




*Extending
Horizons*

Annual Report 2017-2018



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Understanding the Australasia-Pacific Extension Network

Our Vision to be the leading professional organisation for extension

Our Mission supporting professional development, networking and a voice for those who work in extension and related fields in Australia, New Zealand and the broader Asia Pacific region

Our objectives

- To influence the extension agenda and reputation of the profession
- To broaden APEN's base and reach
- To provide relevant services to extension professionals
- To deliver effective targeted communications that meet members' needs and enhances the APEN brand
- To maintain good organisation governance



ACROSS THE EDITOR'S DESK



This issue of ExtensionNet is a collation of our core business in three parts:

- The Company, APEN Ltd, Annual Report for the year 2017-2018 which drives our business
- The Organisation which helps us reach our destination
- The Network which brings together extensionists—a team of professionals who bring a fresh approach to old and new challenges through innovative theory and practice

APEN has a proud record of consultative and collaborative professional development and representation and sharing evidence-based research with state, national and international networks. APEN members are involved in community and rural development, adult education, on and off-line communications, industry collaboration, industry development, industry services and other related fields.

Our future depends on our ability to share and take on board the expertise of our members, and support from government, business, industry and

especially our rural communities. I am delighted that I am involved in these three areas as I endeavour to capture the activities of APEN.

As I gathered the content for this issue, I am reminded of the wisdom of a dear friend, mentor and amazing teacher, Erica Jolly: "Learning begins so early in our lives ... as we foster connections across cultures connecting head, hand and heart through the enthusiasm of those who engage us". So much learning has taken place this year -especially as we build the team of our volunteer APEN Directors and tackle all the governance issues of ensuring that we do lead a highly professional organisation. The Board thanks all of you who have contributed to our face-to face activities, consulted our website, practised the experiences of others and shared our communications via our written publications and our social media. Our impact can make a difference in the way we grow, innovate and sustain the future of extension.

Warm regards

Pat Hamilton, ExtensionNet Editor

Annual Report 2017-2018

APEN Ltd, the Company's Annual Report for the year 2017 -2018 was presented at the Annual General Meeting, MLA Boardroom, Brisbane, Wednesday October 24, 2018.

APEN is a professional organisation working with people to facilitate change in an environment that has social, economic and technical complexity. We support Professional development opportunities and provide a voice for extension professionals across Australia, New Zealand and the broader Asia-Pacific.

President's Report

I'm pleased to present the APEN President's Report for the 2017/18 year.

The past year has continued to be a busy one for our organisation as we have transitioned to the structure of a Company Limited by Guarantee. I would like to thank the Board of Directors for their continued support and efforts in bedding down this transition, and to the huge effort Dr Roe Currie has provided as the APEN Company Secretary during what has been a very busy time.

APEN Board

At the 2017 AGM the following directors were elected to the APEN Board - Chrissy Stokes, Anthony Kachenko, Jeanette Long, Donna Lucas and Graham Harris. Dr Anthony Kachenko accepted nomination as the Vice-President.

The Board advertised for additional skill-based Directors in February 2018. Following a selection process, the Board appointed the following additional Directors - Jeanette Gellard, Dr Les Baxter and Peter Long. They will be seeking the membership's endorsement at the 2018 AGM. I would like to thank our outgoing Board Directors – Jeanette Long, Immediate Past President and Donna Lucas, Treasurer. They have contributed strongly to the achievements of APEN in recent years and their input will be missed.

The APEN Board held a face to face meeting on the 17,18 January 2018. The five Strategic Goals of our Company are:

1. To influence the extension agenda and reputation of the profession
2. To broaden APEN's base and reach
3. To provide relevant services to extension professionals
4. To deliver effective targeted communications, that meet members needs and enhances the APEN brand
5. To maintain good organisation governance

The Board developed a comprehensive Action Plan to address our strategic goals.

The following governance policies have been developed:

- Procurement
- Financial
- Board Dispute Resolution
- Code of Conduct
- Risk Management

An Operations Handbook is being developed for the Company.

Committees

Regional Activities Committee (RAC)

The following Regional Coordinators were elected at the 2017 AGM - Chrissy Stokes (New Zealand and International), Lisa Stevens (South Australia), Jacob Betros (Northern Territory) and Andres Jaramillo (Queensland). Since then the following members volunteered as Regional Co-ordinators - Dani England, (South Australia), Adrian Englefield (NSW and ACT) and Shayne Hyman (Victoria) and are seeking election at the current 2018 AGM. Chrissy Stokes has been appointed as Chair of the Regional Activities Committee.

Vacancies still exist for Regional Co-ordinators in Western Australia and Tasmania. It would be good if we could fill these positions in the near future.

Governance and Strategy Committee (incorporating industry/ sector policy & international initiatives)

APEN keeps in contact with international issues as we are part of the Global



Forum for Rural Advisory Services network and as mentioned by Past President Jeanette Long in her report last year it was an honour to host the GFRAS annual meeting in Ingham prior to the APEN International conference in Townsville. Many thanks to Lawrence di Bella and his team for organising this so successfully.

The Rural Extension and Innovation Systems Journal published 19 extension papers from the 2017 APEN International Conference. The Editorial Board comprises Roy Murray-Prior, Lisa Cowan, Sally Marsh, Roe Currie, Denise Bewsell, Aysha Fleming, John James, Janet Reid, Elske van de Fliert, Neels Botha, David Gray, Geoff Kaine, Kate Roberts, Jane Weatherly, Jeff Coutts, Warren Hunt, Ruth Nettle and Fran Vanclay. A concerted effort has been made this year to raise the profile of APEN through letters of congratulation to newly appointed ministers of agriculture and natural resource management in the various Federal and State governments.

