



EXTENSIONNET

Newsletter of the Australasia-Pacific Extension Network Ltd

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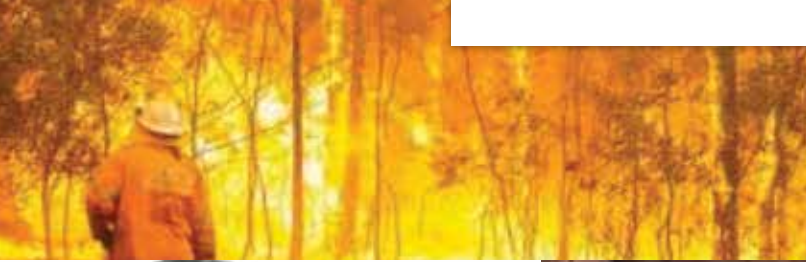


Extension Practices

- Partnership: Initiated by Traditional Owners
- Work together
- Research partnerships
- Share knowledge and learn from each other
- Learn from others- eg. Malaysia and NSW oyster farmers
- Communicate with community



**Annual Report
2018-2019**



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President's Message

President Graham Harris

Welcome to a New Year – one that has really started as a trying and difficult time for many communities throughout Australia and New Zealand. The White Island eruption of the 9th December 2019 in New Zealand and the severe fire conditions experienced throughout Australia should be a reminder of the uncertainty we all face at this time. It is also a reminder that we as extension professionals have the obligation and opportunity to work closely with people in our communities – to support and assist them in these times of difficulties and change.

It is also important that you all stay safe at this time. Many of you are directly being impacted by the fires and the on-going severe drought. You are all in our thoughts and prayers, and if there is anything further, we can do to assist please do not hesitate to contact us.

I look forward to working with you in 2020. If you have any thoughts or suggestions on how APEN can support you, in your role and in the development of your extension skills please be in contact.

Regards, Graham

ENET



ACROSS THE EDITOR'S DESK

Getting back into "work mode" after taking a break

As I trawl through all the emails, am I really ready to hit the ground running? How do I prioritise my workload when everything is a priority? I had a 'brain dump'! This did help me differentiate between the energising and draining tasks.

As I gathered information for the APEN Annual Report 2018-2019, I have been saddened by the devastation caused by the horrific bushfires encroaching on our beautiful country and the enormous suffering of our people, our livestock and our native animals and birds. I have welcomed and deeply appreciated the awesome work of everyone who continues to keep us safe. I send my heartfelt wishes for a wonderful 2020 that brings joy, good health and a spirit of new hope in your life!

Once again, the **Annual Report** covers APEN's core business and reflects our growth and development. 2019 was a very productive year for the Board.

• We revisited our **Strategic Directions**.

Our Vision – to be the leading organisation for extension professional in Australia, New Zealand and the Asia-Pacific

Our Mission – to promote the value, and advance the theory and practice of extension through advocacy, promoting best practice and building partnerships

Our Values – Integrity - Collaboration - Diversity - Professionalism - Connectedness

We want to be "a great long-term organisation which supports extension and rural development" (APEN Member Survey 2018). Our future depends on our ability to share and take on board the expertise of our members.

Our Priorities and Actions can be found on our website – www.apen.org.au

• We delivered a very successful **Conference in Darwin**.

The APEN 2019 Conference issue of ExtensionNet takes you on a walk through

the various activities, including the preconference workshops and networking events. Please take time to visit this issue on our website - www.apen.org.au

• We continued to grow our successful **Mentoring Scheme**. We were approached by the Queensland Farmers' Federation to partner with them to deliver a mentoring scheme with their traineeship program.

• Our **Webinars** throughout the year were well attended.

• Our **Regional Coordinators** worked hard to reach and connect with our members.

• We published a monthly **eBulletin** and four issues of **ExtensionNet**.

I thank everyone who continues to make a difference in our lives and to remind us to take care of ourselves, to create healthy boundaries, who help us to manage stress and pressure so that we can avoid burnout – and who encourage us to thrive!

Warm regards, Pat Hamilton



Annual Report 2018-2019

The Annual Report of APEN Ltd for 2018-2019 was presented at the Annual General meeting held at Mindil Beach Casino Resort Beachside Pavilion on Friday 13th September at 12.30pm, Darwin Northern Territory.



Annual General Meeting

The AGM was held in person and by web-conferencing in the beautiful setting of the Mindil Beach Casino Resort Beachside Pavilion. Twenty-eight members, while at the APEN Conference, took the opportunity to attend the meeting in Darwin. There were six apologies including a special video message from the Company Secretary who was undergoing cancer treatment. It was a very productive way of involving everyone.

Outcomes from the 2019 Annual General Meeting

- Reports were presented – these reports follow after the AGM report.
- Vote of thanks was given to **retiring Director, Chrissy Stokes** for her time on the APEN Management



Committee (MC), the inaugural APEN Ltd Board and Coordinator of the Regional Activities Committee.

- **Dr Anthony Kachenko and Dr Roy Murray-Prior** were elected to the Board. **Graham Harris, Les Baxter, Heather Collins, Jeanette Gellard, Patricia Hamilton, Peter Long** continued as Directors 2019-2020.
- **Chrissy Stokes (NZ), Callen Thompson (NSW), Jake Betros (NT), Caroline Coppo and Andres Jaramillo (QLD), Sandy Gunter (SA), Sophie Lapsley and Aravind KV (TAS), Shayne Hyman (Vic) and Karen Smith (WA)** were welcomed as **Regional Coordinators** for 2019-2020. **Adrian Englefield (NSW)** was on study leave in 2019.
- APEN Ltd 2019-2020 **Place of Business and Registered Office** 11 Eltham Court, Wodonga Victoria were



endorsed.

