



Annual Report

2021/2022



02 President's Report

I am delighted to present the President's Report for the 2021/2022 year.

APEN made several changes during the year to set itself up for future success. First and foremost, we farewelled Dr Rosemary Currie, who, after almost 27 years, retired from the Executive Secretary role from APEN. Roe was awarded an Honorary Life membership at the APEN International Conference in February 2022.

In May 2022, the APEN Board appointed the Association Specialists to manage APEN and provide support to the Board regarding governance, administration and membership support.

"THE APEN INTERNATIONAL CONFERENCE WAS OUR BIGGEST EVER"

The APEN International Conference was a success – our biggest ever with 282 registrations. Although it was entirely virtual, thanks to cCOVID uncertainty, we connected virtually, shared, learned and challenged each other. Planning is underway for the next 'face to face' conference in 2023 – watch this space.



In May, we engaged Alice Long as a Communications Coordinator to support the Board and Stakeholder Engagement committee lift the profile of APEN through our communication channels. This decision has been long coming to ensure the organization have a strong presence and profile the great work of extensionists and the extension profession.

We also received a Grant from Building Better Regions Fund - Community Investments Stream. This grant will support the APEN Regional Coordinators working in extension in growing their capacity, capabilities, resilience to step up their leadership and support roles in their rural, remote and regional community.

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President's Report *contin.*

On 1 July 2021, APEN introduced Professional Membership (APEN-PM) in addition to the existing membership categories of: Ordinary, Student, Retiree, Overseas Affiliates, Corporate and Life membership. This is a great step to lift the professionalism of members who invest in their ongoing professional development, recognizing their high level of skills, knowledge and experience in extension gained through professional experience and/or formal qualifications. I encourage all members to look at this program and lift the profile of extension across the Asia Pacific.

The APEN Board is blessed to have Pat Hamilton serve not only as a director but as editor of ExtensionNet. Working alongside Pat in the editorial team is Chrissy Stokes, Adrian Englefield, Morag Anderson and Alice Long. They together ensure we hit the right note with contemporary and topical content that challenges our readers and supports our members.

I have enjoyed seeing APEN continue to grow and challenge itself during my second term as President.

"I AM EXTREMELY PROUD OF WHAT WE HAVE ACHIEVED"

I am extremely proud of what we have achieved, which is a testament to the sheer grit and determination of my fellow Board Directors, Regional Coordinators and those who have volunteered on committees.

I sincerely thank Dr Rosemary Currie and the team at the Association Specialists, who kept us even-keeled.

I look forward to the ongoing change APEN will experience in the year ahead, further progressing and advocating for the extension profession.

As we get back to face-to-face interaction, I look forward to meeting as many members as possible and serving you to champion APEN and our profession.

Anthony Kachenko
APEN President

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Regional Activities Committee



Chair:

Pat Hamilton

Regional Coordinators (RCs):

Sarah Hain (NT); Adrian Englefield (NSW), Callen Thompson (NSW; Caroline Coppo (N-Qld), Noel Ainsworth (S-Qld); Sandy Gunter (SA); Ossie Lang (Tas); Sarah Thompson (Vic); Karen Smith (WA) NZ (vacant)

The Board acknowledges the generosity of our team of dedicated volunteers and their very valuable input to the network. Their planning and involvement in the following successful activities are very much appreciated.

- *ExtensionChat*: Foundations of Extension Design & Practice series – two workshops and a Master Class. We were fortunate to engage Jeanette Long and Dani England to facilitate the workshop and moderate the Master Class panel session with Sarah Hain (NT RC), Lab Wilson (NZ), Angela Williams (Qld), and Peter Newman (WA)

- *Book Club*: Noel Ainsworth coordinated the Book Club discussions where the RCs presented the discussion papers and stimulated the robust conversations

- *Master Classes*: Sarah Thompson organised the Master classes for the 2022 conference and was awarded the Amabel Fulton Award for Excellence in Extension by a young professional for her dynamic role in planning and development activities for Dairy Australia.

- Each of the RCs promoted APEN through their work, other organisations, and their networks

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Regional Activities *contin.*



- *Building Better Regions Grant*: So that APEN can support emerging leaders and succession, we successfully applied for a Building Better Regions Fund – Community Investments Stream- Round 5, from the Australian Government. Growing Emerging Extension Leaders in Australia and New Zealand was a successful application!

We called for an EOI to deliver the 7-month online and face-to-face program and for 10 emerging leaders to join our nine Regional Coordinators as participants. We were overwhelmed by the large number of worthy applications – an indication that we are filling a strong need.