Audit, Risk and Financial Control Committee

A new QuickBooks On-line Financial recording system has been implemented for APEN. New Procurement and Financial policies have been established.

Stakeholder Engagement Committee (incorporating the former Communications and Strategic Relationships Committees)

A new Communications Plan for APEN has been drawn up incorporating our current communication channels. APEN has been in discussion with the organisers of ExtensionAus to explore APEN's possible involvement and has been represented by Board Directors and other members in the Rural R&D for Profit program projects.

Business Development Committee (incorporating Business Development, Conference, Education, Training and Professional Development)

APEN Business Development/Marketing Project was initiated. Austin McLennan was commissioned to undertake this project. Surveying has been completed with 200+ member responses and 79 past members participating. These data will be used to help shape APEN's marketing initiatives. Many thanks to those who filled out the survey.

I would like to thank Jacob Betros and Dr Warren Hunt for their willingness to take on the hosting of the 2019 APEN Conference in Darwin in September next year. The Conference Committee has been established and are working hard to produce another excellent conference for the extension community – the theme is Extending Horizons – Extension's Role in Climate, Rural Industry & Community Challenges.

Dr Rebecca Cross updated the listing of currently available undergraduate and postgraduate extension courses. This will be provided on the APEN website in the future.

Achievements

Communication

The new APEN website has launched on the 22 June 2018. The new look is a refreshing change – a huge thanks goes to Roe Currie and Pat Hamilton for progressing this upgrade.

There have been four copies of ExtensionNet produced in the past 12 months. Many thanks to our editor Dr Patricia Hamilton who has pulled together these issues, including the most recent "Celebrating 25 Years" edition. Our electronic eBulletin has been sent out 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. Denise Bewsell

has done a stellar job providing the Reading Brace which has helped kept members up to date with publications in extension. In June 2018, a new look to the eBulletin was implemented in line with the new APEN website.

Mentoring Scheme

The mentoring scheme has been operating again this year. Many thanks to Jeanette Gellard who is coordinating the scheme with the support of Roe Currie. Thank you to our mentors for donating their time to develop emerging professionals. This year some specific on-line training sessions were also provided to mentees. Thanks to those presenters who gave of their time to assist in this program. This year five pairs are participating in the program. The scheme provides professional development to mentees and mentors alike and there is more information available on our website.

Webinars

Many thanks to Leanne Isaacson for running our webinars again this year and to our presenters during 2017/2018:

- Jeff Coutts, *Extension and the Great Barrier Reef*
- Leanne Isaacson: *What's New, What's Working, How to Kickstart 2018*
- Heather Collins: *The unwritten code: how social norms can operate in a rural*
- Heather Collins: *The unwritten code: how practice norms can change in a rural community*
- Danielle England: *How does Risk affect the adoption of on-farm practices?*
- James Turner: *To co-innovate or not to co-innovate? That is the question.*

All webinars are recorded and available through the APEN website

Regional Activities

Regional activities in the past 12 months have focused on the 2018 APEN Roadshow "Tips, Tricks and a Little Bit of Extension Magic" delivered by Greg

Mills, GoAhead Business Solutions. The first of the Roadshow workshops was held in Tauranga, New Zealand on the 4 July and the final of twelve workshops will be on 31 October in Bundaberg, Queensland. This is an extra workshop by popular demand and shows Greg has run them very successfully. As well as providing a professional development opportunity the Roadshow has been successful in attracting 145 registrations as I write this, including 57 new members.

Regional activities provide an excellent opportunity to further develop our professional network. If you would like to organise a cluster event in your region, please contact your regional coordinator and take advantage of the APEN Regional Events Small Grants Program – details of this are spelt out on our APEN website.

Life Members

A process has been established to award Life Membership to those members who have provided a significant contribution to the profession of extension within the Australasia-Pacific through their membership of APEN. The first of these Life Members will be inducted at our 25th Year Celebratory Dinner on the 24 October 2018.

Thankyou

It has been a busy 12 months as your President. I expect the next year will be just as busy as we build on the success of this first year as a Company Limited by Guarantee. This success has been the result of the strong commitment of our Directors and Regional Coordinators, and the fantastic work of our Company Secretary, Dr Roe Currie and the volunteers working behind the scenes to deliver to our membership. I am looking forward to the future progress we can make in the next 12 months in further developing the extension profession.

**Kind regards,
Graham Harris
APEN President**



Treasurer's Report

"The secret to financial security is not to have more money, but having more control over the money we currently have" (Auliqu-le)

This report is based upon an audit of The Australia-Pacific Extension Network Limited (APEN) finances conducted by Bob Travers & Associates, Chartered Accountant, Albury, NSW.



Overall, APEN is in a good financial position with total assets of \$108K as at 30th June 2018. For the 2018 financial year our net result was an operating loss of \$63K. This result includes \$17K deficit regarding the 2017 conference which is due to timing of conference expenses with some conference income included in the previous (2017) financial year. The 2017 Conference made a good profit, and some conference income, for example sponsorship, was received in the previous (2017) financial year.

The following items are of note for the 2018 financial year:

The Audited Accounts* report our first year of operation as a Company Limited by Guarantee. Thus, the 'Other comprehensive income' includes net assets transferred from APEN Inc at 1st July 2017 of \$171K.

* see pages 13-15

Income:

- Income re the 2017 Conference was \$174K
- Income from membership fees were \$24K
- Membership fees have not been increased for several years. The Board will review membership fees.

