

# 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



## FROM THE EDITOR'S DESK

## Ground Up? ... Or Top Down? What matters to advocates and change agents in extension?

Genuine, substantive and ongoing consultation with our members and stakeholders is a key mechanism to ensure that our voices are heard in all aspects of policy-making and implementation.

In this issue of ExtensionNet, we share with you another challenging, exciting year ahead, working to advance the leadership and advocacy of the extension profession. In this issue, we thank Margo Andrae, CEO, Cattle Council of Australia, Rod Saal, Manager, AgAssist, Dani England, Manager, AgInnovate (and APEN RC of SA), and Dr Anthony Kachenko (Vice President APEN), Research & Development Team Leader at Horticulture Innovation Australia, for sharing their insightful experiences.

Now is the time to renew our energies  
—surely, the festive season has settled.

My family continually reminds me that a human being is not a machine, which can run continuously for long periods on a single source of power. We need to not only re-energise our multi-dimensional



physical, emotional, intellectual and spiritual needs but also our multi-dimensional capacities of collaboration, empathy, compassion, reflection and growth. [Really, I do try!]

APEN encourages all members to work collaboratively, to share their stories and to communicate. Challenge - invite a friend or a colleague to join our community to strengthen our influence.

My message, as this very busy year unfolds is - let's take better care of ourselves so that we can continue to function in our personal and professional lives at our highest level. Together we are better!

I leave you with a thought: “Which superpower would you choose – to fly or to be invisible?”

**Warm regards**

Pat Hamilton, *ExtensionNet* Editor

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# “Good animal welfare is good for business” –

Extension and Adoption in the Cattle Council of Australia

Margo Andrae | Chief Executive Officer | Cattle Council of Australia

When we think about rural extension and adoption, it is vital we never lose sight of the grass-roots stakeholders on whom our initiatives are focussed. In agriculture, we know that so much of the value of industry research work is lost if it isn't effectively delivered back to, and adopted at, that grass-roots level.

The Cattle Council of Australia exists to represent the interests of cattle producers and given much of our industry's research, development and extension work is funded by producers themselves via levies, one of our key priorities is ensuring those funds are invested effectively. Indeed, one of our most important formal roles is overseeing how the Grassfed Cattle Levy is used to fund projects which aim to increase on-farm productivity, profitability and sustainability.

Prior to commencing with Cattle Council two years ago, I worked with the CSIRO, the Rural Industries Research and Development Corporation, in local government and in the National Vocational Education reform process on behalf of the food and agribusiness sector. I've worked with government agencies, universities and in various research, skills and training environments, giving me valuable experience in stakeholder engagement, communications, business development, operations and resource management. As such, I feel I bring to Cattle Council an acute understanding of the imperatives of effective extension and adoption.

As Cattle Council's first female CEO I'm also keen to ensure we're not overlooking women working in beef production, many of whom continue to work 'under the radar' despite the industry's significant progress in acknowledging and promoting the role of women in the beef industry. When considering what effective extension looks like, it would be dangerous to overlook women as a rather unique and crucial stakeholder audience. But equally, we've got to be sophisticated enough to also focus on our biggest hurdle – how to engage and influence producers who are time poor, often conservative by nature and face challenges (in terms of geography and telecommunications) in accessing industry extension services.

Cattle Council and the agencies we collaborate with like Meat & Livestock Australia and Animal Health Australia



Margo Andrae and Laurence Macri KMC

aren't just talking to producers in a one-dimensional sense either – we're talking to business managers, environmental custodians and people genuinely passionate about ethical red meat production. The golden rule in the livestock industry is that “good animal welfare is good for business”, so initiatives aimed at better husbandry are often compelling for producers.

Similar principles in terms of environment management and sustainable grazing mean that, increasingly, producers take a holistic view to the natural resources they manage and see their livestock as part of a bigger on-property picture which includes soil, vegetation and water. New practices which can improve the productivity and profitability of a cattle enterprise will be of obvious interest to producers because such innovation is key to their viability. Producers are also looking at how ethical practices can be embedded into profitable, sustainable businesses. They are hungry for ways to adapt and continually improve the way they produce beef.

But this hunger alone is only one key component in a successful research, extension and adoption strategy. The saying “you can lead a horse to water, but you can't make it drink” comes to mind. Even when producers want to change – and see the benefits of change uptake – their risk appetite too often compels them to stick with what they know. The pressure

of the season, markets or ever-rising costs of production can weigh so heavily on the minds of producers that, from the outside at least, it can appear that they have deferred to inertia. But any such perception is wide of the mark. Innovation inevitably means some form of disruption will occur to a cattle business and some producers merely struggle to see how such a disruption could be justified in a time-poor environment.

If this is the mindset, the challenge of industry is to change the thinking. Tapping into livestock extension and adoption initiatives can't be put off for a rainy day – it needs to be built into the ongoing management plan. I might be biased in my perspective given my background in stakeholder engagement and industry communications, but getting effective cut-through to producers is too often treated as an afterthought. If we fall short in terms of on-the-ground adoption, much of the investment and energy spent on research and extension is wasted.

A timely case study in this regard is the red meat industry's work to be carbon neutral by 2030. Beyond the obvious environmental incentives, achieving neutrality would give Australian red meat a market edge against its competitors and give consumers even more confidence about the integrity of our industry and what we produce. Becoming carbon neutral means the industry captures or removes carbon from the atmosphere, at the farm and processing levels, by

reducing its greenhouse gas emissions and quantifying the industry's carbon capture dividend derived from trees and soil. To set the wheels in motion for such an initiative, Cattle Council makes the commitment at an industry level and then goes about getting the policy settings right.

We work with MLA to prioritise new investment in research and MLA, in turn, engages organisations like the CSIRO to identify the technical pathways to make our aspirations possible. Once these pathways are identified, we need to determine what further research, development, extension and adoption is needed for the industry to achieve the target and enjoy the associated financial returns in productivity gains and potential carbon credits.

As Cattle Council CEO, it would be remiss of me not to give producers credit for the

significant work they have already done in this regard. In fact, Australia's red meat industry has already reduced its share of total national emissions from 20 per cent (of Australia's 600 million tonnes total emissions in 2005) to just 13pc in 2015, thus helping to reduce Australia's overall emissions over the same period. That sort of significant progress gives our industry tremendous confidence to set ambitious goals – policy, research, development, extension and adaption are the key components to ensuring we achieve them.

Cattle Council is determined to see the potential application of our research and development work fully realised. The progress we make goes such a long way to strengthening our industry's position in Australia, both economically and socially, and secures a bright future for the families working in Australia's beef industry.

*Margo Andrae (Chief Executive Officer – Cattle Council of Australia)*

*Margo has extensive experience and networks across primary industries, regional Australia and research environments through positions with local government, universities, research, skills and training environments. Prior to commencing with the Cattle Council of Australia she held positions with the CSIRO, the University of NSW, Rural Industries Research and Development Corporation and Queensland local government. She has extensive experience in stakeholder engagement, marketing, communications, business development, operations and resource management and is currently completing her MBA through the Australian Graduate School of Management, UNSW.*

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## Citizen Science – harnessing community skills to advance agricultural extension

Danielle England | Manager AgInnovate



South East Natural Resource Management recently undertook their 3-year planning process, and when attending one of the community forums we were asked to consider any 'citizen science' activities we'd been involved with. There were bird counts, soil monitoring, tree planting, pasture measurements, water quality samples, and the list goes on

Citizen Science, as defined by the Australian Citizen Science Association, "involves public participation and collaboration in scientific research with the aim to increase scientific knowledge." It is done through the sharing of knowledge, collaboration, capacity building and advocacy.

