

*Relationships are
the heart of what
we do...*



The Relationship Issue

How we build, maintain and leverage
relationships to connect communities
and drive results

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The President's Corner

Dr Anthony Kachenko, APEN President

Greetings everyone.

It is said that the only constant in life is change, which we all have seen plenty of in 2021. The team at APEN have been extremely busy and, more importantly, productive on several fronts as we close out 2021 and welcome in 2022. The final touches are being made to ExtensionChat – Foundations of Extension Design and Practice and registrations are now open – more information [HERE](#).

Planning continues for the hybrid APEN International Conference in February 2022. We encourage all APEN members to submit an abstract to present how you and your organisation have created positive change in your profession - you can submit an abstract [HERE](#) with the cut-off date being 8 November. While you are at it, register to attend the conference [HERE](#). The conference will be a hybrid event run both online and face-to-face in Melbourne and I look forward to seeing you all there.

The APEN Board has also refreshed the terms and conditions for the two APEN Awards for Excellence in Extension. The

two awards are:

1. APEN Open or Experiences Extensionist (open to all ages)
2. APEN Amabel Fulton Award for Excellence in Extension by a Young Professional (under 35 years of age)

The APEN Awards for Excellence in Extension are open to all extension professionals that reside in Australasia – both members and non-members. These awards are open to individuals or groups, who have demonstrated excellence in extension through a work program completed within the last five years with applications due 30 November. For more information, please visit the APEN website [HERE](#).

As always, please feel free to contact me directly anytime at president@apen.org.au or 0429 221 443 to share your thoughts on APEN.

Keep safe, keep well and until next time.

Best wishes,

Dr Anthony Kachenko



Editorial – Building Positive Relationships in Rural Communities through Extension Practices

During the last few months, I have made time to explore some of my enormous collection of notebooks. I have captured my research, notes on lots of presentations, quotes that have caught my attention, opinion pieces, communication and comments on the people who have influenced my life – all in a variety of situations. The most positive impact has been reflecting on the relationships that were fleeting and those that are lasting. As John Donne (1572-1631) reminds us “No man is an island entire of itself; every man is a piece of the continent, a part of the main”. That is why building positive relationships is so important.

This issue of ExtensionNet brings examples of how APEN's Board is reaching and building our relationships with our rural communities.

Don't miss out on

- o attending the AGM on-line in October
- o participating in ExtensionChat 2021: Foundations of Extension Design and Practice in November
- o registering for the 2022 Conference:



Facilitating Change and the Opportunity from Disruption in February

- o nominating for an APEN Award and engaging with our Regional Coordinators throughout the year

“Understanding and validating the way people feel without necessarily agreeing with the content of what they're saying allows for a constructive conversation” (Tim Dean, freelance philosopher).

We are pleased to share

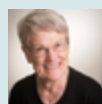
- the AgSkilled Program, Generating Regionally Outstanding Women (GROW), a professional development and leadership program for women in farming
- the motivating challenge from the National Centre for Farmer Health –Feeling a bit disconnected from your clients as we move in and out of lockdown? Frustrated at events being

postponed and cancelled? Running out of ideas for online presentations or social media feed? Wanting to pass on some resources to encourage others who might be feeling a bit “stuck”, isolated or disengaged? Read the rest of the article in this issue.

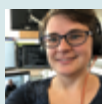
- discovering how Wine Australia has adapted and developed new ways of communicating, especially increasing virtual activities and events
- the exciting, amazing journey of Adrian Englefield [Editorial Team] and his Dad, Brian, as they raised approx. \$20,000 for the Royal Flying Doctor Service on the 2021 Car Trek: a lap of NSW - they definitely built new relationships!

Thanks to the contributors and my team for this issue. I also thank everyone who continues to make a difference in our lives and who reminded us to take care, stay healthy, manage stress, and cherish the wonderful relationships we continue to build.

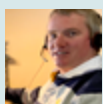
Regards, Pat Hamilton



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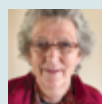
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APEN Board News

Four activities on APEN's Agenda to widen your Horizons

2021 has been another busy year for APEN Directors and Members as we continue to adapt creatively to the changing challenges.

1. 2022 conference – February 9-11
2. 2021 AGM – 22 October
3. ExtensionChat sessions and a Masterclass – 11 & 18 November, 25 November
4. APEN Professional Membership – ongoing



Facilitating Change and the Opportunity from Disruption

9-11 February 2022, Melbourne, Victoria (hybrid)

The Conference Team has been exploring ideas to deliver another outstanding conference to all our stakeholders under the fabulous leadership of Dr Ruth Nettle and President Dr Anthony Kachenko.

**The APEN Board and Conference Team look forward to meeting you
at the APEN Conference in February**

There are several ways you can be involved

- Attend
- Present a Poster
- Attend a Masterclass
- Join the Field Trip
- Organise a Hub in your region
- Deliver a Paper
- Facilitate an Interactive Workshop
- Nominate for an Award
- Sponsor a session

Visit the Conference website from the [APEN website homepage](#).