Expenses in 2018 financial year included:

- Conference expenses \$188K
- Administration \$36K
- Cost of meetings (including an annual face-to-face Board meeting) \$8K
- ExtensionNet \$7K

During 2018 we called for proposals to run the APEN Roadshow. Greg Mills was contracted to deliver the Roadshow, with workshops being delivered over both the 2018 and 2019 financial years.

During the year we also funded two small projects. One was to update the list of education and training courses, that is the list on our website, for \$1,680. The other project was titled "A Small Project to Build a Bigger APEN: Market research to identify the key value propositions for attracting and retaining APEN members", for \$5,000. Both of these were in progress at the end of the financial year.

The Conference continues to be our main source of income. The Board will be considering other business models or activities that can contribute to income while providing services for members.



The Board has also reduced costs by moving more functions to an online environment, for example, membership invoicing.

During the 2018 year we implemented a new online accounting system, QuickBooks online, which will improve our reporting to the Board, reporting to the Regional Activities Committee (RAC) and also save time in bookkeeping.

As Treasurer, I would like to thank the APEN Board who made substantial contributions to APEN. We should recognise the time that Board members commit, many contributing their own time, and also their employer's that provide support including in-kind support e.g. meeting venues at no cost.

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

Donna Lucas
APEN Treasurer



A good financial plan is a road map that shows us exactly how the choices we make today will affect our future.

Alexa Von Tobe



Company Secretary's Report

APEN was registered by ASIC as the Austrasia-Pacific Extension Network Limited on 16 November 2017.

The APEN Ltd registered address is 11 Eltham Court, Wodonga and as the requirement is that the registered office should be open for at least three hours each week day, the opening hours are 2pm to 5pm



The APEN Board Directors who were registered with ASIC at that time were Graham Harris, Dr Anthony Kachenko, Chrissy Stokes, Donna Lucas and Jeanette Long. As specified in the new Constitution appendix their terms before being re-elected were staggered. The terms were 3 years for Graham, two for Anthony and Chrissy and one year for Donna and Jeanette.

The Constitution specifies 5 to 9 Directors and allows for Board Appointed Directors to be part of the Board. In March 2018, Jeanette Gellard was appointed and in June, Peter Long and Dr Les Baxter became Board Appointed Directors and were duly registered with ASIC.

Board meeting attendances are as follows:

Meeting	GH	AK	DL	JL	CS	JG	PL	LB	PH	RC	Directors present
#1801 – 3/11/17	✓		✓		✓				✓	✓	3
#1801F2F – 17,18,19/1/18	✓	✓	✓		✓				✓	✓	4
#1801F2F2 – 9/2/18	✓	P	✓	P	P				✓	✓	2 + 3P
#1802 – 23/2/18	✓	✓	✓	✓	✓				✓	✓	5
#1803 – 27/4/18	✓	✓	✓	✓	✓	✓			✓	✓	6
#1804 – 25/5/18	✓		✓			✓			✓	✓	3
#1805 – 22/6/18	✓	✓	✓	✓	✓	✓	✓	✓	✓		8
#1806 – 27/7/18	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	8
#1807 – 24/8/18	✓	✓	✓			✓	✓	✓	✓	✓	6
#1808 – 28/9/18			✓	✓	✓	✓	✓	✓	✓	✓	6
% Attendance	90	70	100	60	80	100	100	100	100	90	

✓ = Attended, P = Proxy. Counted as attendance as the meeting was to pass motions only and votes had been notified. Elected Directors: Graham Harris (GH.), Dr Anthony Kachenko (AK.), Donna Lucas (DL.), Jeanette Long (JL.), Chrissy Stokes (CS). Appointed Directors: Jeanette Gellard (JG), Peter Long (PL), Dr Les Baxter (LB), Non-voting: Dr Patricia Hamilton (PH, APEN Editor), Dr Roe Currie (RC, Company Secretary & Executive Officer – Minutes Secretary)]

Office bearers were Graham Harris, President, Dr Anthony Kachenko, Vice President, Donna Lucas, Treasurer, and Jeanette Long, Past President. Chrissy Stokes was appointed Chair of the permanent Regional Activities Committee (RAC).

The Board has decided on a new structure with four committees, additional to the RAC, which accommodate the new constitution. They are the Audit, Risk and Financial Control, Business Development, Governance and Strategy, and Stakeholder Engagement committees.

There were 101 new members welcomed to APEN in 2017/2018 and 58 to date this year. At June 30, 2018 there were 538 on the membership database with 83 being Overseas Affiliates and 95 unfinancial. Fifty of the members have been members of APEN for 20 years or more. Currently, there are 468 Ordinary (including Student and Retiree) members who are eligible to vote as they have paid the 2018/2019 membership fees or only owe for this financial year.

In accordance with the Constitution, the notice of the 2018 AGM and call for nominations for APEN Board Directors and for Regional Coordinators for the RAC went to members by the emailed eBulletin two months prior to the AGM and the Agenda was sent out 21 days prior to the meeting on 3 October.

Although extremely busy, it has been a rewarding year for APEN as we entered into a new phase of changing from a Management Committee to a Board of Directors while celebrating APEN's amazing achievements over 25 years. I thank the guidance of the Directors and the support of Members in implementing our new policies and procedures to ensure that APEN continues to support extensionists as they "contribute to a growing understanding of the purpose and value of extension".

Regards

Dr Rosemary Currie

APEN Company Secretary

Annual General Meeting

The AGM was held in person and by web-conferencing from the MLA Board Room in Brisbane at 3.30pm Qld time. We were delighted that seven members joined the Board with three in person and four attending via web-conference. There were eight apologies.

