

The 2009 APEN Awards for Excellence in Extension - Winners

At the Conference Dinner on Wednesday November 11, the Experienced and Young Professional Awards were presented.

The winners were:

Neil Guise – APEN Award for Excellence in Extension for an Experienced Professional.

Dr Lauren Rickards – APEN Amabel Fulton Award for Excellence in Extension for a Young Professional

Neil Guise and Small Landholder Information Service Team

(Nancye Gannaway, Yolande Jones and Heidi Blackburn)

The 2009 APEN Award for Excellence in Extension for an Experienced Professional was presented to Neil Guise for his contribution to extension through his role in the SLIS operating in Western Australia.

Effectively reaching smallholders with extension has been a strongly recognised need within the extension profession. The numbers of smallholders have been increasing and are important to engage because of their impact on land management, weeds, disease and niche industries. They often hold other jobs and are often not part of an industry organisation.

It was pointed out that at the time of the establishment of the project there was no clearly articulated extension model for small landholders and many of the assumptions that the project made about how to engage with the small landholder were based on anecdotal evidence.

Neil and his team used experiential learning and evaluation tools to develop intelligence on the small landholder user, test and develop its targeted extension



Nancye Gannaway, APEN President Tracey Gianatti, Neil Guise and Heidi Blackburn

model and tools and seek continuous improvement. Since its establishment, SLIS has delivered more than 150 training workshops to small landholders since January 2004, with upwards of 5000 participants in the training program. SLIS has also developed a series of information products, including Noteworthy, plus tailored support materials such as the Property Planning manual. There is evidence that more than 80% of small landholders engaged to date have implemented some of the practices recommended by SLIS and its partners.

The Award judges were impressed by the innovative use of communication and engagement approaches for this diverse group, the attention to evaluation and continuous learning and the effective use of partnerships and participative approaches. It commends Neil, Nancye, Yolande and Heidi in successfully pushing the extension boundaries.

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The 2009 APEN Awards (continued)



APEN Vice President and Award Judge Jess Jennings, Dr Lauren Rickards, and APEN President Tracey Gianatti

Dr Lauren Rickards

The 2009 APEN Amabel Fulton Award for Excellence in Extension for a Young Professional was awarded to Lauren Rickards for her contribution to extension.

The Award judges were impressed by Lauren's extension achievements, including:

- Thinker in Residence with the Birchip Cropping Group, influencing drought policy with the works titled Uncertainty,

Complexity, Risk, Vulnerability, Resilience and Adaptation: Relevance for agriculture in the context of climate change and drought, and Critical breaking point? Within these projects Lauren conducted social research with sixty farming families in drought, with results providing significant and new insights.

- Training needs analysis with Meat and Livestock Australia in which Lauren managed a large social research project that developed a new approach to gathering research by training local social researchers and supervising their data collection, provided new insights into the role of training in satisfying farmers' learning needs.
- Institutional evaluation of the Grain and Graze program.

The Award judges were impressed by the innovative use of communication and engagement approaches and the professional attention to evaluation. We commend Lauren in successfully pushing the extension boundaries.

About the Awards

The APEN Award for Excellence in Extension is open to APEN members, either individuals or groups, who have demonstrated excellence in extension through a work program completed within the last five years. This year, ten years after the first award was presented, the award for the Young Professional has been re-named to be the **APEN Amabel Fulton Award for Excellence in Extension by a Young Professional** – an idea discussed early in the year by the APEN Management Committee. We wished to recognise the contribution by Dr Amabel Fulton to extension worldwide, to APEN since its inception, for initiating the awards, and for her passion for family farms and the youth of extension. Sadly, Amabel lost her battle with breast cancer before she was able to know who the first recipient would be.

Awards were judged on the following criteria: (i) The use or development of extension principles in the work; (ii) Evidence of the effectiveness and efficiency of the work; and (iii) The applicability of the work in the broader practice of extension. See the President's Report for the list of nominees (page 5).



New Editors' thoughts on future ExtensionNet publications

When editors of publications change you often find that the publication changes as well. We do not intend to change ExtensionNet but we have some thoughts on how we can improve this publication.

We would like each edition to have a specific theme. Some of the themes we are currently considering include: web 2.0 tools, evaluation in extension and

language in extension. All themes should reflect some theory as well as practice. We would also like to include at least two regular columns such as 'working at the cutting edge...the future' and 'working with funders...making it work'. The regular columns will feature in all the newsletters during the year.

These are some of our early ideas at

present but we would love your feedback. We are looking forward to your suggestions and ideas as well as your contributions to the newsletter to make this the best publication for extension practitioners in all industries.

