

Merry Christmas and happy new year to all APEN members!

Friendship versus objectivity in knowledge management

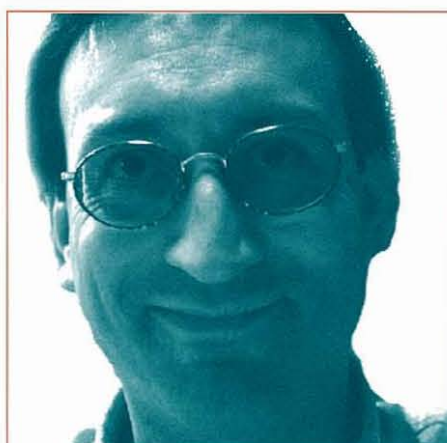
The challenge of sustainable socialisation

by Miguel Cornejo

A while ago, ExtensionNet carried a story written by a commentator outside the APEN network. There was some positive feedback about the article, so we've decided to run another story from a thinker in the knowledge management and communities of practice field - Miguel Cornejo. Anyone who has worked with groups in the extension field will recognise the hurdles outlined in Miguel's article.

A recent development in an online community has shone the spotlight again on a matter that I've repeatedly found to be very important for Communities of Practice (CoPs) in particular and for knowledge building and sharing in general. This is the role of social structures in the collaboration process, and the consequences of the different ways in which such structures arise.

In other words, how beneficial is the impact of human personal relationships, based on mutual acquaintance and friendship, in the knowledge sharing context? Should it be stimulated or avoided? Are tightly-knit networks of friends a good



Miguel Cornejo is an economist with the Universidad de Navarra (Spain). He's also a communities of practice and business consultant, with an interest in the mechanics of knowledge flows and the dynamics of corporate culture.

foundation of knowledge sharing? Should we allow personal acquaintances and friendships to take a role in the knowledge management structure?

We can find reasons and extreme examples that argue for both points of view.

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Lots of 'em!

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Friendship versus objectivity (cont'd from p1)

The case for friendship

The first argument in favour of allowing and fomenting the closeness of personal relationships between users of the system is that it is unavoidable. People want to know who they talk to, whom they help, whose guidelines they follow. And once they meet, sympathy or antipathy are unavoidable. Since unavoidable things can't be escaped in the end, it seems logical to just allow them.

The second is that a deeper knowledge of the "others" in the system is a great motivator. A face-to-face exchange between enthusiasts is very likely to lead to new ideas and paths of work. Appreciation or interest in an idea is more clearly perceived, and more motivating, when you know and see the other people. Trust is more easily attained between people who know and appreciate each other.

The third is that, as networks of friendship and personal loyalty spread, stability ensues. Sensibilities are spared the harsher words; people become both more civil and more interested in helping friends and acquaintances than they could be in helping mere colleagues.

One fourth argument is that it "builds community" by constructing a solid feeling of recognition and belonging to the group. This has undeniable positive effects on the belonging individual, and allows the group to act as a more effective unit when pressing projects or causes. Also, it is a very effective force for retaining the collaboration of users.

Thus a group of people, bound by mutual friendship and loyalty, can constitute an active and solid force for knowledge sharing and innovation.

The case for distance

But those very arguments have a negative side that is not frequently commented. Observation shows that the above advantages can become problems if interpersonal links play too much of a role.

Knowledge management systems, and CoPs in particular, are usually built in order to fulfill a role. That role is not to be a social network or a tribe: it is to provide solutions and methods to the users, to provide value.

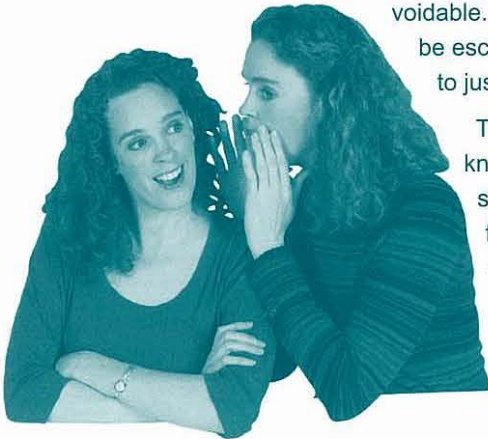
The formation of social, friendship-based networks can have inhibiting effects on this in many ways. To start with, it sets up a different hierarchy of values. In such a system, users value each other based on whom they are friends with and the sympathy they hold for each other. This is inconsistent with an environment that appreciates and rewards the work of people who contribute most to helping the rest.

When informal authority is derived from those "social" assets and not from merit, the whole purpose of the knowledge sharing system is thwarted: the incentive is then on being social and sympathetic, not on helping and delivering.

About the second and third arguments (that close-knit networks motivate better), there is serious experimental objection. Face to face meetings do generate bursts of energy and motivation. But an excess of "density" in the network, when people hold each other in too much regard to contradict or disappoint, is a stifling influence. Arguments can be weighted more on the merits of whom they will offend or help, than on their merit in solving the problem at hand. It is the direct equivalent of doing business with close friends: all too frequently, the business suffers or the friendship ends.

Worse still, a system that contains a "dense" network (a group of friends that does not span the full list of users) is apt to find itself in trouble through preferment. Users left outside the cabal of friends are not regarded or helped in the same degree than those inside, which leads to demotivation and conflict. Users inside it come often to expect preferential treatment from their friends and even bending of the common rules.

The fourth argument stressed the building of "community" as a motivation tool.



Friendship in a group enhances trust, but can it also obstruct effectiveness?

Appreciation or interest in an idea is more clearly perceived, and more motivating, when you know and see the other people.

Friendship versus objectivity (from previous page)

Indeed, that may have beneficial psychological aspects for the individual, but ultimately is most beneficial to the administrators of the system or knowledge resource who channel that loyalty into collaboration. Indeed, it may hinder the effectiveness of the users that are thus prevented from seeking the resource and methods that will most increase their ability to solve their professional needs.