Outcomes from the 2018 Annual General Meeting

- **Vote of thanks to retiring Board members Immediate Past President Jeanette Long and Treasurer Donna Lucas.** Their time and efforts on the APEN Management Committee and the initial Board are greatly appreciated.
- **Election of Board for 2018-2019**
Graham Harris President (QLD), **Dr Anthony Kachenko** Vice President (NSW), **Peter Long** Treasurer (QLD), **Chrissy Stokes** (NZ), **Jeanette Gellard** (SA), **Dr Les Baxter** (TAS), **Dr Heather Collins** (NZ), **Dr Pat Hamilton** (SA), **Dr Rosemary Currie** Company Secretary (appointed) (VIC)
- **Election of Regional Coordinators (RCs) for the Regional Activities Committee**
Chrissy Stokes (NZ), **Jacob Betros**, (NT), **Adrian Englefield** (NSW), **Andres Jaramillo** (QLD), **Danielle England** (SA), **Shayne Hyman** (VIC).

[After the AGM, the vacant TAS and WA positions were filled through the secondment of **Sophie Lapsley** (TAS) and **Jenni-Marie Clausen** (WA).]

- **APEN Ltd Place of Business and Registered Office:** 11 Eltham Court, Wodonga Victoria.
- **Appointment of Auditor 2018 – 2019:** Bob Travers and Associates of Albury, NSW as auditors for the 2018-19 financial year.
- **Annual Membership Fee Proposal for 2019/2020**

The Board has deliberated on APEN's finances and concluded that the annual membership fees for Ordinary members should be increased. The last increase was in 2012/2013. The below fees have been recommended by the Board with an ongoing increase of up to 5% per annum.

- Ordinary Membership: \$100 + GST*
- Student Membership: \$50 + GST*
- Retiree Membership: \$50 + GST*
- Corporate and Sponsor memberships
- Overseas membership for those outside of Australia and New Zealand: \$30 (no GST)
- Subscription for hard copies of ExtensionNet



- Rural Extension & Innovation Systems Journal: \$50 + GST + postage
- Life Membership (free)
- * New Zealand people do not pay Australian GST for membership

APEN has three Life Members!

On the evening of the AGM the 25 years Celebratory Dinner was held in the VIP Room at Rydges Fortitude Valley. Our guest speakers, APEN stalwarts – Terry Makin (Inaugural President who was accompanied by his lovely wife, Jean) and Dr John James (fourth President) gave their presentations on “APEN and Extension” to the new Board and guests and they were followed by Dr Patricia Hamilton, APEN ExtensionNet Editor, talking about the special 25 years of APEN edition.

Graham Harris, the President, then surprised Terry Makin with APEN's first Life Membership.

John James presented a Life Membership to Dr Jeff Coutts in absentia and was then surprised by the Vice President, Dr Anthony Kachenko, presenting the third Life Membership to him!

It was an exciting night!

Meet our Life Members on our website!

THE ORGANISATION Moving forward 2018-2019 year

“Leadership is about building a team to go somewhere to make a positive difference”

From our traditional involvement in the field of agriculture, fisheries and forestry, we are increasing our recognition of the role that extension plays in the field of health, education, environment and business and industry. Hence, our goal is to build strategic alliances among all these diverse bodies, centred on achieving collaborative, product and prosperous rural communities.

“Extension is an essential pillar for research and development. Research focuses on the technical aspects for generating useful technologies. Extension focuses on the acceptance and adoption of those technologies.” (FAO)

WHERE ARE WE NOW?

WHERE DO WE WANT TO BE?

HOW WILL WE GET THERE?

***“If you don't know where you are going, it doesn't matter which way you go.”
Cheshire Cat in Alice in Wonderland (Lewis Carroll)***

APEN's Directors



*Back Row: Anthony, Peter, Heather, Les
Front Row: Pat, Graham, Chrissy, Jeanette, Roe*

Graham Harris (President) is a Principal Development Extension Officer with the Queensland Department of Agriculture and Fisheries where he has worked, since 1981 with a team of landholders, to implement new management practices and improve the profitability of their rain grown and irrigated cropping systems. Graham is keen for extension staff to be recognised for their professionalism and to be acknowledged for the good work they do in supporting rural communities adapt to changing circumstances. Graham is 'Ex-Officio' on all APEN Committees.

Dr Anthony Kachenko (Vice President) is the Research & Development Team Leader at Horticulture Innovation Australia where he oversees investment in the areas of emerging technologies and commercialisation for Australian horticultural industries. He has over 38 years' experience in R&D management, general management, R&D, industry development, extension and commercialisation in the public and private sectors with an emphasis on agriculture, horticultural crops and extractive plant industries both in Australia and overseas. Anthony believes building and maintaining strong relationships with key stakeholders is imperative to delivering tenable

outcomes and is passionate about implementing strategies to enhance the adoption of research that leads to meaningful on farm change. Anthony is the Co-Chair of the Stakeholder Engagement Committee.

Peter Long (Treasurer) manages an agricultural consultancy business specialising in the design, delivery and evaluation of best practice extension and natural resource projects. He has knowledge of Great Barrier Reef water quality policy and management, best practice land management and Paddock to Reef reporting needs. Peter's recent work has included grazing practice surveys, engaging and facilitating industry workshops, reef extension and training reviews and drought recovery extension support. Peter Chairs the Audit, Risk & Financial Control Committee. Peter is 'Ex-Officio' on all APEN Committees.