For contributions please contact Gerry or Kate at gerry.roberts@deedi.qld.gov.au or kate.charleston@deedi.qld.gov.au

ENET

ExtensionNet's New Editors

Introducing Kate Charleston

I work for Queensland's Primary Industries and Fisheries as a development extension officer with the field crops entomology team.

Born in Rotterdam and educated in South Africa and the Netherlands I completed my tertiary education in Australia with a Bachelor of Science in Horticulture from the University of Western Sydney, Hawkesbury.

I then worked for the DPI in Tasmania as a grains legume officer, a role that provided me with my first taste of extension and when I first heard about APEN and became a member in the late 1990s. After moving away from Tasmania I let my membership lapse but I joined again last year.

In 1999 I moved, with husband and daughter, to Innisfail in far North Queensland to take up a position with QDPI as an extension officer in the Sugar Solutions Project. The project's aim was to bring about major changes in the sugar industry through the introduction of 'new crops' into sugarcane farming systems. Facilitating

change in an established industry such as the cane industry in Queensland proved very difficult and provided a significant challenge for me in terms of extension. Few producers were willing to sacrifice a crop of sugarcane for a green manure crop that provided no immediate returns to the business. Despite the short project time of 3 years, I believe we made considerable impact in terms of changing grower mind sets and many cane farmers throughout Queensland now grow soybeans in rotation with sugarcane.

Following the sugar project, I worked for natural resources on weed management. During my two years on this project I produced weed management manuals on Pond apple and Hymenachne, two weeds of national significance.

In 2007 we moved to Southern Queensland where I had a brief stint as a cotton extension officer and now work as an extension officer with the field crops entomology team. My role in this team is to inform and train growers and consultants in the principals of integrated pest management (IPM) in broad acre field



crops. I have a particular interest in adult education and in my current role I develop and present IPM courses to producers and advisors. I also maintain the entomology blog, write for industry publications and provide information for the IPM website.

As a bilingual person, I have an interest in language and enjoy writing and editing hence when the opportunity arose to contribute to APEN as an editor I was keen to give it a go. I look forward to working with Gerry, who has a wealth of experience in extension (as you can see from his introduction) and look forward to bringing you an exciting and informative newsletter in the future.

Introducing Gerry Roberts

One of the advantages of being around for a while is being around when things start. For me that meant I could be part of APEN when it first started. I was keen because I support the idea of professional organisations.

Now having an opportunity to contribute to an important communication tool, ExtensionNet, is something I'm looking forward to.

My interest in extension is long term (I wasn't around at the start though!) because it is about people and their development. It was however, well in place when I finished an Applied Science Degree at Gatton College, specialising in sheep husbandry, extension methods and rural sociology. My extension history is very clear from then on.

- 1979 I became the first extension officer at Toorak Research Station in North Queensland running field days when 250-300 sheep graziers would attend to examine our technology developments.

- 1986, I attended an International Agricultural Extension course in The Netherlands and worked briefly with the sheep group of the MAFF in England - great learning about the theory and

practice of extension.

- Since 1986 I've been in Longreach as an extension officer and have initiated clients' needs surveying and was involved in the establishment of the Westech field-days, working with like-minded colleagues, on topics relevant to the sheep industry – a particularly rewarding experience.

- For a few years I led the editorial team for the Central Western Newsletter. It was an information source on technology for landholders and we expanded that role to have landholders sharing their experiences.

- In the 1990's I did PhD studies with the University of Western Sydney, Hawkesbury on experiential learning and change <http://www.scu.edu.au/schools/gcm/ar/art/t-groberts00.html>

- Later in Longreach as Regional Extension Specialist I worked with sheep and beef staff on their professional development in extension.

- Until 2008 I was an Adjunct Lecturer at UQ Gatton in the Centre for Rural and Regional Innovation for the subjects Change Models and Strategies and Contemporary Extension Models and Theories.



My recent extension research work includes leading a research team of graziers and social researchers to examine what makes it possible to use or not use recognised natural resource management practices.

- My current extension research work is with a group of colleagues to expand the use of eTools (Web 2.0) with staff. The theory guiding our work is around understanding perceptions and adoption in agriculture from the work of Llewellyn, Pannell and others. That's a work in progress.

I continue to enjoy living in Longreach with my wife Lenore and my work in the field of extension.

I look forward to working with Kate to bring you ExtensionNet.

APEN's Annual Report 2008/2009

APEN's AGM was held on Tuesday November 10, 2009 at 7.30am at the APEN International Conference in Busselton. Thirty members attended the AGM prior to the opening of the conference.

