Board can consider all interests. A proposal template can be accessed from Roe Currie.
- **Participating in our mentoring program**

Details of the Mentoring Scheme

can be found on the website at <http://www.apen.org.au/mentoring> If you are interested in taking part either as a mentee or mentor in the 2018 scheme, please fill out the registration survey (links at the bottom of the web page) or contact Roe to discuss: +61 2 6024 5349 or [info@apen.org.au](mailto:info@apen.org.au) . Registrations for the 2018 scheme will close on February 16, 2018 and the scheme will begin about a month later.

- **Following us on our social media platforms.**

- **Facebook:** Like and share here or copy into your browser the link below.

<https://www.facebook.com/Australasia-Pacific-Extension-Network-APEN-177134159021677/?ref=hl>

- **Twitter:** Follow us @APENenews

- **LinkedIn:** There are over 515 members of APEN's LinkedIn group, and this number is growing every week.

- **Following the APEN 'Company Page' and joining this LinkedIn group** are easy ways to keep up to date on events and other items that come to APEN's attention at short notice. To join, just click the following links and start interacting.

- **APEN (Company Page):** <https://www.linkedin.com/company/australasia-pacific-extension-network-apen-inc> Follow this page to receive updates directly from APEN

- **APEN (Australasia-Pacific Extension Network):**

<http://www.linkedin.com/groups/APEN-AustralasiaPacific-Extension-Network-4200220> This group is for APEN members and friends of APEN who would like to be kept informed of our activities.

- **APEN eExtension cluster:** <http://www.linkedin.com/groups/APEN-eExtension-cluster-4200268/about> An online community for discussing and sharing ideas regarding eExtension. This is a sub-group so you need to join the parent one (above) first.

If you experience any problems joining contact John James ([john.james@daf.qld.gov.au](mailto:john.james@daf.qld.gov.au) or +61 7 4529 4125) or send an email to [info@apen.org.au](mailto:info@apen.org.au)

There are so many opportunities to participate and be involved in APEN. The choice is yours!



# Challenges over the last 25 years

Over the last 24 years, APEN members have written some amazing articles and shared a diversity of challenges as each of us responded to the questions raised to ensure that we (personally and professionally) grow to become the influence we want to happen in our respective fields.



I think, we can all agree that human talent is the key driver of the future of agriculture, primary production and natural resources and, hence, our relevance to extension practices.

In 2001, Jeff Coutts suggested that there was a "baggage of metaphors" associated with extension. In 2017, the "debate about terms, definition and function still continues" as we embrace new technologies to take us into the future.

In the same issue of ExtensionNet, Peter Van Beek defined what extensionists do as a group and the tools that are needed to be effective.

Extensionists help to: locate/create/collate/re-format; inform/share insights/be innovative; start where they (and the farmer) are and where they are needed/wanted – so that extensionists encourage understanding and adaptation. Peter challenged us to work with our stakeholders to be 'co-owners of extension' – communication is vital so that we do not become extinct.

Ten years ago, in 2007, Kate Roberts, Jeff Coutts and Justine Lacey provided a summary of the National Workshop Series, *Measuring Engagement, Measuring Empowerment*. The workshops were born out of joint research they undertook for the Cooperative Venture for Capacity Building. Their project, the National Extension and Education Review: What Works and Why?, was part of a suite of projects focused on enhancing the understanding of learning, improving organisational arrangements to support rural human capacity building, and inspiring innovative farming practices. As a result of the team's research, they found that all extension and education activities undertaken in Australia fitted under five overarching models of engagement.



Jeff Coutts



# Save the Date

## THRIVING WOMEN 2018, February 2018, Hahndorf, South Australia

*Registrations are now open for the 2018 Thriving Women 2018 Conference. The conference brings together an exciting program of keynote speakers, panel discussions and workshop presenters to provide a power-packed two-day event on 19 & 20 February 2018. Conference Keynote speakers include Hannah Wandel - Founder and CEO Country to Canberra, Sandra Ireson - winner of the 2017 NSW-ACT AgriFutures Rural Women's Award, Kate Carnell-inaugural Australian Small Business and Family Enterprise Ombudsman, and Alexandra Gartmann - CEO & Managing Director Rural Bank. The conference is an initiative of WoTL Ltd (formally known as Partners in Grain) and aims to advance and connect women from across Australia who are involved in the agri- sector.*

For more information, or to register visit: [www.thrivingwomen2018.com.au](http://www.thrivingwomen2018.com.au). You can follow the progress of conference preparations in the lead up to the event, including updates on speakers, via Facebook [www.facebook.com/ThrivingWomen2018](http://www.facebook.com/ThrivingWomen2018), Twitter <https://twitter.com/ThrivingWomen18> and Instagram [InstagramThrivingWomen2018](https://www.instagram.com/ThrivingWomen2018)



**IFMA 22**  
22<sup>nd</sup> International Farm  
Management Association Congress

**Growing Agriculture @ 41 Degrees South**  
3 – 8 March 2019 | Launceston, Tasmania



Congress examining what needs to happen for farm management to increase agricultural output; considering business models, marketing, technology and innovation, community expectations, and the role of Government, with farm visits, presentations and workshops.

[www.ifma22.org](http://www.ifma22.org)



**Are you interested in expanding your network and learning more about farm business management or regional development? If you answered yes, then put this date in your diary now.**

Tasmania will host the 22<sup>nd</sup> International Farm Management Congress in 2019 at the Hotel Grand Chancellor in Launceston from 3 to 8 March 2019.