Dr Roe Currie (Company Secretary) Roe has been providing APEN Secretariat services since 1995. As well as being the contact and communication point for APEN and looking after the membership base and finances, the role involves assisting the APEN Board and Committees, especially the Executive. Progress over the years has seen agendas and minutes sent by fax or

email with meeting by face-to-face, and teleconferencing through email contact, Dropbox and web conferencing. Roe's highlights include, working with members, Directors, committees and putting faces to members at face-to-face meetings and conferences. Roe is Minutes Secretary to the Board and Committees.

Chrissy Stokes (Non-Executive Director) is an Orchard Productivity Extension Leader at Zespri International, New Zealand's kiwifruit exporter. As part of the Orchard Productivity Centre, Chrissy's role is all about helping New Zealand's kiwifruit growers grow the world's best kiwifruit. Chrissy chairs the Regional Activities Committee.

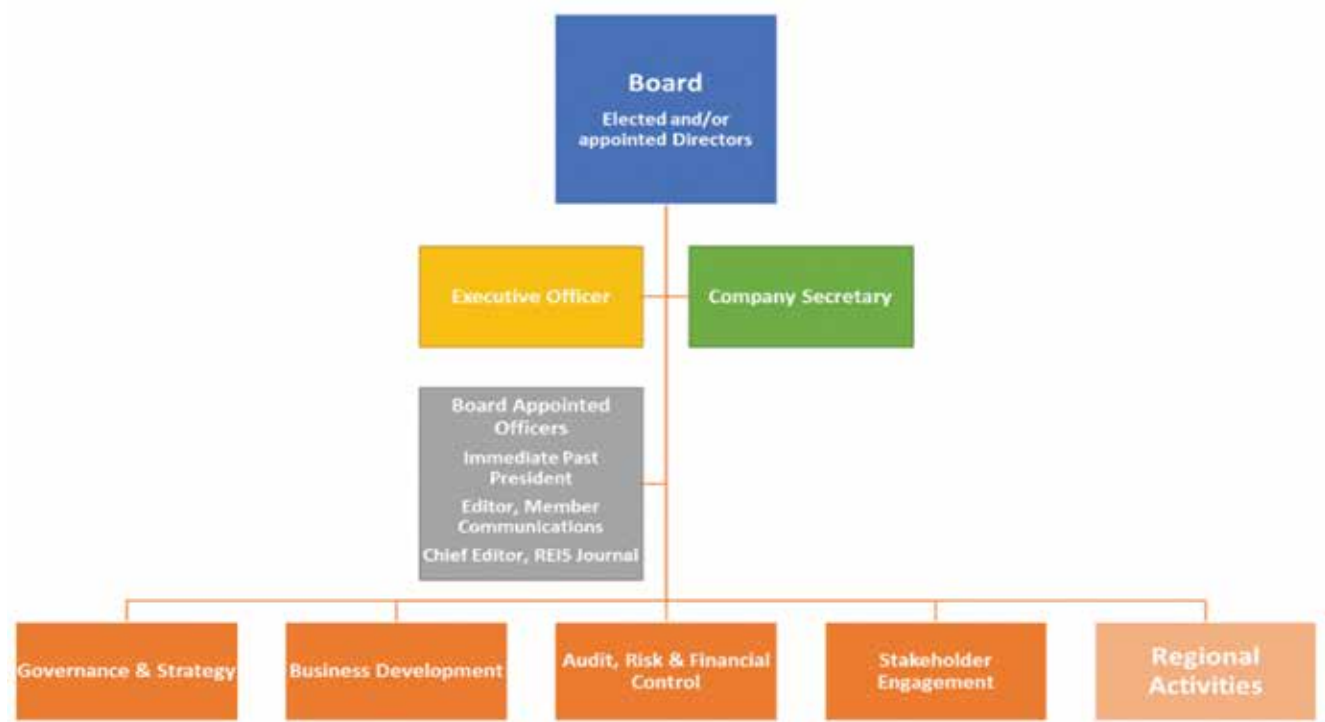
Jeanette Gellard (Non-Executive Director) is an engagement specialist, facilitator, strategist and owner of Innovative Influences. She is passionate about working with established and emerging leaders and innovative organisations to build their capacity to influence. She currently facilitates the Australasia-Pacific Extension Network (APEN) Mentoring program and is a past and current Mentor in PIRSA's Stepping into Leadership program. Jeanette is the Chair of the Governance & Strategy Committee.

Dr Les Baxter (Non-Executive Director) is the Director, Agricultural Research and Development for Tasmanian Alkaloids Pty Ltd (TA). Les has over 38 years' experience in R&D management, general management, R&D, industry development, extension and commercialisation in the public and private sectors with an emphasis on agriculture, horticultural crops and extractive plant industries both in Australia and overseas. Les is the Co-Chair of the Business Development Committee.

Dr Heather Collins (Non-Executive Director) is an independent consultant in the agriculture sector in NZ. Heather

wears many hats, including facilitator, researcher and strategic thinker, but her core focus is to engage people in talking about the future of agriculture. She is an innovative facilitator and researcher with a creative approach that inspires new ideas and changes in thinking and understanding. Heather excels at bringing different groups together and creating a space that can foster social change. In 2017, Heather was awarded the *APEN Award for Excellence in Extension by an Experienced Professional* for her contribution to extension through research. Heather is the C-Chair of the Business development Committee.