Jeanette Long has designed a very practical, motivating program. We thank Jeanette (a Past President) for her continued involvement and support of APEN.

The Regional Coordinators are agents of change. They are setting the directions for the future APEN as they continue to build their capacity to engage, connect and network, and by including the ideas and experience of their rural and regional communities.

I am privileged to work with such a dynamic and hard-working team.

Pat Hamilton
Regional Activities Chair

**"APEN REGIONAL
COORDINATORS
ARE AGENTS OF
CHANGE"**

Treasurer's Report

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Based on the audit of APEN by Bob Travers & Associates of Albury, NSW, APEN Ltd is in an improved financial position following the conference with a retained surplus of \$198,542 as at 20th June 2022.

This was largely due to an Operating surplus of \$94,430, largely due to income from the Biennial Conference held online in February 2022.

Thanks are due to Professor Ruth Nettle of Melbourne University and her conference team and the conference managers, JT Production Management.

Apart from the conference, major sources of income were from membership fees, pre-conference workshops, the ExtensionChat workshops and mentoring activities.

These additional activities over the last couple of years have broadened our income sources and provided additional services to our members.

The Audit, Risk and Finance Committee has developed policies and KPI's to manage risks and ensure our financial viability including:

- projecting financial position three financial years into the future,
- not starting a financial year with less the \$50k in reserves,
- budgeting for positive net cash flow over a two-year cycle,
- increasing membership, and
- developing recommended surplus amounts for conferences and events

Roy Murray - Prior

APEN Treasurer

Audit, Risk & Finance Committee Chair

Financial Statement 07

AUSTRALASIA-PACIFIC EXTENSION
NETWORK LIMITED ACN 622 357 144

STATEMENT OF ASSETS & LIABILITIES AS AT 30 JUNE 2022

	NOTE	2022 \$	2021 \$
MEMBERS' FUNDS (EQUITY)			
Retained surplus		194,224	99,794
Total Members' Funds		<u>194,224</u>	<u>99,794</u>
LIABILITIES			
Current			
Trade creditors and accruals		4,318	1,119
Total Liabilities		<u>4,318</u>	<u>1,119</u>
TOTAL EQUITY AND LIABILITIES		<u>198,542</u>	<u>100,913</u>
ASSETS			
Current			
Cash at bank		197,413	99,112
Receivables		1,129	1,801
Less: Provision for impairment of receivables		<u>1,129</u>	<u>1,801</u>
TOTAL ASSETS		<u>198,542</u>	<u>100,913</u>

Financial Statement

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AUSTRALASIA-PACIFIC EXTENSION NETWORK LIMITED ACN 622 357 144

STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2022

	NOTE	2022 \$	2021 \$
<i>Income</i>			
APEN Conference		166,439	
APEN Workshop		22,855	8,170
Membership		28,896	38,603
Mentoring		3,500	2,650
Shaping Change Book		500	
Sundry receipts		1,135	92
Interest received		5	284
		<u>223,330</u>	<u>49,799</u>
<i>Expenses</i>			
Accountancy & audit fees		1,885	1,750
Administration- Secretariat		34,747	39,329
- Other		2,684	2,538
- Secretariat TAS		5,366	
APEN -AGM		480	1,404
APEN Mentoring Scheme		860	729
APEN Workshop/events		7,013	2,423
APEN Award		940	
AEP Publication-Shaping Change Book			1,448
Bank & government charges		795	849
CM expenses			788
Conference costs APEN		64,819	120
Extension Net		2,306	1,200
Legal and professional fees			6,000
Insurance		3,596	2,331
Printing, stationery & postage		1,120	
Promotion		933	283
Registrations			1,681
Sundry expenses		607	1,304
Website expenses		749	837
		<u>128,900</u>	<u>65,014</u>
Operating surplus / (loss) for the period		94,430	(15,215)
Income tax expense			
Operating surplus/(loss)		<u>94,430</u>	<u>(15,215)</u>
Other comprehensive income for year			
Comprehensive income attributable to members		<u>94,430</u>	<u>(15,215)</u>

Financial Statement

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AUSTRALASIA-PACIFIC EXTENSION
NETWORK LIMITED ACN 622 357 144

STATEMENT OF CHANGES IN EQUITY (MEMBERS' FUNDS) FOR THE PERIOD ENDED 30 JUNE 2022

	2022 \$
Retained surplus at 30 June 2020	115,009
Profit / (Loss) for the year	(15,215)
Retained surplus at 30 June 2021	<u>99,794</u>
Profit / (Loss) for the year	94,430
Retained surplus at 30 June 2022	<u>194,224</u>

The Directors of the registered entity (APEN Ltd.) declare that, in the Directors' opinion:

- 1) The financial statements and notes, as set out on schedules 1 to 3 (APEN Financial Statements on 30 June 2022), are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
 - a) comply with Australian Accounting Standards
 - b) give a true and fair view of the financial position of the registered entity at 30 June 2021 and of its performance for the year ended on that date.
- 2) There are reasonable grounds to believe that the registered entity will be able to pay its debts as and when they become due and payable.