- Bob Travers and Associates of Albury, NSW were appointed as auditors for the 2019-2020 financial year.
- All **Annual Membership Fees** [ordinary, student, retiree, corporate, sponsors, overseas] for 2020-2021 were increased by 5% per annum – to be reviewed before each AGM
- **Subscriptions** for hard copies of ExtensionNet and Rural Extension & Innovation Systems Journal to continue

The President thanked everyone for attending and their continuing involvement in APEN and closed the meeting at 12.55pm.

ENET

The 2019-2020 Board



Graham Harris



Les Baxter



Heather Collins



Jeanette Gellard



Pat Hamilton



Peter Long



Anthony Kachenko



Roy Murray-Prior



Roe Currie
Company Secretary

2019 President's Report

I'm pleased to present the APEN President's Report for the 2018/19 year.

The past year has continued to be a busy one for our organisation and I would like to thank the Board of Directors for their continued support and efforts, and our appreciation to our APEN Company Secretary Roe Currie for her diligence and continuing hard work over the past 12 months.

APEN Board

During the 2018/19 year the following Directors sat on the APEN Board:

- Dr Les Baxter
- Dr Heather Collins
- Jeanette Gellard
- Dr Pat Hamilton
- Graham Harris (President)
- Dr Anthony Kachenko (Vice-President)
- Peter Long (Treasurer)
- Chrissy Stokes

Chrissy Stokes has decided not to stand for re-election to the board at the 2019 AGM but intends continuing on the Regional Activities Committee. I thank Chrissy for her excellent contribution to the APEN Board and as the RAC Coordinator.

The Board met on 11 occasions this past year. This included a face-to-face meeting in Brisbane on the 24,25 October 2018, during which we held the 2019 AGM and a Board Governance workshop facilitated by Patrick Herd, Community Business Australia. Directors were provided with a very productive opportunity to consider the future operations of APEN as a Company Limited by Guarantee and put in place the necessary Governance practices to strengthen the organisation and to mitigate risks.

In the past year the Board has:

- Developed terms of reference for the four new Board Committees
- Sought interest from the membership to participate in APEN's Board Committees
- Adopted a Conflicts of Interest Policy for the Board
- Joined APEN as a category A member of the Global Forum for Rural Advisory Services (GFRAS) and appointed Dr Roy Murray-Prior as APEN's delegate
- Declined the offer by AgriFutures Australia to participate as a partner in the ExtensionAus Community of Practice – this position will be

reconsidered in response to any future changes in APEN's financial position

- Adopted the APEN Board Duty of Solvency policy

Dr Rosemary Currie, APEN Company Secretary has developed an Operations Manual for APEN – this is a living document and is regularly updated so that the operations of the organisation are readily understood by the Board Directors. Roe's knowledge of APEN and her on-going commitment to the organisation are invaluable.

We also wish to acknowledge the service of Dr Pat Hamilton in her role as APEN Editor (and Director). Pat has done an excellent job as APEN Editor since December 2016 and is seeking a volunteer within APEN to take on the role from January 2020. Pat is enthusiastic about the benefits of being the APEN Editor, so please make contact with her to discuss this if you can assist APEN in this way.

We also appreciate the efforts of Dr Roy Murray-Prior who is Editor of our Rural Extension & Innovation Journal and our representative to GFRAS. We also welcome three new assistant editors – Denise Bewsell, Dr Aysha Fleming and Dr Lydia Turner. A big thankyou to our past assistant editors – Dr Sally Marsh and Dr Lisa Cowan.

The five Strategic Goals of APEN 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

Following the APEN 2019 Conference and AGM, the 2019-20 Board will meet to review our 2017-2022 Strategic Plan. The aim is to further operationalise this plan.

Committees

Directors have been appointed (**in bold**) to lead the following committees of the Board:

- Governance and Strategy Committee (**Jeanette Gellard**, Les Baxter, Peter Long)
- Audit, Risk and Financial Control Committee (**Peter Long**, Graham Harris, Anthony Kachenko)



- Stakeholder Engagement Committee (**Anthony Kachenko, Pat Hamilton**)
- Business Development Committee (**Heather Collins, Les Baxter**)
- Regional Activities Committee (**Chrissy Stokes**)

We have actively sought other APEN members to join in these committees and there remains an open invitation for the membership to support the organisation via membership of these committees. Please contact Roe Currie if you would like to assist in this way.

Regional Activities Committee

The current membership of the Regional Activities Committee is detailed below:

Regional Coordinator	Election	Incumbent
New Zealand (and lead)	For three year term at 2017 AGM	Chrissy Stokes
Northern Territory	For three year term at 2017 AGM	Jacob Betros
Queensland	For three year term at 2017 AGM Seconded December 2018	Andres Jaramillo Caroline Coppo
South Australia	For three year term at 2018 AGM	Danielle England
Victoria	For three year term at 2018 AGM	Shayne Hyman

New South Wales	For three year term at 2018 AGM Seconded April 2019	Adrian Englefield (Study Leave) Callen Thompson
Tasmania	Seconded December 2018 Seconded December 2018	Sophie Lapsley Aravind Venkat Kadali
Western Australia	Seconded December 2018 – March Seconded April 2019	Jenni Clausen Karen Smith

The RAC has met regularly and have confirmed their Terms of Reference. Periodically vacancies for Regional Co-ordinators arise. When these occur please consider volunteering – this is a valuable role within APEN and further builds your networks at a regional, national and international level.

Governance and Strategy Committee

There have been three meetings of this committee. To date the committee has:

- Reviewed the results of the APEN Member survey and Market Research 2018 report. An infographic presenting the first instalment of the results of this survey was published in our June 2019 ExtensionNet.
- Developed a strong Governance Framework based on Legislation, our Constitution, By-Laws, Policies and Procedures
- Worked on a number of policies:
 - o Code of Conduct
 - o Conflicts of Interest
 - o Dispute Resolution
 - o Director Evaluation
 - o Duty of Solvency
 - o Fiduciary Duty
 - o Procurement
 - o Financial Risk and management

As part of the review of our Strategic Plan it is important that we align our values and strategic direction.