Dr Pat Hamilton (Non-Executive Director) Pat's career path as a teacher, secondary school principal, a sheep farmer followed by a return to university to complete a joint Honours degree in Anthropology and English, then a PhD in Rural Sociology all shaped her involvement with state and national rural women's organisations. Pat brings a wealth of building positive, productive relationships, networking and working with women as agents of change. Pat is the Co-Chair of the Stakeholder Engagement Committee and APEN Communications Editor.



APEN Committees

The Regional Activities Committee



Working alongside our Board are the Regional Coordinators, who, as elected volunteers, represent the regions within APEN: New Zealand and Overseas, New South Wales, Northern Territory, Queensland, South Australia, Tasmania, Victoria and Western Australia. Their main role is to facilitate and/or coordinate an APEN activity in the regions and to inform and advise the Board of any regional issues and interests which need addressing.

Currently, the team consists of **Director Chrissy Stokes** (Chair) NZ, **Jake Betros** NT, **Adrian Englefield** NSW, **Andres Jaramillo** QLD, **Dani England** SA, **Shayne Hyman** VIC, **Jenni-Marie Clausen** WA, **Sophie Lapsley** TAS.

A biography of each coordinator can be found on the APEN website: www.apen.org.au

If you have any ideas for a social function or day out with a guest speaker; If you would like to share an extension story, coordinated a successful event, like to share extension information or would like APEN to share the details for an upcoming event please contact your RC. Their contact details can be found on the back page of this ExtensionNet issue. In the meantime, remember to follow APEN on Facebook, Twitter and LinkedIn



Are you interested in growing our business through joining one of our Board Committees?



Governance & Strategy

Directors Jeanette Gellard & Les Baxter

The role is to assist the APEN Board with all things strategic and relevant to good governance. This includes strategic planning, policy development, board performance and succession planning. The committee's early efforts have focussed on developing a sound governance framework and key policies to support the Board's operations. With a good foundation in place, a review of the Board's strategic direction is on the agenda for early 2019.



Audit, Risk and Financial Control

Directors Peter Long & Graham Harris

The purpose of the Audit, Risk and Financial Control committee is to ensure the finance, audit and business functions of APEN, including the policies and procedures underpinning the conduct of the business and human resource management functions comply with current regulatory requirements and reflect contemporary business, governance and ethical requirements in Australia.



Business Development

Directors Heather Collins and Les Baxter

We're exploring innovative and creative ways to grow our business and to improve our member services. We also oversee key events, including the APEN Conference, Roadshows and education programmes.

What are we thinking about and working on?

- What is APEN's core business?
- What is our point of difference? What does APEN offer that no one else does?
- Who are our competitors?
- Who are our current clients? Who could be our future clients?

- Are we meeting members' needs?
- Our membership structure

Two of our current projects:

- Developing a marketing strategy
- A mood board (*What is extension and what does extension mean to me?*)



Stakeholder Engagement

Directors Anthony Kachenko & Pat Hamilton

We endeavour to reach and engage our members through our off-line and on-line platforms by

- promoting APEN to enable our members to share experiences and develop strong networks
- identifying APEN's key communication messages, reflecting who we are and what we do
- establishing communication among and between members, and between our stakeholders
- implementing recommended internal and external communication strategies.

Are you still interested in helping grow our business?

We encourage you to select a committee and send us an Expression of Interest to info@apen.org.au

1. In your response, please outline: (400 words max.)

- why you want to be involved
- attributes, interests and skills you can bring to a committee

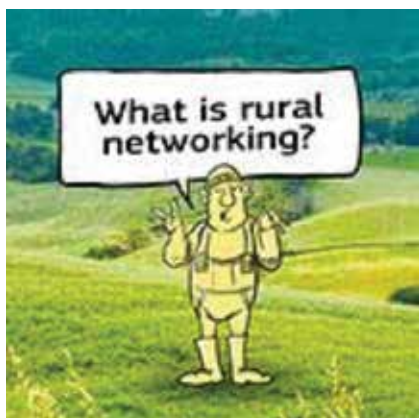
2. We are looking for committed members

Information

The term of appointment is two years and the committee meet at least four (4) times per year.

The Network

Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family. (Kofi Annan)



October 2018 marked 25 years since the formation of the Australasia-Pacific Extension Network was instigated at a breakfast meeting of an extension conference on the Gold Coast in 1993. Payment of membership fees started in September 1994 and a core of 30 early members are continuing to support APEN as members. APEN continues to change and grow *In fact, it is flourishing*

25 years and Flourishing is the October 2018 issue of ExtensionNet

APEN has been the repository of a lot of hard-earned knowledge and wisdom about effective ways to collaborate to build capacity. A limited number of hard copies are available – those at the 25 years Celebratory Dinner received one but you can order a copy from Roe if you wish. The cost is \$22 including GST and postage within Australia. Contact Roe info@apen.org.au or phone +61 2 6024 5349 and leave a message.

APEN's Website [refreshed in June] is a wealth of past, present and future information. If what you want is not there, you are encouraged to talk with Roe Currie: P: +61 2 6024 5349 M: +61 402 380 332 Remember your Login details? User Name: your email address Password: APENMemyour memberno.

APEN's Monthly eBulletin keeps you informed and up-to-date with extension activities and issues. Please note that we appreciate hearing from members about what is going on so that events, ideas, articles etc can be shared through the network.



APEN's REIS Journal focuses on publishing high quality articles on extension theory and practice relevant to Australia, New Zealand and the broader Australasia-Pacific Region to support innovation and practice change by extensionists in primary industries and natural resource management. Contact: reiseditor@apen.org.au Author instructions can be found at <http://www.apen.org.au/rural-extension-and-innovations-systms-journal>.