We look forward to catching up with you

- ***in-person in Melbourne***
- ***or on-line around Australia/New Zealand and overseas***
- ***or at the NZ Hub***

Register

APEN Ltd Annual General Meeting

The Australasia-Pacific Extension Network Ltd Annual General Meeting will be by web-conferencing on Friday 22 October 2021 at 12 noon AEDT

"80% of success is showing up"
– Woody Allen



[RSVP for the AGM here.](#)



Growing People. Enabling Change. Advancing Rural Communities

- **Do you want to grow your leadership capacity and extension skills?**
- **Are you keen to make a difference to your industry, business, or community by advancing your extension career?**
- **Do you want to expand your personal and professional connections?**

In 2021, extension has never been more complicated and exhilarating. Extension Professionals are being constantly challenged to respond to a complex array of social, environmental, economic, and personal issues.

Foundations of Extension Design and Practice PART EDUCATION. PART MOTIVATION. PART INSPIRATION.

Effective and impactful extension needs new perspectives and tools.

APEN is offering:

- ExtensionChat sessions - 2 interactive, impactful sessions – part education, part motivation, part inspiration – delivered by two experts in the field of extension, Dani England [AgInnovate] and Jeanette Long [AgConsulting] - Thursday 11th & 18th November at 2.00pm AEDT
- a Masterclass Q & A with 4 dynamic panellists from Australia and New Zealand sharing a wide range of successful experiences and new perspectives - Thursday 25th November at 2.00pm

Benefits:

- an expansion and development/growth of your skillset and tools to become an effective extensionist
- a widening of your networks
- building a foundation for positive influence and success
- sharing best practice amongst your peers

APEN's ExtensionChat 2021 is a platform for professional development, networking, and representation of members across Australia, New Zealand, South-East Asia, and the Pacific.

These sessions are contributing to building a profession where motivated people (like you) can make a difference.

If you are ready to grow your experience, make connections and advance your extension career, APEN ExtensionChat 2021 is right for you.

Registrations are open <https://www.apen.org.au/extensionchat-2021>

Meet the Facilitators

Jeanette Long | AgConsulting Co

Jeanette, an experienced trainer and coach with a passion to influence positive change in agriculture, has developed and facilitated a range of communication, extension, leadership, personal development, mentoring and resilience workshops for many years for a range of organisations in regional and rural areas. **Jeanette's favourite personal achievement** is renovating the Long family farm home which has been in the family since 1886. "It is a work in progress, and I am enjoying each step in the project which will continue long into her retirement!". **Jeanette is passionate** about good engagement and the facilitation of learning. "I bring to extension a background in education, agriculture, hands on farming, business, facilitation and coaching I would love to see more professional development offered to increase farmers' opportunity to really engage in extension activities rather than being talked at".



Danielle England | AgInnovate

Danielle is the lead consultant with AgInnovate, a national people and culture consultancy servicing the Australian agricultural industries. For over 20 years Dani has facilitated strategic business development, industry and enterprise strategic planning, agricultural extension and communication, and project design and management workshops. **Dani's favourite personal achievement** revolves around Friday night being family pizza night. "This family routine started about 10 years ago when our daughter was in early primary school. It is a time when we come together as a family to spend time together making pizzas, swapping stories, and creating memories." **In supporting extensionists**, Dani lives for those 'ah-ha' moments. – "when you realise that the topics you are talking about as a group have just solved a problem for a farmer, and they can see a way forward. I want other extensionists to experience the same thing". Dani loves the enthusiasm and entrepreneurship of the agricultural industry, and, in extension, we get to work in this space! It is a privileged space to work in.





APEN-Professional Membership

On 1st July 2021, APEN introduced a **Professional Membership (APEN-PM)** in addition to the existing membership categories of: Ordinary, Student, Retiree, Overseas Affiliates, Corporate and Life membership.

APEN Professional Membership will bestow several additional benefits including:

- Recognition of high level of skills, knowledge and experience in extension gained through professional experience and/or formal qualifications
- Recognition of high level of commitment to ongoing professional development
- Recognition of understanding of industry ethics and accountability
- Use of the post nominal **APEN-PM** and
- Exposure through a listing of skills in the APEN register which employers/funders can access (on the [APEN website](#))

To join as an APEN Professional Member you will need to submit an application documenting:

- Qualifications/experience
- Commitment to ongoing professional development; and
- Commitment to upholding APEN's Statement of Values and Code of Ethics.

Applications for Professional Membership of APEN are required to be endorsed by one APEN member and one professional referee who can verify the applicant's qualifications. In the first year of 2021/22 the annual fee for **Professional Membership of APEN** will be AU\$150 (excluding GST).

Apply through the APEN Website at: <https://www.apen.org.au/members/apen-professional-membership>



1. Register for the APEN 2022 International Conference
2. Attend the AGM
3. Join ExtensionChat 2021 online
4. Update your APEN Membership to Professional Membership



In each issue of ExtensionNet, the Editorial Team endeavours to bring you a range of diverse extension practices across various fields. We appreciate the willingness of the authors of this edition to share their journeys as we continue to build our relationships. If you have an interesting topic or article idea – please share it with the ExtensionNet team by emailing Adrian.englefield@horticulture.com.au or calling him on 0427 143 709.