Audit, Risk and Financial Control Committee

There have been three meetings of this committee. To date the committee has:

- Established their terms of reference
- Investigated our Deductible Gift Recipient status

- Developed a Fiduciary policy
- Developed a Board Duty of Solvency policy
- Started audit of information and data held by APEN, with the aim of developing a data security policy

We are keen for two or three additional members who would be willing to share a little of their time and expertise to support APEN on this committee. It is also an opportunity to grow your knowledge and understanding of board governance and finance.

Stakeholder Engagement Committee

The committee aim is to foster an active on-line extension social network, and to improve APEN's use of existing communication platforms. Achievements to date include:

- Development of a new Communications Plan for APEN
- Establishment of a Communications Task Force - we welcome two of our younger members, Jasmine Whitten and Adam Goldwater – their input has challenged us

APEN has been in correspondence with Ministers of Agriculture, Natural Resource Management and Communities within the various Australia jurisdictions (State and Commonwealth) and with New Zealand, promoting the value of extension and APEN.

We continue to provide ExtensionNet quarterly. A highlight during this year was the *Celebrating 25 Years of APEN*. Regular monthly contact is maintained through the APEN eBulletin.

APEN keeps in contact with international issues as a member of the Global Forum for Rural Advisory Services network, with Dr Roy Murray-Prior our representative. The Rural Extension and Innovation Systems Journal published 5 extension research papers in Volume 14 No2 in late 2018.

Business Development Committee

The list of current available undergraduate and postgraduate extension courses was updated by Dr Rebecca Cross and made available on the APEN website.

The Committee has been pulling together two marketing flyers:

- What is Extension?
- What is APEN?

You should have seen these and associated banners at the 2019 APEN Conference. These can be used by

members to promote our profession and APEN to prospective members. They have been used at the HortConnections 2019 Conference held in June 2019. They will also be used at the XV World Congress of Rural Sociology being held in Cairns in July 2020. A proposal by APEN to run a session at this conference has been accepted.

Achievements

25th Year Celebratory Dinner and Life Memberships

On the 24th October 2018 APEN held it's 25th Year Celebratory Dinner. This was great occasion for us to reflect upon the success of APEN which culminated in the awarding of our first Life Memberships to:

- Terry Makin, Interim Chair of the APEN Steering Committee in 1993 and Inaugural President
- Dr Jeff Coutts
- Dr John James

APEN Conference 2019

A big vote of thanks goes to the APEN 2019 Conference committee here in Darwin. The committee, very professionally led by Jake Betros, has done an excellent job in pulling the conference together and in successfully attracting the amount of sponsorship received. With around 100 papers submitted and a registration which was at 189 when my report was written no doubt it will be a success for extension and for APEN. I'd also like to thank the organisers for arranging the pre-conference workshops which were also well attended.

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. Thank you to our mentors for donating their time to develop emerging professionals.

We completed the 2018 Mentoring Program in December 2018 – for the first time this included 5 mini-webinars which were a great value to participants. A big thankyou to those members who gave their time in delivering these webinars.

For the 2019 Mentoring Program an initial intake of 16 pairs met on-line in March 2019. And many of these are here at the APEN 2019 Conference. In addition, a second and third intake of mentees from the Queensland Farmer Federation extension traineeships has commenced. We thank Dani England for coordinating cohort one and Jeanette Gellard for coordinating Cohort two.

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 2018/2019:

- *Don't be such a bloody expert: engaging field days and participatory field work* – Dr Kathy Evans
- *How the groups we belong to influence our Environmental Attitudes and Behaviour* – Assoc Prof Kelly Fielding
- *Jumping the gun – preparing for greenhouse gas legislation* – Dr Terry Parminter

If members would like a webinar on a particular subject or by a specific presenter please forward your suggestion to Roe Currie at info@apen.org.au .

Regional Activities

There have been only a few regional APEN activities in the past year, although our members have supported

many other events. One these was a very successful breakfast held in South Australia with Jeanette Long as speaker.

Regional activities provide an excellent opportunity to further develop our professional network. If you would like to organise an 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.

The 2018 Roadshow extended beyond last year's AGM with a 12th workshop in the series being delivered in December in Bundaberg. Many thanks, again, to Greg Mills for his work and commitment to APEN.

Extension Awards

Once again we have sought nominations for our two Extension Awards to be announced at our APEN 2019 Conference:

- APEN Award for Excellence in Extension – Experienced Professional

- Amabel Fulton Award for Excellence in Extension – Young Professional

It is of concern that so few nominations were received for these awards – we know there is excellent extension practice being demonstrated by our members and encourage you to consider nominating yourself or others for these prestigious awards in the future.

Thankyou

It has been another busy 12 months for APEN. 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, 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.

Graham Harris
APEN President



2019 Company Secretary's Report

This is the second Annual General Meeting of our company APEN Ltd since we moved from a Management Committee to a Board of Directors.

During the last year, I have combined my role of Company Secretary with continuing to provide the services of the Secretariat in ensuring the operational tasks are managed.

My role as Company Secretary is largely an administrative one and requires a good understanding of the governance responsibilities of the Board Directors, the committees and organisational policy, procedure and practices. Although challenging, I thoroughly enjoy this aspect of my work.

The President's Report has identified the election and appointment of Directors and their responsibilities for APEN's Committees. As volunteers, our Directors have met their fiduciary duties to ensure good governance is delivered through the drafting of a range of policies and guidelines. Our operational structure of five committees is leading the network forward. I sit ex officio on all these committees, working with the coordinators on the agenda

and recording the minutes. It gives a thorough knowledge and understanding of our core business.

It is also my role to record and monitor trends in membership. At the 2017-2018 AGM, membership fees were increased by 5%. The member's survey has identified some strategies to encourage more effective engagement and reach.

I know that APEN will continue to highlight the importance and value of

being a change agent in the world of extensionists under a very professional leadership team.