APEN's Social Media is a vital ingredient for us as we reach and engage with our member and key stakeholders.

Twitter Follow us @APENenews

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

LinkedIn there are over 500 members on APEN's LinkedIn group – widen your horizons.

APEN's Mentoring Scheme

is designed as a low-cost peer mentoring system, which benefits the individuals involved, the extension profession and APEN. It is an additional service available to members only. Of course, interested non-members may join and gain immediate access to it. For all the details, please read our **information booklet** which can be accessed from the APEN website.

APEN's Roadshow "Tips, Tricks and a Little Bit of Extension Magic" was presented by Greg Mills, GoAhead



Business Solutions, Kondinin Group and ABC Rural 2017 Consultant of the Year. Greg delivered 12 workshops, at least one in each of the APEN regions, from the start of July through to the start of December 2018 and was very successful. A total of 151 people attended.

APEN's Roadshow is held every second year – alternate to the year the conference is held. A chance for professional development and networking for members and others in the extension profession.

APEN's Webinars During 2018, APEN Webinars have been hosted by APEN member Leanne Isaacson. They are held on the third Monday of every second month at 2pm AEST/AEDT.

February – Dr Heather Collins, 'The Unwritten Code: How social norms can operate in a rural community'

March – Dr Heather Collins, 'The Unwritten Code: how practice norms change in a rural community'

April – Danielle England, 'How does risk effect the adoption of on-farm practices? And how can you tailor your package to address this risk?'

June – Dr James Turner, 'To co-innovate or not to co-innovate? That is the question.'

August – Dr Kathy Evans, 'Researcher readiness to talk to landholders etc' or "Don't be such a bloody expert: engaging field days and participatory field work"

October – Leanne Isaacson, 'How to Reach the 'Unreachable' Using LinkedIn - How the CEO of LinkedIn liked my post & has 50,000 views in 7 days – Leanne'

December - Ed W Siatti, Brazil – 'Insights from Brazil - Closing the Gap Between Agriculture & Technology' (Cancelled due to technical problems.)

Recordings of the webinars can be accessed from

<http://www.leanneisaacson.com/apen-webinar-replays/>

If you would like further details on the webinars or would like to present or have a suggestion for a suitable topic, please get in contact with Roe at the APEN Secretariat on info@apen.org.au

APEN's 2019 Conference

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.



SAVE THE DATE!

The 2019 APEN conference will be held at **SkyCity, Darwin, September 12 and 13 2019**. Put it in your diary for this year and plan to come. Details are being finalised See the conference website. Link available at www.apen.org.au.

The conference theme is **Extending Horizons: Extension's role in climate, rural industry, and community challenges**. Abstracts will be called in January!

We are very fortunate to announce Key Note Speaker **Dr John Pickering** (Behaviours Innovative), Key Note Speaker **Fiona Simson** President National Farmers' Federation and Dinner Speaker **Aimee Snowden** Founder of Little Brick Company.

Sponsorship opportunities are available. See the Prospectus. **Do you have any suggestions on organisations to approach for sponsorship?** Contact Warren Hunt: warren.hunt@nt.gov.au or through the APEN Secretariat.

Jake Betros, NT Regional Coordinator is the Convenor and can be contacted with any comments or suggestions on rc.nt@apen.org.au.

ExtensionNet

APEN's ExtensionNet reflects the ideas, the information, the thinking, the research and the many talents which unite the APEN community. Our members, as change agents, are involved in technology transfer, extending research results, working with grass roots farmers, rural communities and natural resources. We are advisors, consultants, facilitators, project managers, government workers, researchers and great communicators. We share our diversity, our experiences our representation and our extensive networks to the multi-faceted discussions surrounding extensions practices across Australia, New Zealand and the Asia-Pacific region.

Articles in 2018



Chris Reichstein, Nuffield Scholar, "How Farmers Learn: Getting better value for research and development dollars through better extension" – a project to empower, equip and enable farmers".

[PS: The APEN Board send best wishes to Chris for a speedy recovery.]

Lucy Hyde, Regional Landcare Facilitator for the Adelaide and Mount Lofty Ranges NRM region, "Unlocking some mysteries of motivation".



Jess Jennings, "The importance of capturing the research and experiences of extensionists and what might happen in the future".



Jeanette Gellard, Strategist, Communicator and Engagement Specialist, "Leadership, influence and building the capacity of individuals to engage effectively in decision-making processes".

Jeanette Gellard, APEN Director, "A change experience from living in South Korea".



John Stantiall, NZ member, "A look at best practice of engaging people in the primary production sector in New Zealand".



Jeanette Long, Immediate Past President APEN, "Tips for running great field days".



Lucy Broad, General Manager of Communications and Extension with the Grains Research and Development Corporation, "A snapshot of Extension through the eyes of GRDC".

Pat Hamilton, Editor ExtensionNet, "Dreams can come true"



Our deep appreciation to those who were generous with memories for the **25 Years & Flourishing** issue of ExtensionNet – Terry Makin, Jeff Coutts, John James, Roy Murray-Prior, Jess Jennings, Graham Harris, Roe Currie, Jeanette Long, Tim Currie, Maryse Bourgault, Mark Paine and the words of previous Presidents and Editors of ExtensionNet – "Those who wear their APEN hats in their workplaces to remind colleagues of the importance and the benefits of extension and who walk the talk through their work, life and research projects".