We encourage you to add to your 'tool kit' from the shared experiences of

- **AgSkilled** program, Generating Regionally Outstanding Women (GROW) course - a professional development and leadership program for women in farming
- **National Centre for Farmer Health**, Connecting your farmers with health, wellbeing and safety resources - prevention is better than the cure
- Australian grape and wine sector's research and development corporation, **Wine Australia**, COVID-19 has meant that they have adapted and developed new ways of communicating, especially increasing virtual activities and events
- **Adrian Englefield's experience** raising money for the Royal Flying Doctor Service Outback Car Trek 2021: a lap of NSW

GROW - A Sense of Community



Connecting Communities – AgSkilled – GROW

The [Generating Regionally Outstanding Women \(GROW\)](#) course is a professional development and leadership program for women in farming. It's delivered across NSW and works to boost the participants' leadership, management, communication and networking skills, and provides tools to improve work health and safety and staff management in their businesses.

The women leave the program with qualifications, but what's often far more valuable are the networks and relationships they form throughout the course.

Funded through [AgSkilled](#) and offered by Tocal College, the GROW course is delivered by trainer Rebecca Fing of House Paddock Training and Consulting.

"We have been delivering the GROW program for the past four years and during that time, more than 300 women from across New South Wales have successfully completed the course," Mrs Fing said.

GROW is well respected for its demand, reputation and completion rates from an accredited training perspective, but there's also real value from the non-reportable outcomes that have a direct impact at the time and continue to provide lasting value well beyond the final workshop. The women that make up GROW cohorts come from varied backgrounds. Some have been involved in agriculture their whole lives or chosen to pursue agricultural careers, while others have found themselves involved through their partners and husbands. More than half of the women involved have prior qualifications, but very few of those are agricultural, which brings a sense of vulnerability to the groups.

"The GROW course is all about giving women the opportunity to assess their role in the business and then empowering them with the tools and skills needed to

be actively and effectively involved in leadership roles within their business and communities," Mrs Fing said.

The cohorts work through challenging business topics like WHS, staff management and industrial relations, and share experiences and practical examples of their own business systems and challenges throughout. Acknowledging that accountability can be an issue for people that are self-employed, everybody is assigned an accountability buddy from within their cohort at the beginning of the program. They swap phone numbers, and check-in each other's goals and action plans throughout the duration of the course to hold them accountable, but also to provide them with support.

As well as connections with their cohort, a number of external groups and organisations have supported the program throughout the years. Both SafeWork NSW and NSW Farmers have been involved providing work health and safety and industrial relations advice, while staff from other networks like Local Land Services and Rural Resilience Officers often drop in to visit or join the groups for lunch or a networking dinner. There was a real delight from participants around the theme of 'I see you in the community all the time, and now I know who you are'.

Three to four years on, these networks generated by GROW are still active. From



private Facebook groups sharing upcoming events or asking for advice on apps to group catch-ups, the sense of community fostered through GROW has been long-lasting.

"The women leave the program with a qualification, but also with a sense of community. Delivering workshops through the drought, there was such a sense of 'we're in the same boat and we're going to get through this'. We would hear people say it's such a relief to meet and get to know people going through the same challenges," Mrs Fing said.

There were women who came into the group as friends, but there were a lot of friends made there too. The GROW program has brought together like-minded women, experiencing similar challenges. Now those women have a sense of community and a support-network in the own community and region, and that is the GROW Alumni.

The GROW community was further consolidated with the two graduation events that brought groups from across NSW together in Sydney (for site tours) and Tamworth (for a conference day), which furthered the sense of openness to share their experiences and perspectives because they had the GROW course in common.

[Click here for further information](#)

[Click here for course application](#)

GROW has been funded under the AgSkilled program, an industry-led workforce development initiative funded by the NSW Government and supported by Hort Innovation and other industry bodies. [AgSkilled 2.0](#) has been developed to facilitate training for the NSW's grains, cotton, production horticulture, viticulture and rice growing sectors.



Connecting your farmers with health, wellbeing and safety resources - prevention is better than the cure



Feeling a bit disconnected from your clients as we move in and out of lockdown? Frustrated at events being postponed and cancelled? Running out of ideas for online presentations or social media feed? Wanting to pass on some resources to encourage others who might be feeling a bit “stuck”, isolated or disengaged?

The resources available from the National Centre for Farmer Health (NCFH) might be just what you are after to help you engage with farmers at this time. Our focus is on improving the health, wellbeing and safety of farming men, women, workers and their families. You can find us at [Home | National Centre for Farmer Health](#).

Why not give our Farmer HAT a try! The Farmer Health Assessment Tool (HAT) is a new, free, online self-assessment tool that helps farmers and agricultural workers assess and track their overall health, wellbeing and safety, from the comfort of their own home. You can find it here - [Farmer HAT | National Centre for Farmer Health](#).