Wow – doesn't that sound like best-practice agricultural extension!

It is about engaging people in data collection, so that they understand the science and how it can be applied to their farm business. It links researchers and farmers, creating a space where everyone can ask the questions of the data, the process and the findings. It is about being open and collaborative in your approach. It is about being a part of the local community and the industry you are working in. It is about your connection with people, their place and your purpose.

When I first started in agricultural extension I was actively involved in 'Participatory R&D'. This was where farmers, advisors and researchers posed the questions,

designed the project, collaborated on data collection and recording, and pondered over the results. It gave ownership to the farmers in the results generated, and stretched the imagination of the researchers. While this was a new concept in 2000, today it is usual practice. The growth in the use of citizen science has come about because of changed funding models and technology advances. The combination of access to smart phones by the majority of the population, and the economics of developing specific apps to make data recording within your science project easier, has had a lot to do with the growth of citizen science. The changes to CSIRO, Australian Government and university funding has also played a role. What legacy will citizen science leave us in 20 years?

What can agricultural extension learn from citizen science? Already many agricultural research and extension projects are incorporating decision making apps into their delivery. These are updated as new knowledge is generated, and by farmers using them, they too are sharing their data, creating a bigger pool of data available for use by the researchers. What we choose to do with this data, who owns it, and if it is being used to its full potential are just some of the questions Australian agriculture is currently asking.

So next time you are developing a new extension program, stop and think, as South East NRM did, how can you use citizen science to broaden your target audience, build your data set and engage in a different way.

*Danielle England | Manager AgInnovate: a national team of extension specialists enabling change in the agricultural industries | APEN's SA Regional Coordinator*

*Dani has over 20 years' experience working with farmer groups, industry bodies and research organisations designing and delivering extension programs. She has a Bachelor of Agribusiness Marketing (Curtin University) with first class honours in rural leadership, and a Graduate Diploma in Rural Systems Management (Rural Extension) (University of Queensland)*



Shearing at Black Island, February 2019

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# What Agriculture needs, not wants!

Rod Saal | Manager | AgAssist

I am not an academic, so don't expect heaps of references. This is a treatise on agriculture and agricultural extension from 33 years of personal experience.

We have come a long way from the stump jump plough. In my opinion, the main barriers to effective extension in agriculture all stem from the demand from farmers for that extra few bags of wheat per acre, increase wool cuts, lambing/calving percentage etc. In summary they demand production-based extension. The promise we'll grow it "you sell it" prevails, usually government backed marketer, e.g. the Wheat Board. No attempt to manage past farmgate or act in a businesslike manner. We grow it you sell it. Have any of the deregulation changes helped? Depends who you ask!

This may seem a very harsh comment and the sale and marketing of our products have changed dramatically in the last 20 years. This has been forced on farmers due to lower margins for them, too much control and profit for the middle man e.g. the dairy industry and a need for more fiduciary and personal responsibility along the supply chain. Value adding is the buzz word, but what risk, what real cost at farm gate.

Australia has the most variable climate in the world and Queensland's is much more variable than that. We are also an island, should be good to reduce biosecurity risks, but a long way from traditional markets and so we need to develop safe and reliable new closer ones. Throw in the weather issues which have been demonstrated time and time again in 2018-19. The majority of our population is based about 5 hours from the high-tide mark, which makes the cost of natural disasters like cyclones and floods so costly for the whole economy.

Our farmers along with New Zealand farmers are the least subsidised in the world, yet the most exposed to seasonal/ climate risk and corrupt foreign markets. For generations to stimulate agriculture, research was subsidised, and advice often freely given from governments well aware of food security and the need to generate foreign income. Farmers obliged magnificently. We rode the sheep's back, grew wheat for the world's breads and provided high quality protein for the world's diets. All life was focused on agriculture back then.

Two generations ago, most families could claim that someone in the family, a fact proudly claimed, was involved in agriculture and they then had some knowledge of the situation. Now, where our food and fibre come from is a bit of a mystery. We have urbanites freaked out by the thought that milk comes from a cow's udder or that eggs are laid via a chook's cloaca or we actually kill something to provide high quality protein.

So, how can we move agriculture back to a preeminent role in our economy and in our country's psyche? Two issues: educate the wider society and its attitude to farmers. The only time they seem to hear about agriculture is when for some reason it is newsworthy which is usually after a disaster hits the fan and the bush needs a hand up. Farmers also need to be prepared to look not just at production matters come hell or high water but more, horrible word, holistically.

I believe that to address the first issue, Agriculture needs to use all measures possible in a modern extension world to educate the wider quite disinterested population. Any extension needs to focus especially on children in high school, about all the good things in agriculture. One clear memory for me is the amazing response to the TV series: "McLeod's Daughters" e.g. the astonishing jump in enrolments in agricultural colleges based on the series - whether it was realistic or not. Scoping studies need to be initiated into what would "turn on" Millennials to agriculture and its great future. None of these studies are inexpensive but need to be done. Funding can be a mix of government and farming lobby groups, including the somnambulist and secretive NFF Fighting Fund. Agriculture, probably, should be using social media dedicated to the good and bad in agriculture and how stoic and resilient farmers are. Their agricultural stewardship also needs to be dramatically shown.

Holistically, agriculture includes the whole production process e.g. from planting the wheat seed to eating the sandwich. The wide number of people and towns agriculture supports must be demonstrated. Without support for the regions, the grey nomads will end up like someone from the "Mad Max" movie franchise and have to

take their own fuel tankers and refrigerated trailers of food with them for long trips as there will be nothing left in the regions.

Careful and simple description of the whole farming process must include dealing with the elephants in the room including land clearing, habitat protection, succession, feral animal and plant control. Any publications need to avoid the whinging farmer accusation. The last bastion is to keep increasing technology. The 'need' is to reinforce that no farmer asks for or wants charity.

*Rod Saal has a Bachelor of Agricultural Science Degree from the University of Queensland. His career experiences include working for Livestock Meat Authority of Queensland, working in the family farming business, was a Farm Financial Counsellor, Program Leader for Climate Extension, Team Leader in the Dairy Regional Assistant Program, processed exceptional circumstances application for drought assistance with Ag Force and currently, Manager of Farm Business Management Advice (his consultancy firm). Rod has been recognised many times for his services to primary industry and to rural communities in Queensland, including, Medal of the Order of Australia, Industry Fellow with the Australian Centre for Sustainable Business and Development at the University of Southern Queensland, AgForce Grains Industry Excellence Award. Rod is passionately committed to rural and regional Australia. He believes this is the heart and soul of Australia and that it has been taken for granted by urban communities, politicians and bureaucrats for far too long.*



# Disruption of Agricultural Extension on the Horizon – Federal Government Report Calls for Change

Dr Anthony Kachenko | Research & Development Team Leader at Horticulture Innovation Australia



Minister for Agriculture David Littleproud launched a report Agricultural Innovation—a national approach to grow Australia's future at the ABARES Outlook Conference on 5 March following a 6 months consultation by the report's authors Ernst & Young. The report outlines a vision to 'reset' the current innovation ecosystem to ensure it is fit for the future and well positioned to drive the productivity gains needed to achieve a \$100 billion agriculture sector by 2030.