Steering on the brink

As mentioned before, such dense networks are almost unavoidable. People want, need, and shall introduce some human element in their collaboration. Therefore, it is not a matter of how to avoid the densification of networks, but rather of how to avoid the excess of it. How to avoid

the substitution of meritocracy by socialising. How to prevent a stifling culture of considerate respect. How to guarantee access and welcome to newbies and outliers. And how to keep in mind that the best system is not the present one but that which gives the best results for our ultimate aims: we need to be open to change.

There is no magic recipe to achieve this list of goals. But the evident importance of managing them stresses the relevance of the human element in the management of knowledge sharing. Electronic systems and elaborate work processes are nothing if human characters and relationships are not taken into account at every step.



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Ed sez ...

In theory, this will be the last issue of ExtensionNet that I edit. I've undertaken to help put the next issue together, and possibly even the one after that, but ultimately it's time to pass the red pen onto somebody else and let them take ExtensionNet toward new horizons.

We haven't been flooded with offers to take on the Editor's role, so here's as good a place as any to make an impassioned plea to those of you interested in meeting lots of new people, improving your career prospects considerably, and being part of a very vibrant and hard-working Management Committee. In the four years I've edited this newsletter, I've met many clever and engaging people, helped publish some of their stories and been proud to have kept the network informed and in contact with their peers. Yes indeed, sometimes the midnight oil has needed to be burnt, but the rewards have been phenomenal and I've made some lasting professional and personal relationships. If you think you can do it, call anyone on the back page of this newsletter. You'll get help at the start and plenty of support afterwards. Plus you'll be able to publish a photo of yourself wearing a dinky hat every year.

- Darren Schmidt

Thanks time: I thank ex-President John James for a wonderfully creative term, for his humour and even-handed advice. Many members will ultimately look back on this period of APEN's development and remember it as a vibrant and progressive time, due in no small part to John's enthusiasm and foresight. It's been a pleasure, John. Roe Currie has been an anchor in making sure last minute things are fixed and in keeping the publishing ball rolling. Roe's passion is extension and her talent is organisation. What a mix! Thanks, Roe.

I'd also like to thank the many APEN members over the past four years, and especially members of the MC, who have been generous enough to provide stories, ideas, photos, constructive criticism and moral support. It really is *your* newsletter, and I hope I've been able, through my efforts to edit this publication, to embody the vision that you have for the APEN newsletter.

Thanks to Queensland's Department of Primary Industries and Fisheries for allowing me the time and effort required to undertake the job in the first place, and in the last few months to Rio Tinto Coal



Australia for allowing me to continue it.

Lastly, thanks go to my long suffering wife Roseann who's often had to make the late night coffees when deadlines are looming. Love that woman!

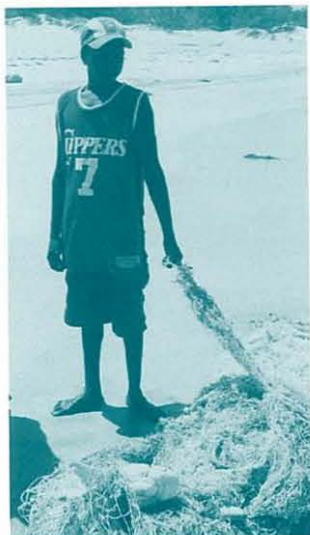
That's it from me. See you soon at a cluster event, or a conference, or somewhere in between.

Net improvements in extension activity

How the 'SeaNet' service is reducing by-catch and industry debris in Australia's fishing industry

Report by Emma Bradshaw

Program Manager SeaNet - Smarter Fishing for Industry



Gulf of Carpentaria Ghost Net Program: An Angurugu Community member finding a black tip shark caught in an Indonesian Gillnet on 6 mile Beach, Groote Eylandt 2004. The shark is significant to the Groote Eylandt people, as it is one of two shark species that made Groote Eylandt during the dream time. Photo courtesy WWF.

The SeaNet extension service (a project of Ocean Watch Australia Ltd.) has been helping "save our seafood", with funding from the Natural Heritage Trust since 1999. SeaNet has officers in five states and the Eastern Tuna and Billfish Fishery, working with the Australian seafood industry, providing information and advice to grass-roots fishers to improve the sustainability of their industry. Our main focus is the reduction of bycatch (the capture of non-target species), including those which are protected, such as turtles, seabirds and whales. To achieve this, we work with fishers, trialing and modifying new technologies, fishing gears and methods of operation.

SeaNet officers work on a one-to-one basis with commercial fishers, fisheries management and researchers to develop and implement effective and practical solutions to bycatch issues, promote environmental best practice and combat marine debris (specifically plastics) in the marine environment.

Extension has historically been associated with the agricultural sector, involving the adoption of new techniques and products to improve farming practices and productivity. SeaNet works to bring the same level of communication to the seafood industry, but with a specific environmental focus.

As we all know, extension is not a one-way street. No research is perfect and modifications are usually needed to ensure the technology is workable in local fisheries and specific conditions. SeaNet ensures two way communication between fishers and researchers which helps fine tune research for local application.

For fishers, involvement with SeaNet is voluntary, but the time, effort and expertise they so freely donate is an essential ingredient in developing new, effective and practical ways to tackle these issues. Without their cooperation and innovative solutions, the numerous improvements to

the environmental sustainability of their industry would simply not progress and their future as suppliers of arguably the best seafood in the world would be in jeopardy.

Recent projects include:

- Development of a strapless bait carton for the South Australian rock lobster fishery to reduce the entanglement of seals and sealions in plastic strapping;
- The development of codes of practice for rock lobster fishers in Victoria and Western Australia to reduce whale entanglements in pot ropes;
- The introduction of de-hookers and line-cutters into the Eastern and Western Tuna and Billfish Fisheries. These tools allow bycatch to be released quickly and effectively from fishing gear, thereby increasing their chances of post release survival;
- Production of the Protected Marine Species Identification Guide for use by fishers in numerous fisheries;
- Turtle education workshops (identification, avoidance and correct handling procedures) in the Eastern and Western Tuna and Billfish Fisheries;
- Working with the Gulf of Carpentaria Ghost Net Committee and indigenous communities to reduce the impacts of ghost (discarded) nets on marine fauna, most commonly the entanglement and drowning of turtles;
- The introduction of bird scaring "Tori lines" to the tuna fleets. These streamers prevent seabirds from accessing baited hooks and potentially drowning as the hooks submerge.