AUSTRALASIA-PACIFIC EXTENSION NETWORK LIMITED

ACN 622 357 144

FINANCIAL STATEMENTS AS AT 30 JUNE 2018

Schedule 1: STATEMENT OF ASSETS & LIABILITIES AS AT 30 JUNE 2018

	Note	2018 \$	2017 \$
MEMBERS' FUNDS (EQUITY)			
Retained surplus		107,189	
Total Members' Funds		107,189	
LIABILITIES			
Current			
Trade creditors and accruals		480	
Total Liabilities		480	
TOTAL EQUITY AND LIABILITIES		107,669	
ASSETS			
Current			
Cash at bank		106,810	
Receivables		859	
Less: Provision for impairment of receivables		859	
TOTAL ASSETS		107,669	

The accompanying notes form part of these financial statements.

Schedule 2: STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME FOR THE PERIOD ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
Income			
APEN Conference		174,332	
APEN Workshop		967	
Membership		26,424	
Shaping Change Book		1,019	
Sundry receipts		1,300	
Interest received		1,085	
		205,127	
Expenses			
Accountancy & audit fees		1,548	
Administration		36,244	
APEN Mentoring Scheme		337	
APEN Workshop		1,557	
AEP Publication		2,697	
Bank & government charges		766	
CM expenses		8,167	
Conference costs APEN		188,344	
Extension Net		7,036	
Insurance		543	
Journal		2,826	
Not in Tender		1,554	
Printing, stationery & postage		683	
Promotion		1,307	
Sundry expenses		12,667	
Website expenses		2,229	
		268,505	
Operating surplus / (loss) for the period		(63,378)	
Income tax expense		-	
Operating surplus/(loss)		(63,378)	
Other comprehensive income for year		-	
Net assets of Australia-Pacific Extension Network Inc transferred to the company as at 1 July 2017	2	170,567	
Comprehensive income attributable to members		107,669	

The accompanying notes form part of these financial statements.

FINANCIAL STATEMENTS AS AT 30 JUNE 2018**Schedule 2/2: STATEMENT OF CHANGES IN EQUITY (MEMBERS' FUNDS)
FOR THE PERIOD ENDED 30 JUNE 2018**

	Note	2018 \$
Retained surplus at 30 June 2017		
Profit / (Loss) for the year		107,189
Retained surplus at 30 June 2018		107,189

The accompanying notes form part of these financial statements.

Schedule 3: NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 30 JUNE 2018

The financial statements cover Australasia-Pacific Extension Network Limited as an individual entity, incorporated and domiciled in Australia. Australasia-Pacific Extension Network Limited is a company limited by guarantee.

Note 1: Summary of Significant Accounting Policies

The Directors have prepared the financial statements, comprising, the Statement of Assets and Liabilities, Statement of Profit and Loss and Other Comprehensive Income, Statement of Changes in Equity (Members' Funds) and related notes to the financial statements, on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Australian Charities and Not-for-profits Commission Act 2012. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. The financial statements have been prepared in accordance with relevant Australian Accounting Standards applicable to reporting under the Australian Charities and Not-for-profits Commission Act 2012 and the significant accounting policies disclosed below, that the Directors have determined are appropriate to meet the needs of the members. Such policies are consistent with those of previous periods unless otherwise stated.

These financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes

The Committee is of the opinion that the company's activities are exempt from income tax under current Income Tax Legislation.

Revenue is recognised on an accruals basis upon delivery of the service to the customer and is stated net of the amount of goods and services tax.

The company has no employees.

Revenue is recognised on an accruals basis upon delivery of the service to the customer and is stated net of the amount of goods and services tax.

The company has no employees.

Note 2: Acquisition of Assets, Liabilities and Operations of Australasia-Pacific Extension Network Inc

During the year the company acquired the assets and liabilities of Australasia-Pacific Extension Network Inc at their book value in that entity as at 1 July 2017 and also took over its operations as a going concern.

AUSTRALASIA-PACIFIC EXTENSION NETWORK LIMITED

ACN 622 357 144

DIRECTOR'S DECLARATION


The directors of the registered entity declare that, in the directors' opinion:

1. The financial statements and notes, as set out on schedules 1 to 3, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
 - a) comply with Australian Accounting Standards; and
 - b) give a true and fair view of the financial position of the registered entity as at 30 June 2018 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 signed in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



Director



Director

Dated this 20th day of September 2018

BOB TRAVERS & ASSOCIATES
Bob Travers & Associates
CHARTERED ACCOUNTANT

575 Englishard Street
Albury NSW 2640
PO Box 596, Albury
Phone: (02) 6041 5299

20 September 2018


The Directors
Australia Pacific Extension Network Limited
PO Box 1239
WODONGA VIC 3690

Dear Directors,


Auditors Independence Declaration

I declare that to the best of my knowledge and belief, during the year ended 30 June 2018 there have been no contraventions of any applicable code of professional conduct in relation to the audit.

BOB TRAVERS & ASSOCIATES


RJ Travers
Principal
Enclosures

Principal: Robert J Travers FCA
ABN: 49 945 155 187

 Chartered
Accountant

Liberty limited by a
scheme approved
under Professional
Standards Legislation

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RC - Regional Coordinator

Together, we have the power to inspire, connect and deliver on new opportunities and rich experiences that can open doors to innovation and progress while growing global economies and increasing well-being (Tae Yoo)

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.

Editor: Dr Pat Hamilton

Layout: Ross Tasker, Snap Albury Wodonga, Victoria.

Production Management: Dr Rosemary Currie, APEN, Wodonga, Victoria.

Opinions expressed in ExtensionNet are not necessarily those of the Australasia-Pacific Extension Network (Ltd.) unless otherwise stated.

Stories and photos (next edition) due to Editor 11th March 2019