Why not encourage farmers to develop their own prevention plan to maintain their wellbeing during tough times. Our Steering Straight resource might be just what you need. [Steering Straight - stand-alone \(farmerhealth.org.au\)](#).

Or have a flick through our booklet [‘Managing Stress on the Farm’ Managing-stress-on-the-farm-2020.pdf \(farmerhealth.org.au\)](#) which enables farm families to better understand stress, its impact, and learn skills to balance stress when farming in difficult times.

Very often stress in farming is the result of workplace management approaches that leave people vulnerable to mental health issues. This is true in small family run farming operations right through to larger agricultural businesses. Many of these factors can be improved or managed to prevent or reduce stress if we just give it a bit more thought and planning. Our new Campfire program [Campfire | National Centre for Farmer Health](#) provides an engaging, solution focussed community for farmers to proactively improve their systems of work in support of mentally healthy workplaces. It provides interaction with experts and peer networks, practical tools and resources, and solution-focussed stories that address the demands and challenges of primary production. Check out the podcasts and blogs or join us on Wednesday evenings for a text-based online chat session with a topic expert.



Recent campfire conversations have covered:

- Working effectively in a family business
- Making your business more resilient to environmental extremes
- Strengthening your support team: farming safety consultants
- Strengthening Your Support Team - AgriSafe
- New to Farming: Learning from Experience
- Communication: it's more than words
- Planning for Success(ion)
- Strengthening Your Support Team – Rural Financial Counselling Service
- Supporting the Next Generation of Farmers

Upcoming topics include:

- Preventing stress in your farming workplace with rural mental health expert Dr Kate Gunn
- Seasonal/Contract Labour – it works both ways
- Decision making skills
- Managing fatigue
- Staying connected
- Strengthening Your Support Team – Working Dog Training School

Register today to join the conversation, receive information about upcoming events and access topic blogs and podcasts by clicking here.

All NCFH resources are free and available to everyone through our website. To stay up to date with our ongoing work you can sign up for our monthly e-newsletter through the link below, and follow us on social media:

Newsletter Sign-up: [National Centre for Farmer Health \(list-manage.com\)](#)

Instagram: [@farmer_health](#)

Twitter: [@farmerhealth](#)

Facebook: (4) [National Centre for Farmer Health | Facebook](#)

LinkedIn: <https://www.linkedin.com/company/national-centre-for-farmer-health/>

Wine sector engagement and industry communications



Wine Australia is the Australian grape and wine sector's research and development corporation; a statutory authority that supports a competitive wine sector by investing in research, development and adoption (RD&A), growing domestic and international markets and protecting the reputation of Australian wine.

The Australian wine sector operates across the supply chain and means that our stakeholders have a broad range of interests and a broad set of challenges that we provide support for. We employ a range of methods to communicate key information and investment outcomes to grapegrowers, winemakers and wine exporters around Australia on a regular basis.

Similarly, to other agricultural sectors over the past 18 months, the wine sector has been impacted by bushfires, COVID-19 and tariffs imposed by China. These have applied pressure to businesses, meaning access to timely and accurate information is more important than ever.

Recent challenges and opportunities

COVID-19 has meant that we've all had to adapt and develop new ways of communicating, especially increasing virtual activities and events. Regularity has been critical, especially during difficult times.

At Wine Australia, we moved in-person events online, and created a suite of online resources and tools for the sector across our portfolio including marketing, research, regulation and market insights.

One of the challenges that COVID-19 presented to wine businesses was the

restriction in international travel. Each year, wine businesses travel to markets overseas to foster business relationships. Along with the cancellation of many events, this meant that we needed a new way to support business-to-business interaction. In response to this, [Australian Wine CONNECT](#) was developed. It is a virtual platform that brings the global wine community together and allows winemakers, buyers, importers, distributors, media, educators from around the globe to conduct business.

The [National Wine Sector Bushfire Conference](#), held earlier this year, demonstrated opportunities for hybrid events. The conference brought attendees together at hubs across four states, who joined the conference simultaneously online and face-to-face with key speakers presenting from the hubs. Given the wide-ranging impact of the fires in 2019–20, it allowed the sector to meet together while apart and understand the challenges as well as what others would do differently when faced with the same conditions. The conference comprised a wide range of in-depth presentations, research updates, practical bushfire preparedness, and best practice techniques. It consolidated the



latest information, research findings and personal experiences into one important resource.

Access to data and market intelligence is always important to business – but with three crises on the go, it has become a vital support mechanism. Wine Australia's team of analysts provide a range of support, including one-on-one 'Ask an Analyst' sessions, and developed an online portal [Interactive Insights](#) for 24x7 access to the latest data including:

- the Export dashboard – a comprehensive look at Australian wine export data drawing on Wine Australia's quarterly export reports
- the National Vintage Survey dashboard – access to Australian vintage crush and winegrape price information, with data drawn from Wine Australia's National Vintage Survey
- the Market Explorer – a business planning tool bringing together several datasets relevant to exporting Australian wine, and
- the Wine Geographical Indications (GIs) dashboard – an interactive map that allows you to explore Australian wine regions.