For more information on the SeaNet Fisheries Extension Program contact Emma Bradshaw (Program Manager) on: (07) 5514 6021, ebadshaw@oceanwatch.org.au or visit the website at www.oceanwatch.org.au

Envi

New APEN President

At the recent Annual General Meeting, our long term President, John James retired and **Neale Price**, who is presently the Knowledge Application Program Manager for Sugar Research and Development Corporation (SRDC), has filled his position as President.

Who is our new President?

Neale has worked in agricultural and rural industries the majority of his working career. He has spent all but four years working in Queensland in various roles for the Queensland Industry Development Corporation and the Queensland Rural Adjustment Authority.

His four years away from Queensland were based in Sydney where he was a Project Manager for Meat and Livestock Australia, with responsibility for programs including EDGENetwork, Producer Initiated Research and Development (PIRDs), Beefcheque/ Lambcheque and Prograze.

Neale has hands on experience of extension from a broad range of perspectives and has held a position on the Cooperative Venture for Capacity Building committee.

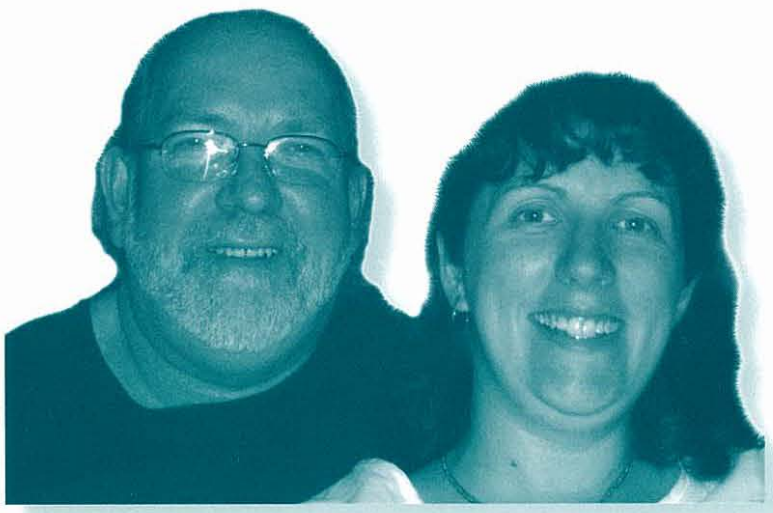
Last year he returned to Queensland to take up his current role with SRDC.

A few words from our new President

It is with great pleasure I accept the role as APEN President. Initially I would like to congratulate John and his team for their successes over the past years. I look forward very much to working with the Management Committee, including John as Past President, in guiding APEN onward and upward over the next 3 years.

There are great challenges ahead for we, the extension professionals, in the years ahead as can be seen from the outcomes of the recent Young Leadership in Extension forums. We have been provided direction from these results, and we will work together to provide pathways to the future for all of our members, both present and future.

APEN's new President Neale Price, pictured below with partner Karen Rosner



I have seen a great enthusiasm from within the APEN ranks over the past months with the SEQ cluster hosting a great NRM extension forum in Toowoomba with participation greatly exceeding even the greatest optimist.

Our collaboration with the Cooperative Venture for Capacity Building has attracted almost 300 people to the events around Australia highlighting the R&D outcomes from projects, with keynote speakers Bob Macadam and Jeff Coutts.

I look forward to catching up with everyone in Beechworth in March and would appreciate your thoughts and input into our future, as APEN grows.



Your APEN - your network

APEN International Conference 2006

6 – 8 March, 2006 Beechworth, Victoria, Australia

Practice change for sustainable communities: Exploring footprints, pathways and possibilities

About the conference

The conference will bring together a rich diversity of professionals in practice change and extension from a range of disciplines and sectors including agriculture, community development, health, natural resource and environmental management, and fire management.

Join colleagues in exploring the Footprints, Pathways and Possibilities of our practice. This will be done through a program which blends scientific rigour with the art of our diverse professions. The conference will be an opportunity to reflect upon the methods, learning and outcomes of our projects; clarify the emergent theories, models and processes underpinning our practice; and energise future possibilities for practice change and extension with new thinking and direction.

Conference speakers

Speakers at this conference are people to provoke, inform and engage including:

- Kate Andrews- *Knowledge and Adoption Manager, Land and Water Australia*
- Dr Ian Plowman- *Psychologist, Facilitator and Social Researcher*
- John Connell- *Development Worker, Laos*

- Professor Stuart Hill- *Foundation Chair of Social Ecology & Head of Program, School of Education, University of Western Sydney*

Many exciting papers have been submitted for presentation in various sessions throughout the conference. We will be encouraging and assisting those presenting papers to utilise excellent communication strategies to ensure informative and engaging paper presentations.

PROGRAM

The program draws on the committee values of *pushing the edge* and *integration* of content and context of the conference. The Streams of Footprints, Pathways and Possibilities inform the progression of the conference over the three days. In addition six themes have emerged from the abstracts we received that inform each of the concurrent sessions.

- 1 Applications, Methods and Tools
- 2 Scale of Practice Change
- 3 Partnerships & Institutions
- 4 Social Context
- 5 Evaluation/Reflection
- 6 Sustaining the Practice (focus on us as practitioners)



Autumn in Beechworth

Tours

Pre and post conference tour registration is linked with the formal registration process on the conference website, some tour details are still to be finalised. The tours aim to further integrate participants' experience into the local area and local communities.