The Australian Agricultural Innovation Ecosystem has continued to gain much attention since the 2011 Productivity Commission Inquiry into the Rural Research and Development Corporations. There have been countless studies outlining ways to continuously improve the current system with some change evident over this time. The current report highlighted some key challenges from stakeholder in relation to extension including:

- Limited involvement of end users in the innovation journey to understand their needs decreases the likelihood of adoption
- Innovation priority decisions are made with insufficient input from end users
- The role of extension has moved towards the private sector, but the need is only partially met
- Existing adoption pathways fail to adequately consider extension requirements

The latest report highlighted a 'case for change' in the following five areas:

1. Strengthening ecosystem leadership, cohesion and culture to generate

greater and more diverse outcomes, driving our global competitiveness through clear strategic direction and increased collaboration.

2. Growing and improving the balance of investments will help the Australian agricultural innovation system to deliver both incremental and transformational innovation by addressing cross-commodity challenges, and targeting economic, environmental and social outcomes.
3. Establishing world-class innovation practices through collaboration, entrepreneurship and ambition will be critical in order to maximise opportunities from investment in agricultural innovation.
4. Strengthening regions noting these will play a greater role in Australian agricultural innovation, to fully realise its benefits and maximise our innovation uptake.
5. Next generation innovation platform to improve the foundations of Australian agricultural innovation, including data, physical infrastructure and the regulatory environment, will support the transformation of our agricultural sector into the future.

Of interest to agricultural extensionists is the focus on strengthening regions where several recommendations were identified. In particular, the report called for strengthening of the extension and adoption of innovation by enhancing farming systems groups. The report noted these groups can offer tailored support and demonstration of innovation for their

region, including mixed farming systems, which will demonstrate the benefits and increase rates of adoption. Trusted groups are shown to be the most effective at creating change on farm and the report suggested formal roles for farming systems groups and end users to contribute to the development of national priorities for the agricultural innovation system should be considered.

The report recommended that more needs to be done to build capability to better inform decision making and increase the speed of innovation and adoption. Several approaches were flagged including optimising the use of existing online learning platforms; enhancing farming systems groups to conduct workshops, and meet-ups that explore these topics, build capability and develop collaboration; and supporting the consistent use of a centralised online forums for regions to share experiences and knowledge with each other.

The report concluded that by 2022 collaboration and sharing insights will have become the norm, and extension and adoption is no longer seen as an issue.

The Minister is committed to the vision and will be moving forward with a roundtable in the imminent future.

**Anthony Kachenko** is the Research & Development Team Leader at Horticulture Innovation Australia. He oversees investment in the areas of emerging technologies and commercialisation for Australian horticultural industries. Anthony holds a PhD in Agricultural Science, a Masters in Agribusiness and a Honours Degree in Horticultural Science. He is an Affiliate member of the Australian Institute of Company Directors and has been a member of APEN for several years and is the current Vice President of the APEN Board. 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.





# Welcome to our flourishing community of extensionists

Graham Harris | President

In the past few months the APEN Board and Committees have been very active. A key focus is the APEN Conference being held in Darwin in early September. The Conference Committee is hard at work finalising the arrangements for what should be an excellent conference and I encourage as many of you as possible to attend and promote the conference to your colleagues that may not yet be APEN members. It will be an excellent opportunity to further our professional development and strengthen our networks.



As an organisation we now have five key committees reporting to the Board: Governance & Strategy; Business Development; Audit, Risk & Financial

Control; Stakeholder Engagement; Regional Activities. Elsewhere in this ExtensionNet will be a summary of recent committee activity. Each committee is led by a Director. We are keen for APEN members to consider volunteering to support the direction and work of these committees – please give some thought to how you might be able to add value to the work of these committees.

The future of APEN is dependent upon an increase in membership and the retention of existing members. This will only be possible if we can demonstrate a 'value proposition' that resonates with our membership and the extension profession. To this end the Business Development Committee is clarifying what extension is – with the aim of expanding the appeal of APEN outside of our usual footprint - agriculture and natural resource management.

The Regional Coordinators are currently developing their annual plans – aiming to improve regional activity and provide opportunities for networking and skill development. They will be encouraging

you to submit extension research and practice papers for the conference. There is some excellent work being delivered by extensionists and it would be great to see the details of this presented at the conference. Please support the efforts of your regional coordinators.



Finally, I'd like to thank the APEN Board, Roe Currie and the Committee members for their continued efforts to raise the profile of APEN and ensure its success in 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.

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## APEN's 2019 Conference

**SAVE THE DATE**  
**12th - 13th September**

**Mindil Beach Casino Resort (previously SKYCITY) Darwin**

*And two optional Pre-Conference workshops*

*to choose between on Wednesday 11th September.*



**Extending Horizons: Extension's role in climate, rural industry, and community challenges**

**ABSTRACTS OPEN, SPONSORSHIP OPPORTUNITIES AVAILABLE**

**Including Friends of the 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 attract business; and of course, the location.*

*The APEN Conference, held biennially, is an international meeting for rural and community advisory practitioners, researchers, and academics who combine the best extension research and practice from developing and developed countries. Don't miss this unique opportunity to share knowledge, learn new skills and improve extension.*

***In September 2019, Darwin will play host to our conference for the very first time. Opening a pathway for South-East Asia practitioners, researchers, and academics to network and liaise with Australian and New Zealand extension professionals. An unmissable opportunity in an unforgettable destination.***

*The two-day conference will focus on Extending Horizons: Extension's role in climate, rural industry, and community challenges.*

*The optional pre-conference workshops are titled Fearless Facilitation and Great Group Dynamics and Communication Skills for All Professionals. These will run from 10am to 4pm on Wednesday 11th September.*

**Jake Betros**, NT Regional Coordinator is the Convenor and can be contacted with any comments or suggestions on [rc.nt@apen.org.au](mailto:rc.nt@apen.org.au).

**Please continue to visit the conference website <https://aapevents.eventsair.com/2019apen/> to keep up to date with Conference abstracts, presenters, student participation and registration information.**





# A busy and active year so far!

Dr Roe Currie | Company Secretary

The 2018 Annual Report was sent to all members in January as part of ExtensionNet along with the 2019 Members' Directory. I hope you have taken the time to read ExtensionNet and appreciate the work done by all those involved. Remember to use the Directory as a tool for networking from your desk. Job titles are included to help with finding people with particular skills. Searching these would be easier in the pdf version which is available in the Members' section of the website. Just login using your email address and "APENMem" your member number.

The Board is about to have its fifth meeting since the AGM in October 2018. Board meetings are on the fourth Friday of the month and if you have anything you'd like the Board to discuss please send it to me via [info@apen.org.au](mailto:info@apen.org.au) at least two weeks before.

The Regional Activities Committee with Regional Coordinators from each APEN region meet on the fourth Friday of the month every second month so are about to have their third meeting since the AGM. They are working towards providing APEN activity in each region. Their contact details are available on the back page of ExtensionNet and on the website at

<https://www.apen.org.au/about/regional-coordinators> The NSW RC, Adrian Englefield, is on study leave so if anyone is interested in joining the committee in his place, please contact me.



The Board has four working Committees overseeing Audit, Risk and Financial Control, Governance and Strategy, Business and Development (BD), Strategic Engagement (SE). They are lead by one or two of the Directors and have met twice since the AGM and it's exciting to say that the BD and SE committees have some APEN (non-Board) members as part of their committees. If you are interested in getting involved and getting more out of APEN – see the links from the website <https://www.apen.org.au/events/news>. There has been progress in the

development of policies and procedures in all areas and you will soon see updates in the website and APEN's use of social media and its communication channels. Don't forget to send information that might be of interest to APEN members to me by the second of the month so it can be included in the eBulletin.