The theme for the 2019 Congress is Growing Agriculture @ 41 Degrees South – Excellence in farm management through innovation, diversification and integration with tourism.

The Congress program includes 2 days of field tours visiting farms and related institutions in northern Tasmania, presentations on global “hot topics”, and contributed papers on the Congress sub-themes.

Interested in presenting at the Congress? In early 2018, we will be inviting papers and posters on the themes listed here: <http://www.ifma22.org/presenting-at-the-congress>

There will be a one week pre-congress tour in Tasmania and a one week post-congress tour on mainland Australia, visiting farms and other agricultural businesses..

Visit our website to find out more or to subscribe to our mailing list:

<http://www.ifma22.org>

# New APEN members

APEN continues to grow as we welcome recently joined members from around the country and overseas. It is a great opportunity for other member to connect and share experiences with them.



## Adrian Englefield

Adrian is employed as a Development Officer – Viticulture with the NSW Department of Primary Industries (DPI). Based in Wagga Wagga, Adrian's work provides viticulture extension services to NSW wine-growing regions including: DPI vineyard weather stations network [www.dpi.nsw.gov.au/agriculture/horticulture/grapes/weather-stations-network/wsn](http://www.dpi.nsw.gov.au/agriculture/horticulture/grapes/weather-stations-network/wsn), VineWatch viticulture bulletin [www.dpi.nsw.gov.au/agriculture/horticulture/grapes/vw/vinewatch](http://www.dpi.nsw.gov.au/agriculture/horticulture/grapes/vw/vinewatch) and Wine Australia Riverina regional program – Riverina viticulture extension.

Prior to working with DPI, Adrian spent 11 years producing wine grapes in the Sunraysia region of North-West Victoria. Adrian has completed a Bachelor of Applied Science (Viticulture), Bachelor of Applied Science (Wine Science) as is studying a Master of Business Administration from Charles Sturt University.

Adrian looks forward to meeting APEN members and gaining new skills to improve extension services for NSW viticulturists.



## Aliyu Akilu Barau

Akilu Barau is a Nigerian with passion for rural community development through education and self-help efforts. He was born into the family that was headed by a career civil servant who believed in sharing his belongings with have not, and had always strive to see people out of difficulty till his demise. Akilu completed his Bachelor of Agriculture (B. Agric.) at Usmanu Danfodiyo University, Sokoto and M.Sc. Agricultural Extension from University of Ilorin, Ilorin, all in Nigeria. Currently, He is a PhD fellow in the Department of Agricultural Extension and Rural Development of Bangabandhu Sheikh Mujibur Rahman Agricultural University, Gazipur, Bangladesh. His research experience covers sub Saharan Africa and South Asia and has many several publications to his credit.

He is a teacher with the Department of Agricultural Extension and Rural Development, Usmanu Danfodiyo University, Sokoto, Nigeria. He always looks forward to guiding/couching the upcoming potentials and also get involved deeply in bringing to limelight agriculture and rural development problems through research. He also has passion for issues that relate to environment. Akilu is a member of several professional organisations; notable among them are Agricultural Extension Society of Nigeria (AESON) and Bangladesh Agricultural Extension Society (BAES).



## Ruchi Singh

Dr. Ruchi Singh is an Assistant Professor, at the Department of Veterinary and Animal Husbandry Extension, College of Veterinary & Animal husbandry, NDVSU Jabalpur , M.P., India. She has previously worked as Farm Manager at Central Poultry Development Organization, Bhubneshwar , where she worked in poultry farm management including, breeding stock management and record keeping. Presently she provides services in teaching, research and extension in veterinary services to develop professional in veterinary extension and also to rural community for transfer of technology. She has an Bachelors degree in Veterinary Science from, JNKVV, Jabalpur and Masters in Veterinary and Animal Husbandry Extension from L.L.R.U.V.A.S. Hisar, Haryana. Ruchi has worked as a principle investigator of Tribal Sub Plan Project in the working university from 2012-17.

Apart from this project she has also coordinate various other projects in the university like Farmer FIRST, Mera Goun Mera Gaurav, Unnat Bharat Abhiyan. Ruchi is a member of various societies such as Indian Society of Extension Education, New Delhi, Indian Veterinary Extension Forum, Puducherry, Society of Extension Education, Agra and Society of Society for Advancement of Human and Nature, Nauni, Solan. Ruchi's current objective is to provide effective and efficient technology transfer to rural areas for fully adoption of required technology by rural community, promote organic livestock farming and effective use of information technology in rural communities.

The APEN Board welcomes new members to the network. Members are the foundation and are accountable for the success of the network to drive us forward. We encourage each of you to communicate with other members:

- share your thoughts, opinions, ideas, experiences and knowledge
  - offer each other support
  - build on developing positive relationships – not only in your region but extend across the whole membership
- Remember: "Great stuff happens when we come together to motivate and inspire each other."

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## Guidelines and Deadlines

Submissions should be made in MS Word 6.0 with minimal formatting. A portrait photograph of the author is required. All photographs, figures and/or tables ought to be provided as separate files (preferably TIF or JPEG; photos scanned at 300 dpi). Feature articles should be around 1000 words and minor articles 500 words. The editor reserves the right to edit submitted material to meet space restrictions. Letters to the editor or general items of news of interest to the network are welcome. Articles should be submitted at least four weeks prior to publication.

Preference is given to articles that are grounded in some form of project or event.

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