Your APEN - your network

Provisional program

Sunday 5 th March (optional)	
1.00pm	Registration
2.00pm	Wine & food tour of Beechworth region (optional register on website)
5.00-6.00	Accompanying partners meeting
6.00pm	Dinner/drinks in Beechworth
8.00pm	Screening of "What the Bleep do we Know"

Monday 6 th March	
9.30am	Registration
10.30am	Official welcome
11.20am	Keynote speakers
12.30pm	Lunch
1.30pm	Stations of practice change
3.00pm	Afternoon tea
3.30pm	Concurrent session 1
5.00pm	Wrap-up for the day
5.15pm	Close
6.30pm	Poster session + social event
7.30pm	BBQ

Jessica Connor (left) and Cynthia Mahoney (right) are part of the conference committee.



Tuesday 7 th March	
7.00am	Tai Chi – with instructor or self discovery stroll around local walking tracks (optional)
7.30am	Breakfast
8.30am	Welcome
8.45am	Keynote speaker
9.10am	Concurrent session 2
10.40am	Morning tea break
11.00am	Concurrent session 3
12.30pm	Lunch
1.30pm	Concurrent session 4
3.00pm	Afternoon tea
3.30pm	Assimilation in context groups session 1 Workshop format
4.50pm	Move from assimilation groups to main theatre
5.00pm	Close
6.30pm	Conference dinner

Wednesday 8 th March	
7.00am	Tai Chi – with instructor or self discovery stroll around local walking tracks (optional)
7.30am	Breakfast
9.00am	Welcome
9.15am	Keynote speaker
9.45am	Confluent groups - workshop format (includes morning tea)
11.15	Morning tea
11.45am	Possibilities session including closing space and send out
1.20pm	Lunch – boxed so people can travel if needed
2.00pm	Post conference field trips (optional)

APEN International Conference 2006

6 – 8 March, 2006 Beechworth, Victoria, Australia

Sustainability at the conference

The Conference Committee is committed to the waste wise principles of reducing, reusing and recycling. In the spirit of being waste wise, we invite all participants to bring their own conference satchel or bag.

Our roving judges will be offering prizes under the following categories:

- Oldest satchel
- Wildest satchel
- Most innovative satchel

Sunday March 5th: Pre Conference Food and Wine Tasting Tour

This bus tour will take in the extraordinary food and wine region surrounding Beechworth. Taste wine at world famous venues including Brown Brothers and enjoy cheese at the Milawa Cheese Factory whilst meeting fellow conference delegates and taking in the beautiful scenery. The bus will depart La Trobe Beechworth at 1pm on the Sunday and return at 5pm after visiting a number of sites.

Wednesday March 8th: Post Conference Fieldtrip A- Agribusiness and natural resource management

As the conference comes to an end, be grounded on a field trip visiting local examples of practice change for sustainable communities. Site visits include Rutherglen Premium Lamb (the development of a producer lamb marketing business), use of an Environmental Management System on farm and the Box Ironbark North East Firewood Project (addressing community firewood shortages from a regional perspective). The bus will depart on the Wednesday from La Trobe Beechworth at 1.30pm and return at 5.15pm.

Wednesday March 8th: Post Conference Fieldtrip B- Health and community

This post conference tour is designed to give a feel of local community building and practice change projects. The fieldtrip will include examples of practice change in the local community such as health, community activities and education. The bus will depart on the Wednesday from La Trobe Beechworth at 1.30pm and return at 5.15pm.

Location and accommodation

Beechworth is an historic goldmining town with more than its fair share of community stories about success and hardship. Local attractions include family owned vineyards, an array of eateries, the Beechworth Gorge, Woolshed Falls, national parks, the historic Rail Trail and gold diggings. Beechworth is in North East Victoria about 3 hours north east of Melbourne. Access Beechworth via train, bus, or car-pool via the Hume Highway, or fly in through the Albury or Melbourne airports. La Trobe Beechworth offers a range of accommodation options. More travel and accommodation information is available on the conference website.

Registration

- Early Bird registration \$550 APEN members or \$660 for non members
- Registration after 31st January 2006 \$660 APEN members and \$770 for non members
- Student registration \$330
- Day registration \$330
- Pre conference Food & Wine Tour Sunday 5th March \$40
- Post conference Field trip A & B (Wednesday after conference) \$60

Sponsors to date

Department of Primary Industries - Victoria, Department of Sustainability and Environment - Victoria, Grains Research and Development Corporation, Grain and Graze, Land and Water Australia, Foundation for Rural and Regional Renewal, North East Catchment Management Authority and Charles Sturt University.

More information

Visit the conference website at www.apen.org.au/events/2006conf

Conference Project Officer is Jessica Connor
+ 61 (03) 9296 4609

Your APEN - your network

Conference committee story

A study in good extension practice

The Melbourne Cluster of APEN members were pleased to be approached (albeit daunted!) to run the next international conference. For anyone who has conducted a conference, you know how big a task this is. Well your Melbourne colleagues are learning a great deal along the way!

Let's start at the start - the APEN Melbourne cluster got together and started thinking. Following is an excerpt of ideas that flowed.

Melbourne cluster meeting 3rd August 2004

Motivations

1. An opportunity to showcase success stories
2. An opportunity to be creative and demonstrate engagement at its best
3. Raising the profile of 'extension' (whatever we call it) as a profession
4. Integration of different disciplines- not just 'extension' people eg those involved with modelling
5. Networking
6. Stimulation and motivation
7. Pushing boundaries (links in with point 2 above)
8. A 'real' international conference
9. Building capacity

Considerations

1. Distance from an international airport
2. Capacity should be built as a result of the conference
3. How the organisational structure will look

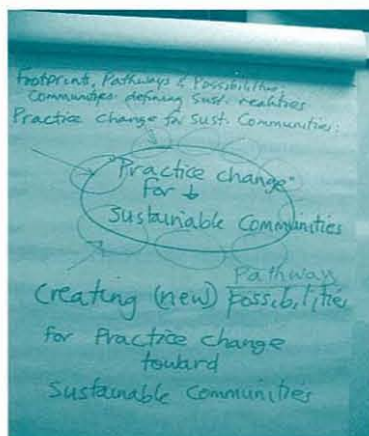
APEN pre-conference 'thinker' workshop 6 Oct 2004

Questions addressed included:

- What was your best ever conference and why?
- What do we want this conference to be about?
- What are the emerging themes?
- Who is doing some great work across the globe that we would want to participate in this conference?