Unfortunately, I will not be delivering my report in person this year. I am being treated for breast cancer. I thank everyone for their concern and support in enabling me to meet my APEN responsibilities. I will be with you in spirit.

Dr Roe Currie
APEN Company Secretary.



Attendance of Directors at meetings: The Board has met on eleven occasions during this year, 10 by via web conferencing.

Meeting	GH	AK	PL	CS	JG	PH	LB	HC	RC	Directors present
#1900 - 24/10/18	✓	✓	✓	✓	✓	✓	✓	✓	✓	8
#1901 - 23/11/18	✓	✓	✓	✓	✓	✓	✓	✓	✓	8
#1902 - 14/12/18	✓	✓	✓	✓	✓	✓	✓	✓	✓	6
#1903 - 25/01/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	7
#1904 - 22/02/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	7
#1905 - 22/03/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	7
#1906 - 26/4/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	6
#1907 - 24/05/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	6
#1908 - 28/06/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	6
#1909 - 26/07/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	6
#1910 - 23/08/19	✓	✓	✓	✓	✓	✓	✓	✓	✓	6
% Attendance	100	64	90	55	64	100	100	90	90	

✓ = Attended. Elected Directors: Graham Harris (GH, President), Dr Anthony Kachenko (AK, Vice President), Peter Long (PL, Treasurer), Jeanette Gellard (JG), Chrissy Stokes (CS), Dr Patricia Hamilton (PH, APEN Editor), Dr Les Baxter (LB), Dr Heather Collins (HC).
Non-voting: Dr Roe Currie (RC, Company Secretary & Executive Officer)

2019 Treasurer's Report

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

Overall, APEN Ltd is in a positive financial position with a retained surplus 2019 of \$164,747 as at 30th June 2019. For the 2019 financial year our net result was an operating profit of \$57,558. This result has been bolstered by 2019 Conference sponsorships and registrations paid prior to June 30th.

The following items are highlights for the 2019 financial year:

Major Income items:

- APEN Conference \$82,580 (up against the budget of \$35K)
- Income from the Roadshow was \$41,314 (up against the budget of \$30K)
- Income from membership fees was \$38,641 significantly up on our 2018 result of \$24K (and up against the budget of \$26K)

Major expenses in 2019 financial year included:

- Administration \$39,194 (in line with the budget)
- Roadshow \$21,482
- Conference costs to date \$19,262 (down against budget \$25K)
- The 2018 AGM which was a face-to-face Board meeting and included Board governance training cost \$12,270 (up against the budget of \$11K)
- ExtensionNet \$5,880K

The Auditor identified additional GST liabilities of \$1,366.39. The Company secretary Roe is in the process of identifying the liability and it may be a coding error in QuickBooks (the online financial package used). APEN books have been closed off for 2018 and if needed an adjustment will be made in the Q1 BAS return and as such will be reported in the 2020 financial statement.

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.

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.

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

Peter Long
APEN Treasurer
29 August 2019



BOARD ACTIVITIES



APEN's leaders are all volunteers giving their time to support, manage and develop our organisation and network.

Our Board Directors have ultimate responsibility for directing the activities of our organisation, ensuring it is well run and delivering the outcomes for which we have been set up.

The Directors and Regional Coordinators bring different backgrounds, values, viewpoints and abilities to provide leadership to APEN by:

- Setting the strategic direction to guide and direct the activities of the organisation
- Ensuring the effective management of the organisation and its activities
- Monitoring the activities of the organisation to ensure they are in keeping with the founding principles, objects and values
- Encouraging our members to become involved in areas of particular interest
- Broadening members' network, developing their professional growth and sharing their professional expertise

APEN is fortunate to be supported in the day-to-day management by Executive Officer/Company Secretary, Roe Currie.



BOARD ACTIVITIES

Managing the organisation

‘Leadership is about building a team to go somewhere to make a positive difference’

To ensure that we are the leading organisation for extension professional in Australia, New Zealand and the broader Asia - Pacific, our organisation is led and managed by 5 committees. President Graham Harris is Ex Officio on all committees and Roe Currie records all Board committee meetings.



Audit, Risk and Financial Control

Directors | Peter Long | Anthony Kachenko

The Audit, Risk and Financial Control Committee was established following the APEN Board’s governance training in October 2018. The Committee held three meetings in 2019. Outside the meetings Committee members undertake research, consultation and prepare policy drafts.



“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)

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

Committee business in 2019

- Drafted and with APEN Board members feedback finalised and adopted the Code of Conduct, Duty of Solvency and Board Conflicts of Interest policies.
- Drafted a Fiduciary Policy and following feedback we sought and obtained pro bono legal advice. Following the advice and refinement of the draft, the Board

adopted the policy. This policy spells out the obligation that APEN Board members have to act for the benefit of APEN and its stakeholders under all circumstances.

- As APEN is now an incorporated body it is critical that Board members clearly understand these responsibilities. In order to ensure that all new Board members understand their responsibilities and obligations Directors will be offered free online training through: <https://training.communitydirectors.com.au/catalog/info/id:128>
- Through a review of the collection and storage of APEN data and information

we have now completed a stock take and early 2020 the Committee will scope our needs, primary risks and recommend to the Board any actions and migrating measures to implement.

The Audit, Risk and Financial Control Committee is always seeking to expand membership of this small active committee and as such we would welcome hearing from 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. Enthusiasm is the primary eligibility criteria.



Governance and Strategy

Directors | Jeanette Gellard | Les Baxter

“A vision without a strategy remains an illusion.” (Lee Bolman)

During 2019, we have continued to develop a sound governance framework and foundational suite of policies which have been based around the ACNC standards of a) purpose, b) accountability to members, c) legislation, d) suitability of responsible persons, d) duties of responsible persons. We have added to our policies Board Performance [including the Committee Performance] and Duty of Solvency, reviewed the committee’s terms of reference and shared with our members

two dashboards from the data giving a breakdown of membership demographics and the value seen in membership. We are translating our ability to learn into action.