Tracey Gianatti returned to her role of President after being on maternity leave for four months to chair the meeting. She thanked Jess Jennings and Alison Medhurst who had acted as President and Vice President in her absence.

Tracey presented the President's report and Jess the Treasurer's report (see following) and we then held the elections after acknowledging the work of those leaving the committee - Jess Jennings who had been busy as Vice President, Treasurer and NSW Regional Coordinator (RC), Neels Botha NZ RC, Chris Wheatcroft WA RC and Ceris Crosby Secretary and SA RC.

The elections resulted in replacements, Regional Coordinators Greg Mills (NSW), Dennis Bewsell (NZ), Kate Ambrose (WA) with vacancies for the South Australia and Tasmania Regional Coordinator positions.

The two Editors, Kate Charleston and Gerry Roberts, announced last month were also acknowledged.

[By the end of the conference Judy Bellati from Adelaide had agreed to take



on the role of South Australian RC and shortly after the conference, Sophie Folder from Hobart agreed to take on the role of Tasmania RC.

The first teleconference on December 8th is where the secondment of Judy and Sophie was ratified and where the positions of Vice President, Treasurer and Secretary were elected. See the back page for details.]

In General Business, in a brief report on the Australasian Extension Publication Jess said that it is nearing final manuscript form. The book was recently proof read and now will have final formatting conducted. Jess intends to email out the final manuscript to authors for a preview. A final electronic version will soon after be posted on the APEN website (probably members area only, although the Management Committee

2008/2009 & 2009/2010 APEN Management Committee Members
(from left) Kate Charleston, Austin McLennan, Kate Ambrose, Greg Mills, Denise Bewsell, Neels Botha, Tracey Gianatti, Alison Medhurst, Rosemary Currie, Jess Jennings
Inset (from top) - Judy Bellati, Sophie Folder, Neale Price
Absent - Derek Foster, Chris Wheatcroft, Chrissy King

will make this final decision). Once posted on the internet, Jess will investigate order and print on-demand options for APEN to self publish the book and supply it as hardcopy (hopefully functioning by Christmas 2009), as well as investigate any other commercial publisher options for the future.

APEN's Public Officer is Heather Shaw, Victoria, a past APEN Secretary and the Auditor for 2009/2010 will again be Bob Travers & Associates of Albury, NSW.

The President's report follows. The Treasurer's report can be found on page 10.

APEN President's Report for 2008/09

Tracey Gianatti, President

The twelve months since the last AGM has flown by in what has been an amazing year, both professionally and personally. It was a privilege to have my nomination for APEN president accepted in November last year. At the time, I was also the Convenor of the 5th International APEN Conference and the Western Australian Regional Coordinator. It gave me great pleasure to hand over these roles to two extremely capable and enthusiastic people, thereby ensuring high quality APEN activities would continue to be delivered to members.

I took on the role of president as I am passionate about contributing to APEN's goal of being the peak body representing members and their professional interests. I also believe that APEN's other goals of creating a vibrant and effective network, fostering professional development

opportunities and being a well managed, highly effective organisation are essential to support extension professionals across Australia.

In June this year, I took four months 'leave' from APEN to become a full-time mum. I would like to give sincere thanks to Jess Jennings and Alison Medhurst for taking on the Acting President and Vice President positions whilst I was on maternity leave. I'm now looking forward to resuming my duties as APEN President, beginning with the conference welcome directly after this meeting.

National Activities

In 2007, the APEN Management Committee resolved to organise a major event each year to fit a four year cycle. These were in addition to local events organised by cluster coordinators. The

cycle of events would be:

- 2007 National Forum
- 2008 Roadshow (showcasing contemporary issues in extension etc.)
- 2009 International Conference
- 2010 Local event/roadshow/training course
- 2011 National Forum etc.

Roadshow

In line with this timetable, the major APEN event over the last twelve months was the 2009 APEN Roadshow, titled "Fostering Innovation and Change". The roadshow travelled to 11 different locations around Australia in February and March this year. Thank you so much to Dr Ian Plowman as the presenter and the 11 local organisers who worked with Roe to finalise

APEN President's Report for 2008/2009 (Continued)

the event logistics. Organising the venue, catering, advertising, travel for Ian and encouraging people along to the event was no easy task for our local organisers who all had full-time jobs to complete as well. In total, there were 270 registrations and interestingly only one in five participants were APEN members. It was great to see activity in the regions and to have contact with so many people - many of whom were not connected to APEN's traditional membership base of agriculture and natural resource management.