These questions also went out to the APEN network and the answers are still informing the development of this conference. Major threads from all of the discussion to this stage included diversity and community. Comments included:

- "Expanding horizons beyond NRM"
- "Use different case studies of changing behaviour eg. speeding example"
- "Rural is more than agriculture"
- "We need to be looking outside agriculture for new ideas"
- "Communities of practice"



The conference committee developed a value-set through a facilitated process and identified behaviours that would express these values. The committee has used this as team-building, to appraise committee direction and to inform decisions. The conference committee values are:

- INTEGRITY
- COMMUNITY
- SUSTAINABILITY
- PUSHING THE EDGE
- INTEGRATION

Conference committee

The Melbourne cluster proceeded to engage a conference committee that would embody diversity and community. The conference committee includes:

- Kevin Balm *Participative Technologies*
- Gavin Brock *Melbourne Water*
- Rob Chaffe *Department of Sustainability & Environment*
- Jessica Connor *Department of Primary Industries*
- Dr Roe Currie *APEN*
- Janine Dridan *Department of Primary Industries*
- Vanessa Hood *Department of Primary Industries*
- Cynthia Mahoney *Department of Primary Industries*
- Alison Medhurst *Department of Primary Industries*
- Ben Neil *Cultivating Community*
- Elizabeth Patterson *Connell Wagner Pty Ltd*
- Dr John Petheram *University of Melbourne, Creswick*
- Catherine Ryan, *World Vision Australia*
- Emily Tee *Department of Primary Industries*
- Jo Vigliaturo *Department of Primary Industries*
- Dr Chris Williams *Trust for Nature*

The conference committee continues to work towards an excellent conference program, submitted and reviewed papers, and quality promotion and sponsorship. We hope to see many APEN members and a range of new faces at the conference, to explore the *footprints, pathways and possibilities* of our practice!

MC

REPORT

Our last AGM was held on November 18th 2004. It was an historic AGM in two ways – the first by teleconference and also the one where the membership endorsed the change in structure of APEN and its new constitution. After the AGM it was a relief to submit the paperwork for the new constitution. However the Department of Consumer Affairs, Victoria (who oversee our Incorporation) pointed out that we had omitted Rule 8, the grievance procedure, so it will be officially added later this meeting.

This past year has been a very busy one for APEN. Let me outline our achievements, regional activities and other activities.

Achievements

In my mind the main achievements for this year were:

1. The APEN Management Committee (MC) continued its efforts to better communicate and engage with its members by sending out regular eBulletins. We used this informal communication medium to highlight items of importance to members. We also continued to use surveys as an effective way to gather feedback.

2. The APEN National Extension Framework for Australia (NEFA) working group organised a meeting of all Australian state extension leaders in Melbourne in April. The excellent outcome was the formation of a new group: the State Extension Leaders Network (SELN) who will continue to meet and progress the development of policies on issues affecting those involved in extension in Australia. Meetings will be hosted by the different states in rotation and the APEN President is an official member of the group. The second meeting was held in Sydney in August with the next planned for Queensland. APEN is thrilled to have been involved in the formation of this group, who will serendipitously undertake many of the tasks planned for NEFA. APEN also progressed its involvement in policy with its submission to the Australian House of Representatives Agriculture Committee inquiry into rural skills training.

3. The Philippines Extension Network (PEN) held a very successful 1st National Agriculture, Fishery, Forestry and Natural Resources Extension Symposium at Los Banos, Laguna, Philippines in early December 2004. About 200 attended and I was honoured to open proceedings and to lead the membership oath at the AGM. The PEN was very happy to have a representative of APEN present, as they see APEN as their midwife. There was a lot of energy to keep this network going and Virginia Cardenas is to be congratulated on the good work she and her team are doing.

4. The APEN leadership series (comprised of workshops, focus groups and a forum) was held in Launceston (Tas), Toowoomba (Qld), Naracoorte (SA), Albury/Wodonga (NSW/Vic), Busselton (WA), Melbourne (Vic) and Hobart (Tas). A total of 106 young extension professionals attended the three-day Leadership in Extension workshops. They were from a wide range of industries and sectors including sugar, horticulture, grains, cotton, Landcare, NRM, wine, dairy, beef and sheep and were employed by government and private enterprise including large agribusiness and small consultancies. Another 47 people attended the focus groups run during the workshops that explored issues facing young extension professionals. Points raised by the total of 135 people attending the focus groups were collated and presented to a national forum attended by 31 people including nineteen under 35 year olds and twelve older people in more senior management positions. The forum initiated action plans to progress: 1) Mentoring 2) Development of national policy and advocacy for the extension profession 3) Provision of clear direction and purpose for new staff and 4) Professional development and training for extensionists.

APEN continues to encourage the progress in these initiatives and will lobby to have issues recognised by managers and funders. Many thanks to the Department of Agriculture, Fisheries and Forestry, Amabel Fulton and Tim Tabart from Rural Development Services, the local

coordinators/ champions (Jane Weatherley, Austin McLennan, Penny Roberts, Danielle England, Sigrid Tjits, Iva Quarisa, James Whatley, and Sandra Brown) who gave a lot of time and energy to the project, all who participated and Roe Currie at the APEN Secretariat for making this a successful project.

5. The Cooperative Venture for Capacity Building and APEN Capacity building workshops in progress around Australia are an opportunity that the MC has wanted to provide for some years – a series of workshops around the country providing professional development and networking opportunities for APEN members and others involved in our discipline. Although registrations are still coming in, over 200 people have registered to date.