Earlier in the year, we called for an EOI to join our team. We are pleased that Matt Hall (NT) has joined the working group and brings a wealth of ideas and experience.

Workshopping with the Board in Darwin, under the skilful facilitation of Jeanette Long, we built on our strategic plan to

develop a **Strategic Directions document** where the vision, mission and strategic priorities, based on influence, relevance, professionalism and organisational stability, for the coming year have been refined. To this document, we have added our values based on lots of feedback from members.

The 2018-2019 year has been full of lots of activity and we thank the Board for their continued support and input.



Business Development

Directors | Heather Collins | Les Baxter | Peter Long

“Without continual growth and progress, such words as improvement, achievement, and success have no meaning.” (Benjamin Franklin)

It has been a very busy year for the Business Development Committee as we continue to tackle the sustainability of APEN and meet the needs of our current and future members. We were pleased to welcome Jude Matusiewicz (SA) who joined the committee in February 2019 and brought lots of experience to add to our tasks. Unfortunately for us, but great for Jude, she is pursuing further studies. We wish her well in all her endeavours.

Much of our time has been devoted to producing two infographics: About APEN and What is Extension. Many thanks to New Zealand Landcare Trust for capturing the words and photos so effectively. We are pleased with the feedback from members and stakeholders as we work on increasing our visibility. We have amended Terms of Reference for the Business Development Committee. Had lots of discussion re our core business [what does APEN offer that no one else does? What space are we operating in?] and our value proposition based on what our members



want from us and how can we generate income. We developed an action plan to include our understanding of our market, promotion, our stakeholders, expanding our membership, networking and creating a revenue stream which APEN can deliver. We designed an EOI to enable members' involvement in regional activities and an EOI for the organisation of the APEN 2021

Conference and noted the importance of professional development for members via webinars, face-to-face training, roadshows and mentoring programs. The list is never ending as we explore innovative and creative ways to grow our business and to deliver more effective services to our members



Stakeholders Engagement

Directors | Anthony Kachenko | Pat Hamilton | Roy Murray-Prior

“Whatever words we utter should be chosen with care for people will hear them and be influenced by them for good or ill” (Buddha)

APEN has been the repository of a lot of hard-earned knowledge and wisdom about effective ways to collaborate and build capacity.

APEN's **website** is a wealth of past, present and future information. Our monthly **eBulletin** keeps you up to date with extension activities and issues. **ExtensionNet** is published four times a year on-line. During the 2018-2019 year, we sent out two hard copy issues to our members and stakeholders as we shared the events of our 2017-2018 Annual report and our very special edition to celebrate 25 years of a flourishing APEN's history. We

also produced a conference edition which is also available in hard copy.

APEN's **REIS Journal** focuses on promoting high quality articles on extension theory and practice relevant to Australia, New Zealand and the broader Australasia-Pacific regions to support innovation and practice change by extensionists in primary industries and natural resource management. We encourage you to share with us your experiences.

Our **Social Media** is a vital ingredient for us to communicate with the wider community. We encourage you to follow us on **Twitter** @APENews. Like us and add

comments on **Facebook**. Send us content for **LinkedIn** – all with the aim of extending your horizons.

We would like to acknowledge the input of Jasmine Whitten, Adam Goldwater and Aysha Fleming. Their ideas, experience and expertise have enriched the Committee's output.

APEN'S multi-channel approach to communications is vital to support and engage with our members and wider stakeholder group. This remains an ongoing priority for the APEN Board as we continue to bring people together to facilitate positive and productive relationships.



Regional Activities

Director | Pat Hamilton [Chair]

Regional Coordinators | Chrissy Stokes (NZ)| Callen Thompson (NSW)| Jake Betros (NT) | Caroline Coppo and Andres Jaramillo (QLD) | Sandy Gunter (SA) | Sophie Lapsley and Aravind KV (TAS) | Shayne Hyman (Vic) | Karen Smith (WA)|. Adrian Englefield (NSW) study leave in 2019

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

While working closely with the APEN Board our main role is to reach and engage our members to facilitate and or coordinate an APEN activity in our regions. We also gather feedback from our communities to inform and advise the Board of any regional issues and interests which need addressing.

Have you got a good idea for a regional extension event?

Many of you enjoyed a very successful Conference in Darwin in September and APEN is planning another conference in 2021 as part of our two-year conference cycle.

In the years between conferences, APEN supports and sponsors regional extension events via a small grant and/or seeding funding to deliver activities such as workshops, training activities, seminars, face-to-face and by webinars. Topics can include:

- Professional and extension skill development including learning about new practice, new engagement approaches and media trends
- Learning about and discussing extension theory
- Networking opportunities
- Tool kits via Webinars

In 2020, the APEN Board is supporting Regional Coordinators by inviting interested members and extension professionals to submit an Expression of Interest for hosting and organising an APEN regional event. APEN will provide grant and seeding funding to assist APEN members to access initial funding required to organise and provide regional activities in line with APEN's Strategic Priorities.

The Regional Coordinators are looking forward to a productive and prosperous 2020 as we grow, innovate and sustain the future of extension.



GFRAS and international linkages for APEN

GFRAS is the Global Forum for Rural Advisory Services, based in Switzerland. GFRAS is a bit like APEN, but on a global scale, with regional networks around the world, with APEN being just one of those networks. It focuses on advocacy and support for rural advisory services (RAS), professionalisation of RAS, and facilitation and enhancement of knowledge generation and exchange: see <https://www.g-fras.org/en/>.

New Extensionist learning kit (NELK)

The New Extensionist is a global view of extension and advisory services (EAS) that reinvents and clearly articulates the role of EAS in the rapidly changing rural context. GFRAS has developed 16 modules as part of NELK for self-directed, face-to-face or blended learning of extension staff, managers lecturers and others involved in RAS. Modules cover a broad spectrum of extension topics from program development and extension tools to gender, capacity development and policy advocacy. Each module consists of a manual, workbook, lecturer guide and presentation.