This declaration is provided in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.

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Governance & Strategy Committee

Chair:

Jeanette Gellard

Committee:

Roy Murray-Prior, Les Baxter, Angus Dunne, Matt Hall, John Ladley

The Governance & Strategy Committee continues to provide oversight of the Board's governance framework and support the ongoing review of APEN's strategic directions.

The 2021/2022 year has seen a continued focus on the development and review APEN's policies to ensure the overall direction, effectiveness, management, and accountability of APEN is maintained.

The APEN policy review schedule was updated to guide future work.

Jeanette Gellard

**Governance & Strategy Committee
Chair**



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Stakeholder Engagement Committee

Chair:

Pat Hamilton

Committee:

Graham Harris, Brad Pfeffer, Caroline Coppo, Shakira Johnson

Timely and informed communication is essential. The Stakeholder Engagement Committee has a multi-channel approach to communications to reach, engage and support our members and the wider stakeholder group.

The **eBulletin** has kept everyone up to date with extension activities and issues.

ExtensionNet continues to share the practical experiences and innovation from a diverse group of extensionists across Australia and New Zealand.

The **REIS Journal** focuses on promoting articles on the latest extension theory and practice. Our social media [Facebook, Twitter and LinkedIn] extends our horizons to reach a wider audience.

Webinars continue to attract many people – we were delighted to present six webinars during the year:

Adrian Englefield, Hort Innovation Regional Extension Manager: *Monitoring & Evaluation*

Megan Willis, Senior Extension Officer DAFQ: *Extension with direction, developing a framework for consistent and effective extension delivery in the Burdekin Catchment*

Dr Chelsea Jarvis, Senior Scientist USQ Centre for Applied Climate Sciences: *Communicating science to different industries*

Warwick Waters, APEN Excellence in Excellence Award, joint winner – *Mistakes I've made that others might avoid, what's working well and new opportunities for extension*

Denise Bewsell, APEN Excellence in Excellence Award, joint winner – *Small group-based extension and the overlooked art of extension*

Jodie Ward, Future Beef Project Team – APEN Amabel Fulton Award for Excellence, joint winner – *The value of difference*

Not only do we appreciate Graham Harris for moderating the series, but we have been fortunate that Graham has shared with our members on the APEN YouTube channel.

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Stakeholder Engagement *contin.*

The Mentoring Scheme has been very successful.

We thank Jeanette Gellard (supported by Roe Currie) for organising the very interesting sessions online.

Highlights: All of the above have been fabulous. However, the engagement of the Communications Coordinator, Alice Long, has been a great decision.

In the two months Alice has been with us, she has made a huge impact on recruiting more members from a wider diverse group and has engaged more stakeholders to communicate with us – all motivating us on various levels.

The SEC has worked hard to capture a lot of ideas and experience about more effective ways to collaborate and build capacity. We appreciate the input of our members.

For more information, check the APEN website – a wealth of past, present, and future information.

www.apen.org.au

Pat Hamilton
Stakeholder Engagement Committee Chair



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Business Development Committee

Our busy active team work together to support and extend our members. Our goal is to provide opportunities for members to come together, to network and to learn. In addition to promoting APEN, we are responsible for the Conference, Excellence in Extension Awards and the mentoring scheme. We are always thinking of new and creative ways to build APEN's business, through identifying value-add opportunities for our members and attracting sponsorship.

Our hybrid conference in Melbourne this year was a roaring success. In true APEN style, we brought people together to meet, share and learn, with fun along the way: an online scavenger hunt, online quiz night and online drinks. We attracted new sponsors, keen to be involved with our dynamic and forward thinking organisation.

Our Excellence in Extension Awards attracted a strong field of contenders, highlighting the incredibly talented and experienced people working in extension. Our Professional Members (PM) continue to be of key focus, as we celebrate and promote their achievements.

Thanks to our committed Australian and New Zealand team:

- Peter Long
- Nicole Sallur
- Noel Ainsworth
- John Ladley
- Heather Collins

Supported by Treasurer, Roy Murray-Prior and President, Anthony Kachenko

Heather Collins
Business Development Committee Chair



Thank you for your support

2021/2022