6. The 2006 APEN International Conference committee (based around the Melbourne Cluster) has worked hard over the year and an exciting conference is coming into shape. There have been 138 abstracts submitted, all addressing the theme 'Practice Change for Sustainable Communities: exploring footprints, pathways and possibilities'. I look forward to seeing many of you in Beechworth for the conference next March and remind you that early bird registration is available through our website until the end of January.

7. Progress has been made towards a more interactive website with registration for APEN events and the ability to pay APEN subscriptions and update membership details. All the papers from our recent events are also stored there, so that they are widely available.

Regional activities

Having Regional Coordinators on the Management Committee has ensured that we hear about things happening around the APEN Regions (the seven states of Australia and NZ/ Overseas).

There have been good levels of APEN activity occurring in some of our Regions and I congratulate those who have done the organising and kept things moving. These include:

- The WA Region held a series of Building Better Posters workshops with a total of 65 attending the workshops held in

Perth, Esperance, Narrogin and Geraldton.

- The SE Qld Cluster ran a most successful two day NRM Symposium in September in Toowoomba with 145 attending from all over Australia, NZ and beyond.

- The APEN NZ cluster, in collaboration with AgResearch, ran an Industry Development and Practice Change (Adoption) conference on 4 October 2005 in Hamilton, NZ, with around 80 people attending.

All these activities have had both member and non-member presenters and participants. They have provided valuable networking and professional development opportunities. Our intention is that all members will have more opportunity to be involved in such activities, with clusters meeting within regions and interest group clusters meeting over the Internet in email discussion groups.

Although we have a number of Cluster Coordinators, some Regions do not have any and the level of local activity has not been as great as we would have liked.

Other activities

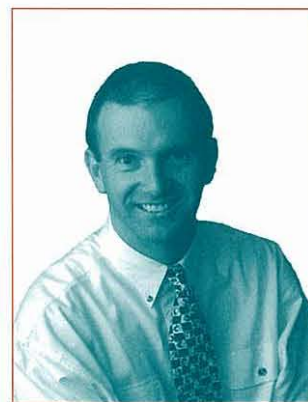
ExtensionNet was not as regular this year due to changes in the Editor's day job. Darren Schmidt has done a great job sourcing relevant articles and increasing the people focus of the newsletter, but will be finishing his term at the end of the year and we are seeking a replacement for him.

The Management Committee has met by teleconference every second month to progress a range of issues, all under the umbrella of the Business plan. I'd like to take this opportunity to thank each of the members... Greg Cock (vice-president), Jane Weatherley (Secretary & Tasmanian regional coordinator (RC)), Jess Jennings (Treasurer & NSW RC), Darren Schmidt (Editor), Jeff Coutts (Qld RC), Jennifer Repper (SA RC), Cynthia Mahoney (Vic RC), Greg Owens (NT RC), Tracey Gianatti (WA RC) and Neels Botha (NZ RC). I would also like to specially thank Rosemary Currie, our Secretariat, who enables most of the management committee work to actually happen.

So in conclusion, I believe we've had another great year. We have more new members than ever before and we've had a great range of activities. We've

had almost 700 participants at our events this year, which is fantastic considering it isn't a conference year. I even heard of one member complaining that there were too many activities for him to attend (which was music to my ears!). For a volunteer based organisation, I think we've done a terrific job.

I've thoroughly enjoyed my time as President over the last four years, where I have been able to give back to the organisation and positively influence its future. Mind you, I now look forward to handing on the baton, though I will still stay around to maintain the corporate knowledge base. I wish APEN, its new President, and all its members all the very best for the future.



*Outgoing APEN President,
John James*

APEN Treasurer's Report for 2004/05

Jess Jennings, Treasurer

This report is based upon an audit of APEN's finances conducted by Bob Travers & Associates, Chartered Accountant, Albury, NSW.

The APEN financial position at June 30, 2005 remains reasonably sound with total assets of \$51,221. APEN had a minor loss this financial year of \$1,337.

Tables 1 and 2 record the profit and loss situation and Table 3 the Assets and Liability situation.

Some salient points include:

- Historically, APEN is dependent on conferences generating a surplus of around \$20,000 and forums \$10,000. The surplus is from sponsorship deals and registration income. No conference was held in the 2004-05 financial year and this absence of extra income explains the annual loss. The remaining financial position without conference surplus is strong. While conferences and forums help maintain low membership fees in the years they are held, it does place a burden on event organisers. It also means we are financially vulnerable if an event does not reach these financial targets. In order to reduce this vulnerability it is possible that the raising of the annual membership be considered by all members and be approved at this meeting.

- Chapters assets have been transferred to the APEN account with only the Melbourne account still operating (See Table 3). The Melbourne Cluster has continued to operate their account to assist with the 2006 Conference Committee meetings but will soon close the account and transfer their remaining funds.

A healthy surplus is essential for APEN to be able underwrite future conferences and forums as well as cluster activities. Therefore steps are being taken to increase general (non-conference or forum) income by at least 20% to ensure the efficient and effective running of APEN. The amalgamation of funds from the Chapter accounts has reduced money lost in bank fees and enabled us to put seed funding into the 2006 Conference. Improving industry sponsorship receipts and potentially increasing APEN annual membership fees are other likely sources of revenue to stabilise APEN's financial base.

As Treasurer I would like to acknowledge Rosemary Currie's diligent and efficient management of the organisation's finances, an input that makes my role considerably easier to perform.