Apart from NELK the GFRAS web site contains Global Good Practices documents and issues papers- see <https://www.g-fras.org/en/ggp-home.html>

2019 GFRAS annual meeting

The GFRAS annual meeting was held between the 30 September and 4 October 2019 in Jamaica on the topic "Role of RAS in Climate Change & Disaster Risk Management". It was co-organised by the Caribbean Agricultural

Extension Providers' Network (CAEPNet); Jamaica's Ministry of Industry, Commerce, Agriculture, and Fisheries (MICAFA), and the Rural Agricultural Development Authority (RADA). There were 55 non-local participants from 27 countries, with about 1/3 public sector, 1/3 multi-stakeholder organisations and 15% from civil society organisations. Key issues discussed were: disaster risk management and climate change issues in RAS, building resilience in communities, and supporting RAS providers in contributing to extension in climate change and disaster risk management.

Next GFRAS annual meeting

The 11th GFRAS Annual Meeting will be from 4-7 October 2020 at the Baltic Beach Hotel in Jūrmala, Latvia. The meeting will discuss digitalisation trends in Rural Advisory Services and the potential of digitalization for knowledge transfer amongst RAS workers. GFRAS has some good material on digitalization and ICTs in the Global Good Practice site and the GFRAS working group on ICTs.



A challenge to our members!

Our Directors would like more of our members to be involved in each of the APEN committees. It is a valuable opportunity to extend your horizons. We encourage you to select a committee and send an expression of interest to info@apen.com.au [400 words max to include a) why you want to be involved, b) attributes, interests and skills you can bring to a committee] – see website for more details and/or contact one of the Directors whose contact details can be found on the back cover of this issue of ExtensionNet

ENET

NETWORK ACTIVITIES

Highlights from our Networking



Webinars

APEN Webinars have been hosted by Leanne Issacson. We thank Leanne for her support in engaging our members

- February 2019 - Assoc Prof Kelly Fielding - ***How the groups we belong to Influence our Environmental Attitudes and Behaviour***
- August 2019 - Dr Terry Parminter - ***Jumping the gun – preparing for greenhouse gas legislation***
- October 2019 - Dr Jaci Brown - ***Weather, Climate and Agriculture***
- December 2019 - Cynthia Mahoney - ***Bringing neuroscience to extension - how to create brain-friendly environments for high performance***

Recordings of the webinars can be accessed from <http://www.leanneissacson.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.



The APEN 2019 Conference: Extending Horizons: Extension's role in climate, rural industry, and community challenges

In September 2019, Darwin hosted our conference for the very first time. It was unmissable opportunity in an unforgettable destination, opening a pathway for South-East Asia practitioners, researchers, and academics to share knowledge, learn new skills, network and liaise with Australian and New Zealand extension professionals to improve extension practices.

The APEN 2019 Conference issue of ExtensionNet took you on a walk through the various activities, including the preconference workshops and networking events. We thank the many contributors,

the organising team, the delegates (many came from afar) and the sponsors who shared their experiences in a variety of ways. It was an event to remember! Jake Betros, Covenor, did a fabulous job of bringing it all together.

SAVE THE DATE

The 2021 APEN International Conference will be held in Rotorua, New Zealand, tentatively in November 2021



Mentoring - the APEN Way 2019

"None of us is as smart as all of us"
Ken Blanchard

The 2019 APEN mentoring program is thriving. The 32 participants (16 Mentees matched with 16 Mentors) have enjoyed communicating via webinars, emails, phone calls and Facebook posts, all under the watchful eye of APEN Director, Jeanette Gellard and Executive Officer, Dr Roe Currie.



The 2019 APEN Mentoring scheme has just finished and we greatly appreciate the efforts of the mentors and mentees alike!

Mentoring with the Queensland Farmers' Federation (QFF)

Two groups are continuing into early 2020, QFF1 and QFF2, and we wish the pairs the best for a short break over Christmas and New Year and for continued fruitful discussions in 2020.

'The mentoring component of the program includes mentors from their organisations, as well as a mentor from the APEN mentoring scheme. The



inclusion of an APEN mentor benefits the trainees in getting access to an experienced extension professional who can contribute a different point of view to the extension issues they face in their day to day, can improve access to networks in extension, and provide a sounding board for concepts and ideas, as well as increased knowledge and ideas in their mentors' particular area of expertise.

The trainees also attended the APEN 2019 conference in Darwin. The program was a great opportunity for the trainees to build their networks and to learn from extension practitioners from various industries about various approaches to extension. Key speakers at the conference helped the trainees understand the benefits of better understanding the attitudes and behaviours of farmers to enhance the uptake of sustainable farming practices.' (Diana Saunders, Policy Advisor – Workforce Planning QFF)



Is 2020 your Mentoring year?

Consider whether you might be a mentee or a mentor!

Check out the information on the APEN Mentoring Scheme on the website at <https://www.apen.org.au/resources/mentoring> and see the information booklet link on the page.

Regional Coordinator News

News from the Northern Territory

Jake Betros

What a year it has been for APEN in the Territory. Most of my time as Regional Coordinator was spent convening the 2019 Conference, and I thank the near 200 delegates for coming up and making it an event to remember. I hope we repaid your time and commitment with a conference worthwhile. This year saw the NT have its second driest wet on record, and we are currently off to another poor start. This has been creating issues for the agricultural industry and there are many discussions going on regarding water allocation. 2019 was the first entire year for the NT Soil Consortium, one of my pet projects. There was a total of 20 days full of soil extension, from Alice Springs to Darwin, with over 150 people attending. We hope to continue this great effort and dig even deeper into our understanding of NT soils in 2020. We have already locked in Colin Seis as a keynote speaker for the Soil Symposiums being held in March. I continue to work with the NT Farmers Association to engage young farmers and have their concerns heard and increase the exposure of succession as an issue which needs addressing. NT Farmers Association have also been doing some great biosecurity work, helping with the Citrus Canker response, and being heavily involved in discussions around African Swine Fever. Along with Charles Darwin University, NT Farmers Association, and six leading farmers from the NT, I travelled through the Punjab region of India in early December. We spent 10 days visiting progressive farming systems, which are cost-effective, sustainable, and deliver diversified farming options. The trip culminated in a knowledge exchange workshop between the Territorian farmers and the Indian farmers. A number of learnings from this trip will be looked into over 2020, and the group look forward to strengthening its ties.