APEN's biggest event for the year will of course be the 2019 APEN Conference in Darwin, 12 & 13 September. Get involved – be a sponsor (Friends of the conference category available too), present a paper or workshop, come along! The Organising Committee, lead by Jake Betros and involving most of the NT's APEN members, is working hard to make it an affordable, inspiring event. More information is available through the APEN website or straight to the conference website at <https://aaapevents.eventsair.com/2019apen/>

The AGM will be held during the conference. Watch out for the notifications for nominations for the Board through the eBulletin.

Please contact me if you have any queries or concerns. [info@apen.org.au](mailto:info@apen.org.au)

Regards, Roe



## 2019 APEN Webinars

*These are planned for the third Monday of each even numbered month, 2.00 to 2.45pm Melbourne time.*

**Webinar 2: Details are being finalised, but you can register if you wish.**

**Monday April 15, 2pm AEST Register here! <https://register.gotowebinar.com/register/3398544650852800258>**

Recordings of the webinars are available on: <http://www.leanneisaacson.com/apen-webinar-replays/>

The first for 2019 was: **How the groups we belong to Influence our Environmental Attitudes and Behaviour** presented by Assoc. Prof Kelly Fielding

**Would you like to present a webinar?**

- a topic to share or discuss with others?

Or ... do you know someone who might present?

Some suggested topics are - mind mapping, using social media, your study tour, linking weather forecasting to practice, managing water allocations, how to extend messages – managing the emotion – the list is endless

***If you are interested or can suggest a presenter please contact Roe [info@apen.org.au](mailto:info@apen.org.au) or +61 2 6024 5349.***

# APEN Board Committees

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



Governance & Strategy



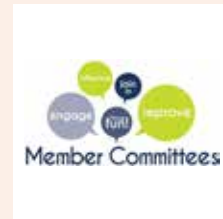
Audit/Risk



Business Development



Stakeholder Engagement



Regional Activities

## GOVERNANCE

**“With proper governance, life will improve for all”**  
Benigno Aquino III



Jeanette Gellard  
Co-Chairs | Governance & Strategy Committee



Dr Les Baxter  
Co-Chairs | Governance & Strategy Committee



Say the word ‘**Governance**’ to someone and you’ll likely see their eyes glaze over. Whilst Governance isn’t always considered the most exciting topic when it comes to Boards and committees you can’t understate its importance. Good governance provides broad benefits to an organisation such as promoting a culture of excellence, building a positive reputation, providing clarity around its operations and contributing to financial stability.

APEN’s Governance Committee has developed a plan of work that will deliver across all these areas. Our efforts in developing a sound governance framework and foundational suite of policies have been added to recently with the establishment of a Decision Register and Conflict of Interest and Risk Management Policies. Our next focus area is on Board Performance.



If you’re still reading this then maybe you’re just the right sort of person to join our Committee! We are always looking to expand our membership and welcome any enquiries.



# AUDIT, RISK & FINANCIAL CONTROL

**“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**

Committee Members: Graham Harris, President, Anthony Kachenko, Vice-President and Rosemary Currie are committee members with Roe providing great executive support.

The Audit, Risk and Financial Control Committee was established following the APEN Board's governance training in October 2018 and all board members participated. The governance training day was held in conjunction with the AGM and was considered critical given APEN has moved to a statutory Board. The Audit, Risk and Financial Control committee meets for an hour four times a year quarter via a Zoom conference facility. Committee members undertake research, consultation and policy drafting outside the meetings.

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.

The role of the Committee is to assist the APEN Board in fulfilling its responsibilities by providing the APEN Board with advice and recommendations in relation to risk management; finance, budget and audit; delegations; human resources; occupational health and safety; and environmental management.

Progress to date:

- Prior to October the members finalised an APEN Code of Conduct policy and Board Conflicts of Interest policy.
- The Committee researched the opportunity and costs of Deductible Gift Recipient (DGR) status within Australia. A discussion paper was developed, and the committee provided a recommendation to the Board. The

Board accepted the committee's recommendation not to pursue DGR status at this point in time.

- The committee has recently drafted an APEN Board Fiduciary Duty Policy.

Tasks identified to June 2019

- Undertake a stocktake of APEN electronic and hard copy data sets, current storage arrangements, data size requirements, security protections, risks and access approvals. Following this step, it will explore the range of storage, risk mitigation and access options including ongoing costs and provide a recommendation to the Board.
- Draft additional APEN policies including:
  - Duty of solvency
  - Fraud, theft and corruption including illegal activity



The Audit, Risk and Financial Control Committee is looking to expand the expertise of this small active team and we are seeking two or three additional members who would be willing to share a little of their time and expertise. Equally it could be a learning opportunity for a member to grow their knowledge and understanding in the area of board governance and finance.

The requirements are, being an APEN member, be willing to contribute your time and enthusiasm to grow your understanding and contribute. If you are interested in being involved or would like further information, please email: [Treasurer@apen.org.au](mailto:Treasurer@apen.org.au)



Peter Long | Chair Audit, Risk & Financial Control Committee | Treasurer



# BUSINESS DEVELOPMENT

**“Growth is never by mere chance; it is the result of forces working together”**  
James Cash Penney



Dr Heather Collins  
Co-Chairs | Business Development Committee



Dr Les Baxter



The Business Development Committee is comprised of Heather Collins, Les Baxter, Graham Harris, Jude Matusiewicz and Roe Currie. This Committee is charged with responsibility for:

- Development of short-term and medium-term business plans to provide organisational sustainability, focusing on building reserves and staggered investment in internal capacity, technology and areas of member activity
- Strategic oversight of current business streams and development of new business streams, to ensure they provide benefit for members
- Oversight of key events, including the APEN Conference and Roadshows

So far, this year, our efforts have been concentrating on four activities:

## 1. About APEN

The Business Development Committee has been looking at the development of a one-page document that explains what APEN is, what services it provides and the value proposition for existing and potential members. The aim of this document is to have a resource which can be used to promote APEN on the website, in publications, at conferences and for other promotional opportunities.

## 2. What is Extension?

The Board of APEN has discussed the need to increase membership and to ensure that we are potentially reaching out to extension professionals and practitioners across the breadth of sectors covered by our discipline. Experience suggests that many in the extension community do not directly associate their activities with extension. To assist with this ideal, the

Business Development Committee has been developing a one-page ‘infographic’ comprised of 6-8 photos representing the breadth and depth of extension combined with some appropriate text. The photos and text have been selected and we are now in discussion with some graphics designers to develop the infographic.

## 3. Promotion of the APEN Conference and Pre-Conference Workshop and Student Forums

The 2019 APEN Conference will be held in Darwin on the 12 & 13 September and the Committee has been asked to consider additional way of promoting this event. One option that we are pursuing is to promote the APEN Conference through related organisation newsletters such as the Ag Institute Australia monthly newsletter. Suggestion for other opportunities are welcome. It is hoped that promotion through these related organisations may increase the interest in the APEN Conference from professionals in relevant fields. In addition, Heather has been working with Chrissy Stokes and Denise Bewsell and the three will run a workshop

on the day before the conference from 10am to 4pm on Extension, Facilitation and small groups. As part of the conference, several student-oriented activities are being planned. These include a ‘speed dating’/ 3 Minute Research session and a student networking session following the conference welcome drinks.

## 4. International Rural Sociology Association (IRSA) World Congress

The IRSA World Congress will be held in Cairns on the 8-12 July 2020. APEN has been invited to propose and/or run a session at this forum. A session at the IRSA Congress could take many forms and may provide APEN with opportunities for promoting APEN, furthering the understanding of Extension, providing an opportunity for professional development for APEN members, and hopefully result in additional membership. The Committee is currently considering this invitation and the best way for us to exploit this opportunity before making a recommendation to the APEN Board. The Board will need to decide whether or not to take up this opportunity by the end of May this year.