Wine Australia has a long-standing relationship with extension providers the Australian Wine Research Institute (AWRI) and the Australian Society of Viticulture and Oenology (ASVO). Well-established resources such as [the AWRI helpdesk](#) – a free-of-charge advice service to Australia's grapegrowers and winemakers funded by Wine Australia – have always been important, but became essential in response to natural disasters or events such as bushfires when vineyards and grapes have been exposed to smoke.

We continue to support the AWRI and the ASVO as our key extension providers and have been increasing focus on practice change projects and virtual activities, using peers, early adopters and behavioural science principles.

As with most sectors, seasonality will continue to play a big part in the effectiveness of our communications. Timely media releases, workshops, webinars, newsletters, social media engagement and third-party amplification through relevant associations and publications, such as the Grapegrower and Winemaker magazine, provide information on recently completed Wine Australia funded projects, and ensure we reach a broad audience.

Focus on practice change and adoption

Not only do we need to ensure information is timely and delivered effectively, we also need to ensure it is 'adopted'. For research and development corporations, adoption is critical because the benefits of our significant investments in R&D do not accrue until it is used in practice. It's also a continuous challenge.

We recently undertook a review of our investments in extension and adoption, resulting in a national [Extension and Adoption strategy 2020–25](#)

As a result, some of the principles that now underpin our investments in extension include:

- Directly involving the grapegrowing and winemaking community in the design and input to extension and adoption activities – at national and regional levels.
- Involving a range of providers and formats to ensure accessibility to stakeholders geographically and at a time that suits them and in a format that meets their learning needs with differing circumstances and learning styles.
- Ensuring the benefits of every extension and adoption activity – a 'promise' – is clearly articulated and delivered to prospective participants with a focus on actionable change and value for them.

In addition, extension and adoption activities are integral to the entire innovation approach, not just a stage at



the end of a linear process. This means in the future we will be focusing on ensuring research projects are designed, executed and delivered with extension and adoption as core actions.

We also recognise activities will vary in design, complexity and influence – ranging from awareness raising through to targeted adoption packages using specific design principles to maximise impact and behaviour change.

Demonstrating impact

Peer-to-peer learning underpins our extension and communication model. Our Regional Program is a key example that seeks to actively encourage and support innovation, extension and adoption of R&D in the Australian wine sector. The program allows grapegrowers and winemakers to:

- identify their region's highest priority innovation, extension and adoption issues
- evaluate new concepts and technology in their own region to measure regional benefits of adoption
- identify aspects of production that will ensure the region is sustainable into the future, and

- assist with the uptake of new tools and research findings.

We also have an emphasis on AgTech for which our extension focus, in addition to communicating the technologies in a grape and wine setting, is a network of demonstration sites in focus vineyards and wineries across the regions as a mechanism to trial innovations and increase adoption.

To further demonstrate impact and encourage adoption, powerful personal stories and case studies help to clearly demonstrate examples of the what, how and when relating to wine sector challenges as well as return on investment. These are enhanced by visual recordings and podcasts supporting existing information. The webinar [Bushfire and vineyards - frontline and aftermath management](#) is a good example as well as those on [grapevine trunk disease](#).

Please visit the [Wine Australia website](#) for many other online resources and tools.



Not only do we need to ensure information is timely and delivered effectively, we also need to ensure it is 'adopted'.

Outback Car Trek 2021

A lap of NSW to raise money for the Royal Flying Doctor Service



The Royal Flying Doctor Service (RFDS) is one of the largest aeromedical organisations in the world. With a waiting room of 7.13 million square kilometres, the RFDS delivers extensive primary-health care and 24-hour emergency service to those who live, work and travel throughout Australia.

In 2020 alone

- 320,100 contacts were made through RFDS clinics, aeromedical transports and telehealth consultations
- 76,508 patients in rural and remote areas utilised telehealth services
- 20,134 nurse, GP and dental clinics were conducted across Australia.

The RFDS is a not-for-profit organisation with 2019/20 revenue of \$433 million. While supported by the Australian, State and Territory Governments, the RFDS relies heavily on fundraising, bequests and donations from the community to purchase and fit out aeromedical aircraft, vital medical equipment and enhance operational facilities.

So, what a great excuse to travel the outback, visit rural towns and communities, and have fun (subject to car breakdowns) – while raising money for a fantastic cause supporting rural Australia. In June, Adrian Englefield (NSW Regional Coordinator) and his father Brian, set off from West Wyalong to Port Macquarie via Broken Hill on the 2021 Royal Flying Doctor outback car trek. Driving a '68 Fairlane ambulance (car V8), the planned trek included over 3000 km of off-road driving, stopping at Hillston, Broken Hill, Cobar, Dubbo,

Gunnedah, Inverell and finishing at Port Macquarie. In what is a welcome sight across the country, rain (and subsequent flooding) and snow forced the trek onto the road for the final three days.



Highlights of the trip included seeing the Menindee lakes near full capacity – a dramatic change from a few years ago, fundraising for many outback schools through meal stops and raffles, a visit to the [Royal Flying Doctor visitor centre](#) at Dubbo, catching up with and meeting fellow trekkers and hearing from community members who benefit from RFDS and other rural outreach services.