Thanks again to all the extension officers who have helped out in the NT in 2019.

News from New Zealand

Chrissy Stokes

Here in NZ, although we're not experiencing conditions anything like our Aussie neighbours, things have still been challenging. The role that we play as extension agents in helping farmers, growers and industry prepare for and react to factors largely out of our control is so important, and it's so cool to see

communities pull together to support each other in time of crisis.

We're excited to see the expansion of a programme called "Surfing for Farmers" spread from its origins in Gisborne to two more locations in Mount Maunganui (where I'm based) and Christchurch, down in the South Island. This programme, where surfing lessons and all the necessary gear are provided for free, is about getting farmers off the farm, learning something new and connecting with other farmers. Especially when times are tough, looking after each other and staying active are really important, and this programme certainly fits the bill.

The conference committee for the 2021 conference has been formed, and we're excited to have news for you soon about exactly where and when we'll be inviting you to join us in beautiful New Zealand.

News from New South Wales

Callen Thompson

It has been a busy few months for NSW extension staff, with many of us still working in drought response. The highlight for me has been the APEN conference. There was a great representation from NSW members at Darwin and I think that all attendees would have found value in making the trip north. I take my hat off to the committee members who helped to create a great conference, well done.

Currently 98% of NSW remains in drought and to make matters worse, there has been an early start to the bushfire season. Extension staff have been busy assisting landholders through targeted activities aimed at helping them better manage their environmental, financial and mental health during these difficult times. There has also been a lot of work to assist farmers in decision making to ensure positive livestock animal welfare, in particular, providing help on nutrition, early weaning and confinement feeding. There have been a number of other activities, which our members have been involved in. GRDC has funded an integrated weed management project and over the last few months a number of field days have been held by Local Land Services to demonstrate alternate weed control options to reduce the impact of herbicide resistance. Local Land Services have also been involved in a number of projects as part of the federal government's National Landcare Program. These projects range from looking after endangered

flora and fauna to helping producers adapt to changes in climate. October and November are generally the time when winter crop trial field days are held. There was a number of areas where there had been enough rain for the trials to be sown and field days are being held at these locations. The Department of Primary Industries along with various co-operators are hosting these field days throughout the state.

As always, if you have any events you would like to publicise or you have an event that you think APEN should be involved in, feel free to give me a yell. [Callen wrote this update before the devastation of the bushfires in NSW. Ed.]

News from Victoria

Shayne Hyman

Working in Gippsland as the Vegetable Industry Development Officer for Food & Fibre Gippsland Inc and in a rural drainage project for West Gippsland Catchment Management Authority has taken an interesting turn since the bushfires started. I cannot claim to have great insight into the management of the incidents nor the relief effort, but I have some understandings perhaps worth mentioning. A huge percentage of land in the Shire of East Gippsland, Victoria's largest local government area, and in the Alpine region is public land devoted to State Forests and National Parks and the fires are active therein. I'm told they will keep burning until they burn themselves out and/or until the weather extinguishes them. Naturally lots of effort is being devoted by firefighters to protect lives and private property. The courage and sheer hard work of fire fighters from near and far are second to none. Access to fire-affected areas is posing problems and the Army are helping along with heavy machinery operators but some communities remain isolated. Stock losses are continuing to be assessed and there is a need for fodder - I have observed a great many trucks carrying hay passing through the town of Stratford where I live (whoever you are - thank you). Fresh water is also an issue being addressed. Wildlife losses, it is reported, beggar belief. Fatigue is a factor as some communities have been fighting to keeping property and livelihoods safe since mid-November. Other sectors directly impacted are the visitor economy as Victoria's Wilderness Coast is a popular destination for holidaymakers as

are the mountains and high plains; health especially with regard to air quality and mental health; and, retail is reported to be suffering. The Andrews State Government has a plan in place for recovery and rebuilding based on what I understand to be community-led disaster recovery principles. And the Morrison government is planning grassroots discussions to inform the federal response. What a way to start 2020! The good news is EVERYONE wants to help and whilst coordinating all that help is a mammoth task in itself, those affected directly and the many more who will long feel the impacts, need our help as well as our thoughts and prayers.

**News from Western Australia
Karen Smith**

All the best to our WA Chapter of members for 2020 in their extension endeavours. The 2019 year has not been a big year for outputs with the distance between members always a challenge to budgets and face-to-face activities. For the next 12 months the focus will be on collaboration with other industry events drawing extension professionals together to network, upskill and introduce new members to the association. As always, members can email ideas for collective professional development topics to the coordinator email at rc.wa@apen.org.au. As WA Regional Coordinator, I hope to

speak to most members across the next 12 months to touch base on what training has worked for themselves in the past and what they are focusing in the future. I also plan on increasing membership numbers and across industry sectors as there is always much to learn from a bit of cross-pollination. To enable event collaboration, if you have organisational or industry conferences or training scheduled at a regional centre or city, let me know for organising networking and training opportunities. If you have an idea for a Regional Event, the Small Grants Program is available, see the website or email me. Talk soon!

Become a part of the Editorial team of APEN's ExtensionNet



WHY? “It gives you the perfect excuse to ask anyone [well, almost anyone] anything AND you get the opportunity to share lots of stories with our members.

CONTACT the current editor, Pat Hamilton [apeneditor@apen.org.au] or +61 409 180 164 to add to the missing piece to your busy life.