# STRATEGIC ENGAGEMENT

**All organisations need great talent and great diversity**



Dr Anthony Kachenko



Dr Pat Hamilton

Co-Chairs | Strategic Engagement Committee

Since our last issue of ExtensionNet, including the Annual Report 2017-2018, we have been busy reaching and engaging our members and other stakeholders through our off-line and on-line platforms. Contact with politicians in Australia and New Zealand has been progressed; our monthly e-bulletin continues to promote our shared experiences; another issue of the REIS Journal has been posted to libraries and is available on the APEN Website Resources section; we have developed a calendar to promote and post events; we are engaging in conversations regarding partnering with other networks; the promotion of our Conference, under Jake Betros, NT Regional Coordinator and 2019 Conference Convenor is receiving positive feedback; and we continue to keep our website up-to-date. There is still much to be done.

We do encourage you to visit the website weekly. Forgotten your Login details? No Excuse!

User Name: your email address

Password: APENMem[your member no]

All organisations need great talent and great diversity. We are very pleased that two of our younger members have joined the SEC team of Anthony, Pat, Chrissy, Roe and President Graham (ex Officio).

**Meet our new 'additions' to the team: Jasmine Whitten and Adam Goldwater.**



**Jasmine** is a rural person from Tamworth who wanted to work and learn more in the farming sector. What a better way to learn –

become an APEN member! Jasmine studied a B Rural Science at University of New England and worked as a trainee Ag Consultant interested in improving adoption. In 2018, she supported Greg Mills (a long time involved APEN member) with the Toowoomba and Armidale 2018 Roadshow workshops. Currently, Jasmine is a Local Landcare Coordinator with Western Landcare NSW at Cobar. More importantly for us, she is a whizz at Twitter and brings a refreshing view of the world.



**Adam** studied Horticulture Science and worked in Horticulture in NZ in the kiwi fruit industry (post-harvest). Currently, Adam is with Applied Hort Research, based in Sydney, conducting applied horticultural and environmental research for increased innovation, sustainability and profit in the horticultural supply chain. His extension activities include training and coordinating VegNet and looking for better ways of doing extension. Adam is helping us 'older' people to improve our presence on Facebook.

The message could be: "If you don't post it, did it really happen?"

APEN currently has an organic social media audience with a presence on Facebook, Twitter and LinkedIn. To attract the next generation of APEN members and to maintain our loyal following, at our March meeting, Jasmine and Adam identified that the organisation, by elevating our presence on social media, could increase APEN's value to members and would increase

brand awareness to stakeholders in the extension sector.

To achieve this, the SEC team should investigate their target audience further, identify which posts perform better for their audience and understand the metrics behind each social media platform.

**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



**Share your wisdom, your experiences, your practices**

**We need your help to maintain a large presence in the extension sector.**



## Looking for a volunteering role for 2019?

Perhaps you can assist APEN by being on a Board committee?  
See link to website below.

The Directors of APEN introduced a new Board structure to include 5 committees and task forces.

Task Forces are established as required and sit under the committees:

- Governance and Strategy
- Business Development
- Stakeholder Engagement
- Audit, Risk & Financial Control
- Regional Activities

APEN members are invited to submit an Expression of Interest to join any of the first four committees and/or a task force.  
More information and EOI forms available on [www.apen.org.au](http://www.apen.org.au)



# Regional Roundup

**News from  
New Zealand  
Regional Coordinator  
Chrissy Stokes**  
*And just like that we're  
into autumn.*



In contrast to this time last year, we're now flush with regional coordinators (RCs) – yay! While Adrian Englefield has stepped down (we hope temporarily) from the NSW role while he completes further postgraduate studies, we've got a swag of new RCs who will introduce themselves in this issue of ExtensionNet. It's fantastic to have a bigger group to spread the load and keep more of our members better connected.

The role of an RC is a critical one for APEN. These people are responsible for keeping in touch with what's going on the ground in their region, and for coordinating local activities to keep members connected and up to date. They can't do it on their own though. If you're keen to get together with other extension professionals in your region, get in touch with your local RC to discuss. There is seed funding available to help run events, so cost doesn't need to be a barrier. A breakfast with an interesting guest speaker, a workshop, or even catching up at a pub for a couple of beers (it doesn't have to be hard, or fancy!) – these things are what keeps the network going strong and helps to build richer and more rewarding relationships for all of us.

In the same vein, if you're a social media user, be sure to connect with APEN on Facebook (Australasia-Pacific Extension Network (APEN)) or Twitter (@APENenews). We love hearing from members about what they're up to, sharing successes and learning from each other. If you've got something you'd like us to share on your behalf, send it on through.

Our NT RC, Jacob Betros, is the conference convenor for this year's APEN conference in Darwin. He's pulled together an awesome team and we're looking forward to an action-packed few days in Darwin in September. Well done Jake, and we look forward to seeing you all in the NT!

Late news: We thank Jenni-Marie Clausen (WA RC) for her input to the team. We will miss her insights into activities in WA. Here is an opportunity for another enthusiastic member to be the voice for WA.

**News from  
Northern Territory  
Regional Coordinator  
Jake Betros**



**Visit some iconic Top End sites  
and some snappy animals while  
in Darwin at the 2019 APEN  
Conference**

The start to 2019 has been all about the APEN Conference being held in Darwin this year. ***If you haven't already locked in the dates, make sure you enter 12-13 September into your calendar as "busy"!*** The organising committee has been very busy planning, and we have secured great keynote speakers including Fiona Simson (President of NFF), Dr John Pickering (Project Cane Changer), Aimee Snowden (creator of Little Brick Pastoral) and Dr Peter Ellerton (UQ, Critical Thinking). We're also planning field trips to view some iconic Top End sites and some snappy animals.

Beyond the conference, the NT has been in some economic troubles in recent times. We are yet to see how the government cuts will affect different sectors and operating expenses. The NT was ecstatic to be declared banana freckle free on the 1st February, as the current biocontrol focus continues to be on citrus canker. Part of the NT have suffered through some of their driest ever wet seasons, and we hope that March will provide some heavy rainfalls before the end of the season, otherwise some tough decisions will need to be made later this year.



*Participants on the World Café  
Engagement Planning Event.*

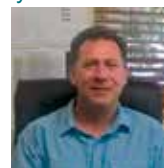
*Image Courtesy: Territory Natural  
Resource Management.*

Territory NRM recently hosted a World Café focussing on engagement planning for a number of community groups and behaviour change issues. Participants

brain stormed on innovative and new methods to engage stakeholders for a number of targeted outcomes.

I continue to work hard in arranging extension activities and capacity building events for the NT Soil Consortium, and have planned a natural process erosion control course, an upcoming biofertiliser course, and an intensive soil health program set to run over a couple of months. This week I head off to Canberra to meet with over 50 other Regional Agriculture Landcare Facilitators to discuss on how we can continue to increase our extension and services to the agricultural community.

**News from  
Queensland  
Regional Coordinator  
Andres Jaramillo**  
*Food for thought...*



Queensland continues to suffer from the merciless of the weather with large areas still experiencing drought whilst other areas in North Queensland received three years' worth of average rainfall in a week. In north-west Queensland it hasn't rained, any decent rain, for more than five years but finally rain came back during this first trimester of 2019.



Extension activities have continued to happen in Queensland in the 2019 year. The following is a roundup of the main happenings over the period January to March.