Due to COVID-19 border closures,



Victorians were unable to join the trek and the course was planned within NSW to minimise the risk of border disruptions affecting the trek. In the fight against COVID-19, the RFDS is running a community-led vaccination program for isolated and remote communities, as of 16 September 28,309 vaccines have been administered in 213 locations over 1,420 clinics, in some of the most remote parts of Australia. Aboriginal and/or Torres Strait Islander Australians have received about 45% of these vaccinations.

Since 1990 the Outback Car Trek has raised over \$31 million for the Royal Flying Doctor Service. The 2021 trek, despite major disruptions, raised over \$1 million, while Adrian and Brian raised approximately \$20,000.

A few take home points

If you are interested in participating in the trek or would like further information visit - the [Outback Car Trek website](#).

The Royal Flying Doctor website has further links including

- a [live flight map](#) – for the 79 aircraft covering Australia
- the [Flying Doctor Podcast series](#)
- how you can [donate to support the Flying Doctor](#).



Around the Regions



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

APEN is fortunate to have a team of dedicated, enthusiastic, and dynamic Regional Coordinators. Our meetings are robust, informative with lots of sharing and support for each other – especially in these challenging times. Instead of their usual report, I asked them to respond to two questions:

1. What's one of your favourite personal achievements?

2. What make you passionate about supporting people in extension?

I trust that you will enjoy reading their response as much as I have. And, why don't you contact them and share your story! Contact details are the back cover of this issue.

Sarah Hain [NT] Living in southern Laos during my year-long posting with Australian Volunteers International (AVI). Living in a non-English speaking developing economy presented me with many hard days but gave me a new perspective on countless topics such as the difficulties I underestimated with their culture. Effective extension professionals can improve unity within and among industries or regions, overcome barriers such as language and education levels as well as provide a platform for producers to present their ideas or concerns. They serve as a broker

for farmers to access the expertise and information they need.

Caroline Coppo [NQld] One of my favourite personal achievements is having been a step-mum to 3 lively boys and mum to 2 cheeky girls at the same time. All survived and are now impressive young adults! Bit like extension. You get lost in the day-to-day of making it all work and then one day you step back and look at the big picture and think 'Yes – I did make a difference'. I am passionate about supporting the people in extension so that they are confident to continually explore different extension approaches in their day-to-day work, have wins, and enjoy finding their passion for extension in the process.

Adrian Englefield [NSW] When I think about extension achievements, highlights include receiving feedback from an industry event indicating you have made a positive contribution to a farmer's bottom-line or production practices. My role at Hort Innovation includes supporting extension delivery partners to achieve their own goals and personal achievements. Examples include the Hort Innovation delivery partner webinars, APEN mentoring cohort and regional networking initiatives. I recently delivered

an APEN webinar investigating monitoring and evaluation to both the APEN mentoring cohort and broader membership. We are all different with our extension skills and experience. However, to provide support, insights and new tools to members is a rewarding experience.

Sarah Thompson [Vic] Saying 'yes' to things that challenge me! This year, it was facilitating an online Dairy Productivity Forum that delivered brand new research findings to an audience of over 300 attendees across 3 sessions. Since entering a career in extension for the first time 7 years ago, I am constantly amazed by the impact and change that extension, networks and connections can have on individuals, farm businesses and entire farming communities. Seeing this impact is what makes me passionate about ensuring people know what extension is and what a fulfilling career in extension can look like.

Noel Ainsworth [SQld] Establishing a 'club' for sharing information between grape growing organisations based on reciprocity when working for the CRC for Viticulture. People in extension have such a wonderful focus on their client networks, their needs and science, that it is always such a wonderful interplay.

Sandy Gunter [SA] had a cracking winter vegie season this year producing 6 perfect drumhead cabbages, lots of rainbow chard and now the purple sprouting broccoli is producing like crazy. My little vegie patch has been something good to focus on while the rest of the world seemed to go a bit mad. One of the greatest ways of learning is by talking to other like-minded people and sharing experiences. It's a fabulous way to ignite new ideas and enable people to develop confidence in new information. Most people are very generous about sharing their knowledge and showcasing their efforts. Some are even willing to share lessons learned when things didn't go so well. This is what extension is all about, person to person learning in an applied way.

Callen Thompson [NSW] My wife and I have owned a small farm at Coonabarabran for around seven years. This year we purchased the farm next door, which fortunately has a house on it. Buying the land itself is not my favourite personal achievement though. My favourite achievement is giving my kids the opportunity to grow up on a farm, understanding where food comes from, a respect for the natural environment and the space around them to have a lot of fun. I am passionate about supporting people in extension because it leads to stronger rural communities. Our job is to help producers remain profitable while improving the environment. If farmers are profitable, the communities around them do well. If communities are doing well there are more jobs, giving young people opportunities to live and work in regional Australia.