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.

AUSTRALASIA-PACIFIC EXTENSION NETWORK LIMITED

ACN 622 357 144

FINANCIAL STATEMENTS AS AT 30 JUNE 2019

Schedule 1: STATEMENT OF ASSETS & LIABILITIES AS AT 30 JUNE 2019

Note	2019 \$	2018 \$
MEMBERS' FUNDS (EQUITY)		
Retained surplus	164,747	107,189
Total Members' Funds	164,747	107,189
LIABILITIES		
Current		
Trade creditors and accruals	6,084	480
Total Liabilities	6,084	480
TOTAL EQUITY AND LIABILITIES	170,831	107,669
ASSETS		
Current		
Cash at bank	150,523	106,810
Receivables	20,308	859
Less: Provision for impairment of receivables	20,308	859
TOTAL ASSETS	170,831	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 2019

Note	2019 \$	2018 \$
Income		
APEN Conference	82,580	174,332
APEN Workshop	41,314	967
Membership	38,641	26,424
Mentoring	3,038	
Shaping Change Book	521	1,019
Sundry receipts	376	1,300
Interest received	758	1,085
	167,228	205,127
Expenses		
Accountancy & audit fees	1,650	1,548
Administration	39,194	36,244
APEN Mentoring Scheme	868	337
APEN Workshop	21,482	1,557
AEP Publication	2,789	2,697
Bank & government charges	539	766
CM expenses	12,270	8,167
Conference costs APEN	19,262	188,344
Extension Net	5,880	7,036
Insurance	2,079	543
Journal	483	2,826
Not in Tender		1,554
Printing, stationery & postage	29	683
Promotion	1,459	1,307
Registrations	1,370	
Sundry expenses	1,581	12,667
Other	(1,993)	
Website expenses	728	2,229
	109,670	268,505
Operating surplus / (loss) for the period	57,558	(63,378)
Income tax expense	-	-
Operating surplus/(loss)	57,558	(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	57,558	107,189

The accompanying notes form part of these financial statements.

Schedule 2/2: STATEMENT OF CHANGES IN EQUITY (MEMBERS' FUNDS) FOR THE PERIOD ENDED 30 JUNE 2019

Note	2019 \$
Retained surplus at 30 June 2017	
Profit / (Loss) for the year	107,189
Retained surplus at 30 June 2018	107,189
Profit / (Loss) for the year	57,558
Retained surplus at 30 June 2019	164,747

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

AUSTRALASIA-PACIFIC EXTENSION NETWORK LIMITED
ACN 622 357 144
FINANCIAL STATEMENTS AS AT 30 JUNE 2019

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 previous 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.

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.

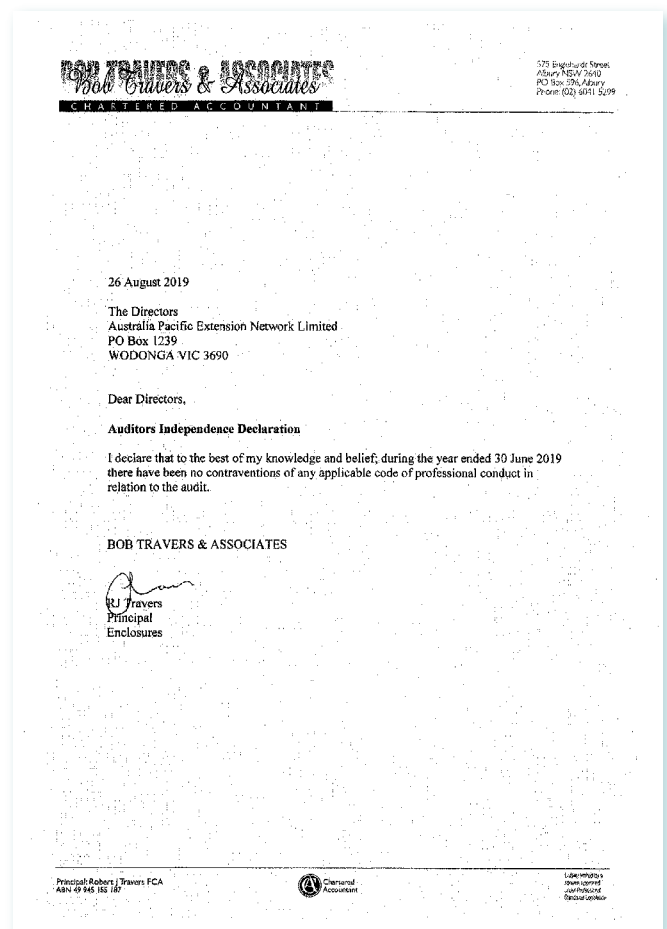
This declaration is signed in accordance with subs 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Treasurer

Dated this 29th day of August 2019

Director

Dated this 29th day of August 2019



Vale Shankar Chamala

Shankariah (Shankar) Chamala: a distinguished career in Australian extension

Shankariah Chamala, who played a large role from the mid-1970s in building the academic discipline of Agricultural Extension in Australia, passed away on the 27th July in Sydney, aged 79 years. Through his teaching and research at The University of Queensland and his work in the field with the Queensland Department of Primary Industries and the Landcare Movement, he formalised key aspects of both the practice and the organisation of extension. He built a theoretical framework that helped practitioners both to understand better what they were trying to do and to develop insights into how they could practice more effectively.

To learn more about Shankar Chamala's work, visit www.apen.org.au

We thank Helen Ross, Ken Keith, John Longworth, Niels Röling, Pax Blamey, Rob Cramb, and Raju Chamala for gathering the information and sharing with us the remarkable achievements of a wonderful person who achieved so much and his generosity in bringing such a wealth to extension.



"25 Years & Flourishing"

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Dr Patricia Hamilton (*Chair RAC*)
Dr Rosemary Currie (*Executive Officer*)
Details above

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 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 31st March 2020.