**North Queensland Dry Tropics:** Barrier Reef continues to be a major focus. Several local projects that promote efficient water and fertiliser use among local cane growers are running. Work has continued on the Australian Government-funded Reef Trust Burdekin Tender project which aims at a reduction of

# Regional Roundup

dissolved inorganic nitrogen entering waterways without affecting cane yields. Promotion of innovative practices are to continue under Project Catalyst. This project uses various trials which involve soil moisture sensing and telemetry, nitrogen sensing for crop class and variety, mill mud placement, groundwater nitrate monitoring and alternate row irrigation. Improving irrigation efficiency is the focus for activities funded under the Reef Trust Growing a Great Barrier Reef project.

**Queensland Farmers' Federation (QFF):** QFF has continued to offer activities in the extension space with the following events happening for the first semester of 2019. As the cost of energy and the efficiency of its use have become major factors in operating any business, QFF has developed a course in Introduction to Energy Management. Other events organised by them are: Workplace Essentials Workshop, a National Symposium on the beneficial use of recycled organics, Weather Workshops.

**Project Catalyst:** The Project Catalyst Annual Grower Forum, held in Cairns in February, was a highly anticipated event for sugarcane growers from across the three partner regions of the Wet Tropics, Burdekin, and Mackay Whitsunday. It was an opportunity to network with researchers, program partners and industry groups, sharing knowledge and discussing new ideas. The program included farmers, agricultural leaders, and soil health experts who provided a glimpse of what the future holds to assist the farming community.

**Agforce:** From January through March, Agforce has held a number of events throughout the region, including 2019 Food, Fibre and Agricultural Educators Conference; BOM Climate and Weather Workshops in Rockhampton, Taroom, Gaynda, a Boonah Property Computer Mapping workshop in Boonah and Building Business Resilience Earlando Multi-Topic Day in Cape Gloucester.

**From the sugarcane Calendar (various institutions):** Sugar Research Australia, the Burdekin Productivity Services (BPS), Paddock to Reef Project, Wet Tropics Sugar Industry Partnership (WTSIP) have all being active in the extension and training space over the course of this year. The following are the main events held at different locations

within the sugarcane industry: Five BPS focus groups; Chemical handling and application course; Precision Agriculture workshop (Trimble); Precision Agriculture workshop (John Deere); Extension Training for the Central Region (Behaviour Innovation); Southern region grower groups; Harvesting updates; Mackay – Whitsundays Paddock to reef updates.

**Irrigation Australia Limited:** During the third week of March, Irrigation Australia Limited (IAL) delivered the second face-to-face week of the Certificate III in Irrigation to -mainly- Extension staff in North Queensland. This program has been supported and subsidised by the Department of Agriculture and Fisheries (DAF). The Certificate III in Irrigation School provides a comprehensive irrigation training program which is assessed against nationally recognised Competencies.

Last but not least, I'd like to inform the extension community that the **The Rural Jobs and Skills Alliance (RJSA)**, which developed from the agricultural sector's need to engage more with the education and training sectors, and the Queensland Government's commitment to create and support jobs across the state, produced a response to the discussion paper from Jobs Queensland The Future of Work in Queensland to 2030- Evolution or revolution?. The RJSA acknowledges that support for innovative extension and training methods is needed. The alliance recognises that extension programs are commonplace in agriculture industries as they deliver new information that is available for farmers to access and also as a vehicle to encourage uptake in the industry. The RJSA has an interesting view on how training has been delivered using traditional training delivery modes and was agreed by most of its members that most of such training tend to be linear, inefficient and rarely personalised to the learner's specific needs. They have seen how, at the same time, students are exposed to and have embraced innovative social technologies in their everyday lives, which are under-utilised for professional skills development and have clearly seen the need for a more effective process to provide awareness, skills and knowledge to improve methods and practices. This for us, should be some food for thought...

Until the next time | Andres Jaramillo

**News from  
South Australia  
Regional Coordinator  
Danielle England**



## ***Working across the mixed farming zones of SA***

Autumn is always a busy time for extension professionals across the mixed farming zones of South Australia. There are events we are running, events to attend that are related to our technical topic, and those events we attend because we are a part of a local farming community. Sometimes it feels like event overload, but there is always 'one thing' you can take away from an event.



Jeanette Gellard, Pat Hamilton, Bruce Hancock and I have been working away behind the scenes to

put together a PD program for 2019. To assist us, could you please take 3 minutes to complete this survey - <https://www.surveymonkey.com/r/53C755Z> It has been designed to find out what else APEN can do to support you as an extension professional. The results will only be used by APEN to better design regional activities for SA.

Many thanks to APEN member Bruce Hancock for collating the upcoming list of extension events in SA:

### **26-28 Mar:**

MLA/AWI Its Ewetime Forums (1/2day), Jamestown, Karoonda, Naracoorte

### **4-5 April:**

Ag EX Alliance Annual Forum, Adelaide

### **5-6 April:**

Karoonda Farm Fair

### **15-17 Apr:**

SA Sheep Expo, Adel Showgrounds (a youth capacity building program)

### **8-9 May:**

SA Livestock Consultants (½ yearly mtg)

### **6 June:**

Sheep Genetics Regional Forum, ADEL

### **12-14 June:**

Uni of Adel, Roseworthy Campus 3 min Thesis Comp

### **5 July:**

APEN Conf Abstracts due

### **16-17 July:**

Grasslands Society of Sth Australia, Cresswick

# Regional Roundup

## 26-27 Aug:

Growing SA Annual Conf, Hahndorf,  
Livestock SA, Grain Producers SA.

## 30 Aug: (or 6 Sept,)

Adelaide Show

## 12-13 Sept:

APEN 2019 Conference in Darwin

If you have an event to add to the list,  
then please feel free to contact Bruce on  
0417 813 545.

Until next time, Danielle

## News from Tasmania

**Regional Coordinator  
Sophie Lapsley**

***Making contact  
with our Tasmanian  
members***



Sophie is a senior consultant at RMCG and although currently working as the Vegetable Industry Education and Training Coordinator works across many sectors in the agriculture industry.

Sophie has been passionate about, and worked in the agricultural sector all her life starting off in trout farming in the UK where she also gained an Hons degree in Agriculture and Land Management. This was followed by five years working in France where she worked on a variety of farms before turning her hand to wine marketing for a large co-operative in Burgundy. Prior to moving to Australia Sophie lived in New Zealand for 16 years working as a consultant as well as running an agricultural testing facility, specialising in soil microbiology, compost and sustainable farming practices. Sophie has now been living in Australia 10 years gaining experience in private and corporate companies still within the agricultural sector where she specialised in QA and process control/ Lean Management.

Sophie uses her wide experience and continual development across a variety of sectors as a unique strength in bringing new ideas and broader techniques to achieve client objectives but also believes that hands on experience is invaluable and has experience in drystock, fruit and flower production.

In her spare time Sophie has a passion for photography and likes to keep her hand in with farming on a small block up in the hills on the North West Coast of Tasmania.



*The Rosedale Fire*

## News from Victoria

**Regional Coordinator  
Shayne Hyman**

***Impact of fire on rural  
communities ... and  
there is the drought***



Fire is as Australian as I am, maybe more so. Returning from Seaspray in January, we watched the sunset on the Rosedale Fire and talked about how incredibly dry it was in Stradbroke and Giffard. The fire was deliberately lit!

My stingy eyes remind me that the Fire Season is not over. I am writing this from my desk in Stratford. North East of me, the two Licola Fires have joined and burned almost 80,000 hectares. They are not yet under control. North, at Dargo, there are two main fires, both not yet under control. Then there're all those that are contained or under control but still burning. They seem to have started naturally, by lightning.