Karen Smith [WA] The highlight for the 2020/21 year was assisting in the delivery of the successful ExtensionChat 2020, engaging extensionists from across Australia and New Zealand. With the upcoming ExtensionChat 2021 event, coupled with a renewed focus on the importance of extension to research and development activities, outcomes for extension professional development, in WA we are looking bright, especially within our agricultural industry. It is great to see young professionals bringing their knowledge and skills to new projects and developing their own extension style to engage audiences; this makes my role worth it!

Ossie Lang [Tas] One of my main achievements this year has been the successful completion of the Extension Accelerator program through the Tasmania Institute of Agriculture & the Department of Primary Industries, Parks, Water & Environment. This was a fantastic program, and I am pleased that I was able to have most of the group join APEN to continue their development in extension. Morag Anderson & I have also been supporting a community of practice that has arisen from a training program in extension that RMCG delivered to develop practitioners in the NRM space who work closely with landholders.

Chrissy Stokes [NZ] One of the biggest things I've achieved this year is stepping out of my comfort zone to take on a new role! It's only short term, but it has reminded me about what it is that I love to do, and that if something isn't scary it's probably not worth the effort. This role has also helped me broaden my understanding of how powerful collaboration can be. This is my final update as Regional Coordinator for New Zealand. I have been privileged to meet and work with some amazing people, and I really value the friendships I have made. APEN is an awesome organisation and I'm excited to see where we go to next together.



It is with sadness that our team is 'losing' a member. Chrissy has been a vital player in all our activities – a willing sharer, always there to support each of us, a 'wicked' sense of humour to lighten our load, a fabulous extension practitioner – nothing has been too much trouble ... We wish Chrissy all the best as she continues making a difference wherever she lands. NZ is lucky to have her!



Our RC team reflects the ideas, the information gathering, the thinking, the research and the many talents which form the APEN network. They are change agents working with grass roots farmers, rural communities, and natural resource management – advisors, consultants, facilitators, project managers and great communicators. The APEN Board appreciates all the work they do.

Regards,

Pat Hamilton |Chair of the Regional Activities Committee



Making Connections by Extending our Reach and Engaging our Members



Extension is 'the process of enabling change in individuals, communities and industries involved in the primary industry sector and with natural resource

management' [State Extension Leaders Network 2006].

Making connections through the APEN network is:

- finding people that you can share your thoughts, insights, opinions with
- building positive relationship with people
- starting new conversations and new conversations lead to new opportunities
- bringing our unique experiences to a relationship

- reaching someone whose work you are interested in through the APEN Directory

We encourage you to build your relationships by taking the opportunity to:

- **join** the APEN bi-monthly webinars
- **become** an APEN Mentor or a Mentee
- **expand** your professional reading with Denise Bewsell

You never know the benefits until you try!

APEN Webinars 2020-2021

APEN's Webinars are hosted on APEN Zoom and held on the third Monday of every second month at 2pm AEST/AEDT. Each webinar can be accessed via APEN's [YouTube Channel](#) on the [APEN website](#). In the last 12 months, we have been fortunate

to have five impressive presentations on a wide range of topics – all to add to your extension 'tool kit' in advancing your extension career.

If you would like further details on the webinars or would like to present or

have a suggestion for a suitable topic, please contact Dr Roe Currie at the APEN Secretariat on info@apen.org.au.

We are pleased to share a summary of the webinars.

Date	Topic	Presenters	Resources	APEN YouTube Channel link
August 2020	Designing Extension Programming for Impact with the eXtension Foundation's Impact Collaborative in the U.S. Cooperative Extension Service	The eXtension Foundation team Ashley Griffin (Program Manager, Impact Collaborative), Megan Hirschman (Partnership and Development Specialist), Molly Immendorf, (Impact Collaborative Lead Design Manager) and Aaron Weibe (Communications & Engagement Manager)		here
October 2020	Nebraska Extension Wellness in Tough Times Project	The Wellness in Tough Times Nebraska team Susan Harris, WTT Team Lead, Educator – Rural Health, Wellness, and Safety, Soni Cochran, Extension Assistant, Kerry Elsen, 4-H Extension Educator, Kayla Hinrichs, Extension Educator, Michelle Krehbiel, Youth Development Specialist, Brandy VanDeWalle, Extension Educator	<ul style="list-style-type: none"> • Pdf of the PowerPoint presentation • Newsletter/mailler - Start the Conversation - Are you feeling stressed? • Newsletter/mailler - Start the Conversation - Are you feeling stressed? - Fall • Pdf of the wallet card 	here
February 2021	Understanding farmer decision making (and thereby reducing waste in agricultural research funding)	Prof Geoff Cockfield University of Southern Queensland	<ul style="list-style-type: none"> • PowerPoint Presentation pdf • Cockfield and Doran-Browne Gardiner Feedbase report • Cockfield et al. Improving Farm Business Skills report 	here