ESR

Table 1 2004-2005 Income and Expenses

Income	2003-2004	2004-05
	Total \$	Total \$
Advertising	59	118
APEN Forum (Policy forum July 04 support from RIRDC and CRRQ)	95 787	9 386
DAFF Project: Leadership series	-	87 937
Membership	30 989	28 400
Reimbursement AAAC/APEN	7 431	-
Reference Resources	89	-
Region Activities (formerly Chapter Activities)	5 357	4 984
Region Events (formerly Chapter Events)	-	4 872*
Sundry Receipts	1 112	2 301
Sponsorship (0405 HAL sponsorship of ExtensionNet)	9 600	4 788
RIRDC Support	5 678	-
Interest Received	593	769
TOTAL	156 695	143 555
Expenditure	2003-2004	2004-05
Accountancy & Audit Fees	945	1047
Administration	19 594	24 483
APEN Award	4 364	-
Bank & Government Charges	2 683	2 503
Catering	2 195	3 245*
Contributions to HAL	4 180	-
Cost of Meetings	10 401	1 498*
Conference Costs APEN	79 376	2 065
DAFF Young People's Project	-	68 980
Extension Net	16 079	14 435
Filing Fees	35	-
Insurance	372	382
Not in tender teleconference	2 283	-
PAIDS AusAID Project	1 875	8 139
Policy forum	-	9 417
Printing, Stationery and Postage	306	682
Promotion (Members Directory)	284	1 852
Region Events Payments	1 076	4 876
Speaker Expenses	75	1 023*
Sundry Expenses	4 338	265
Travel	27	-
TOTAL	150 488	144 892

* held prior to amalgamation of Chapter Accounts at end of 2004

Table 2 Profit and Accumulated funds

	2001-2002	2002-2003	2003-2004	2004-2005
	Total \$	Total \$	Total \$	Total \$
Net Profit	17 079	-5 043	6 207	-1 337
Accumulated Funds	51 394	46 351	52 558	51 221

Table 3: Assets and Liabilities as at June 30 2005

		2002-2003	2003-2004	2004-2005
Assets	Cheque Account	9 781	20 359	47 174
	Term Deposit	6 000	6 000	6 000
	Chapter Accounts	19 939	13 581	810
	Grant Account	1 574	615	4
	Cash	0	65	0
	Accounts receivable	15 523	11 253	9 145
	Total	52 817	51 873	63 133
Liabilities	Accounts owing	6 325	0	11 116
	GST owing	141	-685	796
	Total	6 466	-685	11 912
Equity		46 351	52 558	51 221

New APEN members

Welcome to these new members who have joined since last edition. There's lots!

Emma Bradshaw, Qld
Mark Hickman, Qld
Dick Osborn, NSW
Paul Webb, Qld
David Beard, WA
Terri Buono, Qld
Don Pollock, Qld
Daryl Parker, Qld
Nat Conod, Tas
Anthony Abley, SA
Tim Vale, SA
Tony Napier, NSW
Mark Hickey, NSW
Sheri Robinson, SA
Rebecca Lines-Kelly, NSW
Dr Ian Plowman, Qld
Helen Ross, Qld
Bronwyn Fisher, Qld
Ian Pickett, SA
Brad Heck, Qld
Cat Murray, Qld
Warwick Waters, Qld
Dr Christine King, Qld
Fiona McCartney, Qld
Bill Wilkinson, Qld

... continued opposite

If you've recently joined APEN, welcome! You'll reap plenty of professional and personal rewards. If you've been in APEN for a few seasons now, be sure to

say hello to the new members. This year has been a particularly good one in terms of attracting new members. We're doing something right!

Sian Turner - consulting officer, Dexcel

Sian Turner works for Dexcel as a Consulting Officer in the dairy industry. She completed a Bachelor of Science (Animal Science and Physiology) and Post Graduate Diploma in Animal Science at Massey University in Palmerston North, New Zealand. She's been working for Dexcel now for nearly three years. Sian covers the Southern Waikato/King Country district and she has nearly 600 dairy farms in the area (!). Sian: "I enjoy my job and have a great passion for working alongside positive people and watching them grow and develop."



Dr Ian Plowman - consultant

Ian Plowman is a clinical and organisational psychologist, facilitator and social researcher who works with individuals, families, industries, communities and government agencies. He holds a Doctorate in Management, an Advanced Masters in Business Administration, a Masters in Organizational Psychology and an Honours Degree in Clinical Psychology.



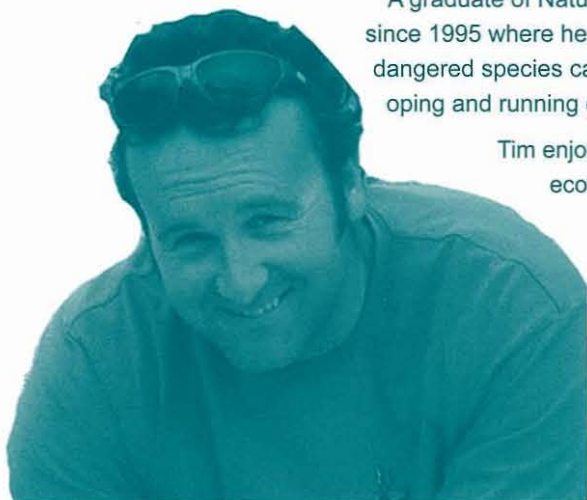
Ian's experience spans private sector (in finance and commerce), tertiary education

sector, government, and private practice. He has recently completed a contract to the University of Queensland as a Senior Research Fellow where he researched innovation within rural industries and rural communities. Based on his combined academic and career background, Ian helps his clients to develop skills and awareness to remove blockages and raise their levels of creativity and innovation.