Several people I know have family members fighting fires as I write. These fires and the firefighters and the wildlife won't be on the News tonight, nor in the newspaper. For the bulk of us, there was never any real danger – the fires are in the bush, far away from metropolitan life and more than twenty kilometres distant to me. But the smoke is in the air and in my laundry on the Hill's hoist. There's ash and other burnt matter falling on vegetable crops and dairy cows and free-range chickens. People are wondering about the safety of their "firie" sons and daughters.

In 1983, my sister's husband lost his life fighting, voluntarily, the Ash Wednesday

fires in the hills outside of Melbourne. When I smell smoke, I am reminded that "we are all in this together".

And then there's the drought ....

Agriculture Victoria has been actively assisting those growing our food who are impacted by the drought in Central and East Gippsland. Programs and help form four categories: Technical, Regional, Personal and Family Support, and Financial. For more information click [www.agriculture.vic.gov.au](http://www.agriculture.vic.gov.au) or call the Customer Service Centre on 136 186.

The VegNET Gippsland project, part of the Hort Innovation funded National Vegetable Extension Network, ends on 1 May 2019. I believe a second similar program will commence on 1 July 2019.

It's now all about writing reports and information resources for this Industry Development Officer, but there's a very exciting training course on Workforce Planning to finish off the current project. The Workforce Planning Institute will deliver a two-day Masterclass in Strategic Workforce Planning in the Agrifood Sector, at Traralgon on 30 April and 7 May. It's heavily subsidised making the cost almost negligible. For more information Workforce Planning Training

Finally, the East Gippsland Food Cluster and Agribusiness Gippsland have just amalgamated to form one entity, Food & Fibre Gippsland. For details go to Food and Fibre Gippsland officially endorsed

Regards,

Shayne



# APEN's News Update

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, in and off-line communications, industry collaboration, industry development, industry services and other related fields.

**"None of us is as smart  
as all of us"**

**Ken Blanchard**



## APEN Mentoring Program

This week we welcomed 32 participants to APEN's mentoring program. Under Roe Currie's experienced guidance, we've matched 16 Mentees with 16 Mentors from across the country and diverse range of industries.

Our first session focused on getting to know each other, sharing expectations and reflecting on the roles and responsibilities that Mentees and Mentors have. As we did in last year's program, we will be incorporating a series of four mini webinars to provide a focus on extension techniques and practices that are of interest to the Mentees. The APEN conference will provide an opportunity for many of our program participants to meet face-to-face, something we're very excited about. The levels of enthusiasm and commitment shown by everyone provided a positive start to the mentoring journey we are embarking on. In the words of Ken Blanchard, "None of us is as smart as all of us" and the APEN Mentoring Program allows all participants to benefit from their collective knowledge.

If you would like more information about the Program visit <https://www.apen.org.au/resources/mentoring>

## Sharing your work in the Rural Extension and Innovation Systems Journal (REISJ)

The focus of APEN's Rural Extension and Innovation Systems Journal (REISJ) is on publishing high-quality articles (not necessarily hard-core scientific papers) 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. We encourage APEN members to take the challenge of sharing their work with others, using the journal to enhance their knowledge and skills, and hence, make their work enjoyable and rewarding. We would also welcome offers to help with reviewing articles for the research and practice sections by sending an email to the Editor who is happy to receive articles for publication during the year.

Please contact editor Dr Roy-Murray-Prior on [reiseditor@apen.org.au](mailto:reiseditor@apen.org.au)

*[Ed. I encourage you to re-read (or perhaps for the first time) articles from the last 20 years – some things haven't changed – some issues have progressed – some ideas could be refreshed. You will find a wealth of information on the APEN website under Resources]*



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.

# New APEN members

APEN is providing a platform for networking, professional development and representation of members across Australia, New Zealand and countries in Asia. The Board welcomes the diversity of our networks as we support and include people of different backgrounds and perspectives. We appreciate the openness of all our members to different thoughts, styles and backgrounds as we connect with like-minded people who are interested in extension.

We extend a warm welcome to our latest members and we look forward to sharing their knowledge, skills and experiences.



## Natascha Hes

My name is Natacha Hes and I am an Education Officer for the NSW Department of Primary Industries, based at Tocal. Part of my role is to facilitate a new ExtensionAUS Community of Practice for the Precision Ag industry. I joined APEN to learn more about the practice of extension and network with others working in this space.



## Aki Micaela Harada

I am Aki Micaela Harada, Pre-harvest technician in Orchard Productivity Center Japan, Zespri International Japan in Fukuoka, Japan. My main objective for joining APEN is to learn about agricultural extension in a global context and apply that while supporting Japanese growers in growing kiwifruit.



## Dr Satesh Kumar

I am Dr Satesh Kumar working as an Assistant Professor and head of crop production department at the College of Agriculture, Fisheries and Forestry, Fiji National University. Koronivia Campus, Fiji. Within this department is the extension discipline. I have joined APEN to learn more about extension because we are in the process of strengthening our extension discipline so that apart from quality extension teaching, we can conduct community outreach programmes.



## Jessica Fearnley

My name is Jessica Fearnley and I am the Development Officer for Temperate Fruits. I work for the Department of Primary Industries located at the Orange Agricultural Research Station. I joined APEN because this is my first job out of university, and I wanted to learn some extension skills and develop as a person. I have heard from other workmates that this is a great program and I should get involved.



## Atish Chand

Hi, my name is Atish Chand. I'm a Senior Lecturer at College of Agriculture, Fisheries and Forestry in Fiji National University. APEN provides me a platform to networking with extension stakeholders and discover agricultural extension developments in the Pacific Region. As an academic, I also look forward to conferences organised by APEN to share my findings with others.

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

Ella Maxwell	New Zealand
Mandy Bowling	Tas
Jordyn Crouch	New Zealand
Helen McGregor	Vic
David Hardwick	NSW
Claire Dennerley	SA
Kylie Falconer	NSW
Olive Hood	Qld
Megan Abrahams	WA
Andrew Bishop	Tas
Jenni Clausen	WA
Michelle McKinlay	Qld
Shay Crouch	WA
Philip Burrill	Qld
Adrian Rossi	WA
Kristie Williams	Qld
Chengdong Liao	Qld
Aaron Kama	Qld
Carole Kerr	WA
Rebekah Starick	SA
Kylie Chambers	WA
Pieter Conradie	NT
Danielle Hipwell	WA
Lydia Turner	Tas
Manus Stockdale	WA
John Noonan	WA
Nathan Bakker	Tas
Sam Flight	Tas
Sam Grubisa	WA
Truyen Vo	WA
Pat Salter	Qld
Jed Sommerfield	Qld
Troy Bowman	SA
Sue Street	NSW
Leeann Monks	Qld
Rachael Bryant	NSW
Valerie Draper	NSW
Alli Clark	Tas
Pete Evans	NSW
Hannah McArdle	SA
Sarah Tsai	NT
Lindsay Allen	Qld
John Ladley	New Zealand
Adrienne Hall	Qld
Jade Fraser	Qld
Josh Nicholls	Qld
Chris Poole	Qld
Jared Sunderland	Qld
Sam Skeat	Qld
Luke Malan	Qld
Rachael Payne	Qld
Rebecca Hyde	New Zealand
Michael Hobbs	Qld
Neil Cupples	Qld
Sam Newsome	NSW
Ebony Faichney	Qld
Marisa Young	Qld
Angela Williams	Qld
Juliette Greenway	Qld
Kirstie Roffey	Qld
Jo Hall	Qld
Gail Spargo	Qld
Katie Muller	Qld
Sophie Lapsley	Tas
Aravind Kadali	Tas
Wendy Thorsborne	Qld
Hannah Vicary	Qld
John Day	Qld
Josh Bach	WA
Vanessa Stewart	WA
Andrew McKay	Qld
Ben Crawley	NSW
Paul Grundy	Qld
Elsie Hudson	NSW
Carlyn Sherriff	SA