Date	Topic	Presenters	Resources	APEN YouTube Channel link
April 2021	QLD EXTENSION MODEL OF PRACTICE What we do is important but how we do it makes the difference – it's all in the how...	Angela Williams, Manager CANEGROWERS Isis	<ul style="list-style-type: none"> • The Extension Model of Practice explanatory document • Published paper • Practical Suggestions • Professional standards • Reflection tool to help improve individual practice 	here
June 2021	Understanding farmer decision making with behavioural economics	Dr Roy Murray-Prior Consultant Agribiz RD&E Services	<ul style="list-style-type: none"> • PowerPoint Presentation pdf (List of references included). 	here
August 2021	Monitoring and Evaluation	Adrian Englefield Hort Innovation Regional Extension Manager (south-east)	<ul style="list-style-type: none"> • PowerPoint Presentation pdf 	here
October 2021	Extension with Direction: Developing a framework for consistent and effective extension delivery in the Burdekin Catchment	Megan Willis DAF Senior Extension Officer Beef Extensionist		tba

APEN Mentoring Scheme



The 2021 APEN mentoring program continues to provide a low-cost peer mentoring system to extension professionals. After wrapping up the 2020 program involving 32 participants (16 mentees and 16 mentors), a small cohort of seven mentees began the program this year and, after nominating their area of development, were matched with a mentor.

Along with regular catchups with their mentors, the program participants had the opportunity to attend 'mini-training' webinars on topics of interest to the group. This year has seen Roy Murray-Prior deliver a session on 'Planning effective engagement activities',

Adrian Englefield present on 'Monitoring and Evaluation' and Jeanette Gellard facilitate a group discussion on 'Delivering extension during a pandemic'. There is still one training session on offer before this year's program ends in early December.

Jeanette is a strong supporter for the program, having been involved for since 2015 and according to her, "The APEN mentoring scheme benefits the individuals involved and our extension profession as a whole".

Regards,

Program Facilitator | Jeanette Gellard

APEN's Reading Brace

with Denise Bewsell



APEN really appreciates all the articles shared by Denise in each monthly issue of eBulletin. Often, we don't have time when our issue arrives to read the very informative articles.

As a reminder of what you might have missed, the ExtensionNet Editorial Team

have collated all the articles over the last 12 months.

"Almost everything will work again if you unplug it for a few minutes... including you."

To quote Denise, "Sounds like a reason to download a couple of articles and have a

read while having a break from whatever is keeping you busy now!"

We thank Denise for raising lots of ideas from around the world. Enjoy the reading brace – there are so many ideas to widen our horizons.

eBulletin issue	Title	Online access
September 2020	Assessment of the growth in social groups for sustainable agriculture and land management	Pretty et al. social groups for sustainable ag
	What Can Environmental Economists Learn from the COVID-19 Experience?	Pannell and Adamowic
October 2020	Instructural Shifts to Support Deep Learning	McTighe and Silver deep learning article
	Effects of embedded questions in recorded lectures	van der Meij and Bockman embedded questions
November 2020	The Hidden Life of Theories of Change	Theories of change report
	A close examination of the role and needed expertise of brokers in bridging and building science policy boundaries in environmental decision making	Brokers article Duncan et al 2020
December 2020	The 4 Active Ingredients for Long-Term Learning	Summary of the AGES model
	Healthy Minds Healthy Farms	Healthy Minds Healthy Farms report
January 2021	Global review of Farm Field Schools	http://www.fao.org/3/i2561e/i2561e01.pdf
	The use and abuse of the 'model farmer' approach in agricultural extension in Ethiopia	www.tandfonline.com/doi/full/10.1080/1389224X.2020.1757475
February 2021	Grasping at digitalisation: turning imagination into fact in the sugarcane farming community	digi-MAST framework paper
	Rented farmland: A missing piece of the nutrient management puzzle in the Upper Mississippi River Basin?	Rented farmland article
March 2021	A farm systems approach to the adoption of sustainable nitrogen management practices in California	Farm systems approach paper
	Hot spots of opportunity for improved cropland nitrogen management across the United States	Nitrogen hot spot paper
April 2021	Divergent farmer and scientist perceptions of agricultural biodiversity, ecosystem services and decision-making	Biodiversity article
	<i>Money talk: How relations between farmers and advisors around financial management are shaped</i>	Money talk article
May 2021	Extension model of practice	REIS Journal
	Integrating ecosystem services into policymaking – A case study on the use of boundary organizations	Boundary organisations article

eBulletin issue	Title	Online access
June 2021	Our Land and Water Toitū te Whenua, Toiora te Wai	Our land and water toolkit
	Untangling the components of hope: Increasing pathways (not agency) explains the success of an intervention that increases educators' climate change	Hope article
July 2021	Behavioural approaches and conservation messages with New Zealand's threatened kiwi	Hope article
	Conservation outreach that acknowledges human contributions to climate change does not inhibit action by U.S. farmers: Evidence from a large randomized controlled trial embedded in a federal program on soil health	Conservation outreach and a RCT
August 2021	Gamers know the power of 'flow'	Gamers and the power of flow
	Ag Matters	https://www.agmatters.nz/
September 2021	Co-designing the Environmental Land Management Scheme in England: the why, who, and how of engaging 'harder to reach' stakeholders	Co-designing article
	Exploring private land conservation non-adopters' attendance at outreach events in the Chesapeake Bay watershed, USA	https://peerj.com/articles/11959/#p-46





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

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

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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 November 2021