Tim Vale - extension officer, Conservation Council SA

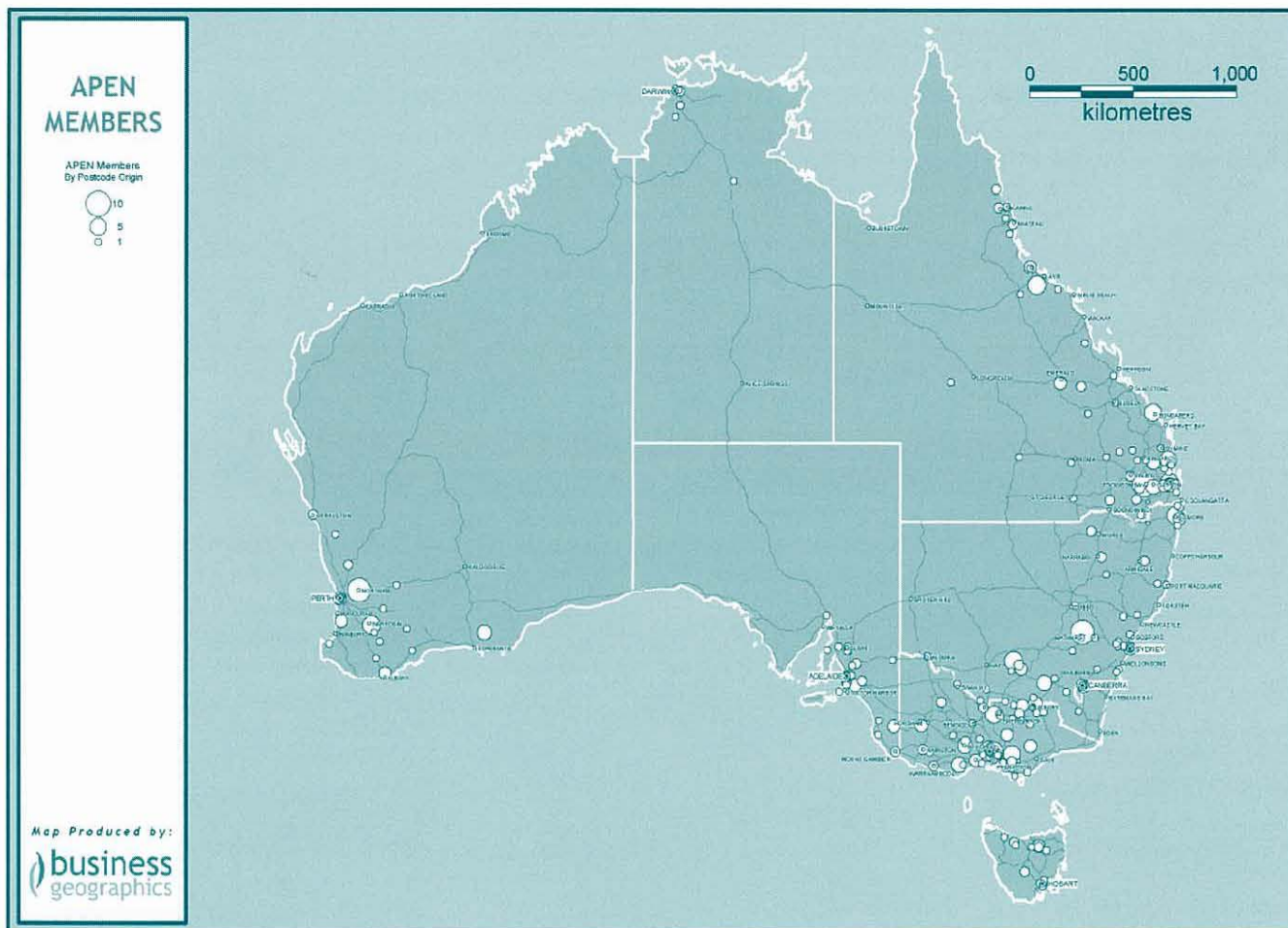
A graduate of Natural Resource Management, Tim has been living in South Australia since 1995 where he worked for 10 years at a private wildlife sanctuary involved in endangered species captive breeding and reintroductions. Part of his role involved developing and running educational tours for students of all levels and the general public.

Tim enjoyed his role as an educator, increasing people's awareness of ecological processes and the plight of some of the nation's rarest species. His role took him along way from his home for extended periods of time and once his daughter was born in late 2004 a change was necessary. He began work as Works/Extension Officer for the Mt. Lofty Ranges Emu Wren and Fleurieu Peninsula Swamps Recovery Program in May 2005. The role continues his work with endangered species, ecological communities and educating local landholders where most the Fleurieu Swamps and Emu-wrens occur and how they can continue their farming practices while protecting valuable habitat and the species within them.



APEN members distribution: Where are we?

Have you ever wondered where our 500 or so members are distributed? This map shows where the Aussie ones are. Big yellow dots represent 10 members, middle sized dots 5, and the smaller dots 1.



New APEN members (cont'd)

Dianne Auchetti, Qld

Angela Wardell-Johnson, Qld

Jack McHugh, Qld

Stewart Lindsay, Qld

Ceris Crosby, SA

Jeanette Long, SA

Danielle Park, Vic

Rod Jackson, NSW

Gary Sandell, Qld

Bob Evans, NSW

Chris Chapman, Tas

Petra Novak, Tas

Robert Graham, Tas

Jason Ritchie, Tas

Michelle Connell, Tas

Sam Dow, Tas

Naomi McGrath-Kerr, Tas

Sue Hinton, Tas

Sian Turner, NZ

Stephen Canton, NZ

Jacqui Knee, Tas

Leonie White, Tas

Sarah Campbell, Tas

William Adlong, Murray
Riverina

Catherine Sullivan, ACT

Ian Gaze, ACT & SE NSW

Wendy Dymond, WA

Darryl Ebenezer, Qld

Tammy Kuchel, SA

Steven Falivene, NSW

Phillip Wilk, NSW

Phew! That's a few!

How do YOU get ahead?



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Department of
Primary Industries
and Fisheries



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phone: (07) 5460 1092
e-mail: info@crriq.edu.au



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Guidelines and deadlines

Submissions should be made in MS Word 6.0 with minimal formatting. A portrait photograph of the author is required. All photographs, figures and/or tables ought to be provided as separate files (preferably TIF or JPEG; photos scanned at 300 dpi). Feature articles should be around 1000 words and minor articles 500 words. The editor reserves the right to edit submitted material to meet space restrictions. Letters to the editor or general items of news of interest to the network are welcome. Articles should be submitted at least four weeks prior to publication.

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

Editing and layout: Darren Schmidt, Rio Tinto Coal Australia - Tarong Mine

Production management: Rosemary Currie, APEN Secretariat, Wodonga, Victoria.

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

Stories and photos (next edition) due to Editor 24 February 2006