Alicia Richters	NSW
Ruairi McDonnell	Vic
Libby Swayn	Vic
Kylie Dennis	Qld
Belinda Griffiths	Vic
Kerry Grigg	SA
Shane Byrne	Vic
Ashley Burgess	Vic
Kylie Boston	SA
Jo Coombe	Vic
Tony Filippi	Vic
Natacha Hes	NSW
Racheal Tikatikan	New Zealand
Jasmine Whitten	NSW
Sarah Hain	NT
Salesh Kumar	FIJI
Adam Harber	Qld
Peter Clifton	WA
Meg Humphrys	NT
Kate Forrest	SA
Viv McCollum	Qld
Rob La Grange	WA
Marine Empson	Qld
Kasim Jibril	NICARAGUA
Florence Willaert	JAPAN
Aki Harada	JAPAN
Atish Chand	FIJI ISLANDS
Casey Spencer	Qld
Jess Fearnley	NSW
Michelle Haase	Qld
Kate Jackson	Qld
Andrea McKenzie	Qld
Jason Huggins	Qld
Helen Jenkins	Qld
Rachael O'Brien	Qld
Theresa Chapman	Tas
Thel O'Shea	NSW
Camille Conway	Qld
Sonia Carey	NSW
Kate O'Connor	NSW



## Carlyn Sherriff

I am Carlyn Sherriff, Agribusiness Consultant, Rural Directions Pty Ltd in Clare, SA. I was an APEN member prior to maternity leave. Now I have re-joined to keep in touch with other facilitators and gain insights or tips to assist me in my role.



## Sarah Hain

My name is Sarah Hain, Industry Development Officer (NT/WA), Australian Mango Industry Association in Darwin. I believe that the APEN network, resources and mentoring program will help me to grow professionally and service mango growers and their interests more effectively to assist with improving industry cohesion.



## Michelle Haase

I am Michelle Haase, Hort360 BMP Facilitator with Growcom, Bundaberg. I joined APEN to attend the 2018 Roadshow workshop and I enjoy working with likeminded others to accelerate uptake, adoption and improvements to sustainable land management practices.



## Andrew Bishop

Andrew Bishop, Chief Plant Health Manager, Department of Primary Industries, Parks, Water, and Environment in Devonport, Tasmania. Was a member many years ago when I worked as a research scientist in crop production. In recent years working in technical policy in the biosecurity area and responsible for managing and developing the Tasmanian Plant Biosecurity System I saw APEN as offering a great connect and resource for extension information with the objective of behaviour change, and re-joined APEN.



## Norman Welsh

Norman Welsh located in Phnom Penh working as a freelance consultant with development assistance projects in the agriculture and natural resource sector. Amongst the many hats I wear [other than the mandatory AKUBRA] is as an expert in agricultural extension providing advice to governments on extension systems and methodologies.



## Ogbuagu Sandra Amaka

Ogbuagu Sandra Amaka. Personal Assistant to the commissioner for Agriculture. Nigeria. Involved in participatory research in agricultural and rural development. Areas of interests includes rural development, agricultural education, education of cutting carbon emission in the industry of tourism/ hospitality management. Experience with community women in (CBOs/NGO, worked closely with the rural women and youth regarding their enterprise development. I am an adventurous mum who joined APEN for skill and ability improvement and for future short terms employment.



## Governance support framework for NFPs

If you're a Not-for-Profit learning or beginning to address your governance capacity, we have just the read for you. The Australian Institute of Company Directors has recently released its revised edition of the Not-for-Profit Governance Principles framework. The revised Principles provide a framework for NFPs to consider good governance practices, including the board's roles and responsibilities, managing conflicts of interest, organisational culture, stakeholder engagement and risk management. Find the Governance Principles framework [here](#).





# DID YOU KNOW?



The seed at the top of mind these days is **artisanal hemp**. There's a gold (green?) rush happening in terms of CBD. CBD is one of the many chemical constituents found in cannabis, but, unlike THC, the stuff in marijuana, CBD doesn't get you high. (Modern Farmer 2019).

In 2014, a new national **"Young Guns" competition** highlighting the huge depth of talent and knowledge in the youth of the Australian lamb industry was initiated as part of LambEx, which was held in Adelaide. Upon its success the competition was repeated at LambEx 2016 in Albury. Youth from the Australian lamb industry were invited to share their experience, project, research, study, thoughts and ideas covering any activity along the whole lamb value chain. This initiative has demonstrated the benefit to industry by providing a platform to identify and develop the youth of the Australian lamb industry. With many finalists cementing careers within the industry, a strong foundation has been laid through building the value chain of the future with LambEx Young Guns.

Interested? Contact Bruce Hancock, Livestock Consultant, Rural Solutions SA – E: [bruce.hancock@sa.gov.au](mailto:bruce.hancock@sa.gov.au)

## Hort Connections Conference 2019: *Growing our Food Future*

Presented by AUSVEG and PMA Australia-New Zealand Limited (PMAA-NZ) have again united to deliver the joint industry conference and Trade Show, to be held at the Melbourne Convention and Exhibition Centre 24–26 June 2019.

**Minister for Agriculture David Littleproud** announced a **pilot program** which promises to deliver farmers financial rewards for improving biodiversity, recognising farmers' important role as environmental stewards. A \$30 million pilot Agriculture Biodiversity Stewardship Program will see farmers receive incentives for projects that boost biodiversity and if appropriate, absorb carbon. Maintaining or enhancing remnant forest, regeneration of gullies and waterways could be examples of projects.

## Tomatoes

Supermarket tomatoes are infamous for being pale, flavourless, awful shadows of their ideal selves in the wintertime. Most tomatoes are bred for sturdiness or yield. What if we worked on flavour instead?



Tomatoes are notoriously fickle and delicate, which makes them a nightmare to ship. As a result, a huge percentage of supermarket tomatoes are actually picked while still green, and then hit with ethylene gas, which turns them red – sometimes an enticingly deep, bright red – but not ripe. This is great for transportation; a firm tomato is more likely to stay intact during the shipping process. But it's not great for flavour. Researchers in USA were able to narrow things down to 13 chemical compounds that are, they're pretty sure, responsible for tomato flavour. Apparently, it's a fairly simple process to cross-breed tomatoes until they have high amounts of those compounds. Simple...and delicious. (Modern Farmer 2017)

## "Little girls with dreams become women with vision"

Empowering and educating women has positive implications for children's health and nutritional status, which in turn influences the demographic dividend. Many experts consider women to be at the nexus of agriculture, health and nutrition, and thus gender and nutrition are increasingly being viewed as priority areas for research and extension. (Sehgal Foundation)

Opportunities under the **Australia-China Ag Cooperation Agreement** were released by the Department of Agriculture and Water Resources. The 2019 grant opportunity provides funding for two streams of activities: Stream 1 Projects—funding to undertake a project in Australia and/or China (\$40,000) and Stream 2 Trade missions—funding to cover travel costs for trade missions to China (\$12,500). These may be of interest to Farm Table readers as agreed funding priorities for this round include sustainable agricultural technology, commodity production research, post-harvest storage and waste, animal husbandry, water in agriculture and advanced agriculture technologies.

# "25 Years & Flourishing"

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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**

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**Stories and photos (next edition) due to Editor 3rd June 2019**