Member's Survey

The APEN Management Committee has been developing a framework for a survey to find out your feelings and thoughts on APEN's current services and what new things could be offered in the future. We want to ensure APEN remains relevant and continues to deliver benefits to you – our members! The survey will be conducted on-line through the APEN website using current best practice methodology. We hope that all APEN members take this opportunity to give us their thoughts to keep APEN progressing.

International Conference

APEN's 5th International Conference begins today in Busselton, Western Australia. The theme of the conference is 'Shaping Change in Communities' and people from all sectors involved in creating and supporting change have been invited to learn, share and be challenged. The three day conference will provide an opportunity for delegates to showcase their experiences and to learn from other extension professionals, both locally and internationally, the latest techniques and opportunities to achieve change with excellence.

Achieving effective practice change on key issues around environment, farm practices, health and wellbeing is something that features in the strategic vision of virtually every company. We all know there are many brilliant stories of practice change out there at the coal face – this is our chance to capture our learnings and share them with others who can benefit. The program has been designed to inspire, motivate and inform delegates about ways to assist communities and industries to effect change.

The conference organising committee successfully applied for the Department of

Agriculture, Fisheries and Forestry's Next Gen Farmers funding. This funding aimed to improve the leadership and representative capacity of young people entering or involved in primary industries by offering \$1500 travel/registration/accommodation bursaries to ten young people to attend the international conference. This will kick start their networking process to ensure the winners leave with a whole new network of contacts and linkages across Australia.

I am very keen to expand the APEN network beyond our traditional agricultural boundaries to enrich and challenge us all. The conference has received over 220 registrations, including 14 international delegates. Congratulations to the conference conveners and organising committee for what looks to be an amazing three days to come.

APEN Awards

The APEN Awards for Excellence in Extension will again be presented at this year's International conference. The Awards are open to APEN members, either individuals or groups, who have demonstrated excellence in extension through a work program completed within the last five years.

In the August eBulletin, the Management Committee proposed to name the Young Professional Award for Excellence in Extension, after Dr Amabel Fulton because of her on-going role in APEN activities over the last 10 years. Amabel is a worthy namesake for these awards as she originated the awards in 1999 and dedicated many years to APEN as a member of the management committee. She also took a lead role in organising the 2nd International Extension Conference in 1997, the 2003 APEN Forum in Hobart and provided, through APEN, the series of leadership workshops in 2005. In August, it was with great sadness and sense of loss that we heard that Amabel had lost her three and a half year battle with breast cancer. Today we will present the inaugural APEN Amabel Fulton Award for Excellence in Extension for a Young Professional. The first APEN Award for Excellence in Extension was presented at the Forum in Perth ten years ago.

We received nine nominations for the awards this year. Entries were judged by APEN members Dr Jeff Coutts and John McKenzie and acting APEN President Dr

Jess Jennings. Thank you to our judges, and to all those who were involved in putting together the nominations. The judges found it difficult to choose between the nominations as all work was worthy of an excellence award and shows the high standard of extension being done in Australia.

To allow conference delegates to speak with nominees about their work, we have designed a specific handout listing all award nominations. The award nominees are listed below.

Nominees	Work (short) title
David Egerton-Warburton (WA)	<i>Regulation to Capacity Building</i>
Alyssa Fitzgerald (NSW)	<i>Weeds communication Team, NSW DPI</i>
Chris Gazey (WA)	<i>Soil Acidity project</i>
Neil Guise (WA)	<i>Small Landholder Information Service</i>
John James (Qld)	<i>His work with the Rural Extension Centre, QPIF, APEN and SELN</i>
Cate Mercer-Grant (Vic)	<i>Sustainable Farm Families, the human resource in the triple bottom line.</i>
Greg Mills (NSW)	<i>Contribution to agricultural and natural resource management extension across New South Wales</i>
Lauren Rickards (Vic)	<i>Her work as an RMCG consultant for Birchip Cropping Group, Melbourne BWM Edge, DPI Victoria and others</i>
Frank Vancly (Tas) & Greg Leach (Qld)	<i>Contribution to developing the "National Statement on Extension"</i>

The winner of the APEN Amabel Fulton Award for Excellence in Extension by a Young Professional is – Dr Lauren Rickards from Victoria.

The winner of the APEN Award for Excellence in Extension by an Experienced Professional is - Neil Guise from WA.

Regional activities

In 2008, much of APEN's regional activity was focussed on the 'Fostering Innovation and Change' roadshow. In the lead-up to the International Conference, the WA region organised an 'Abstract Writing' workshop run by the well-renowned Professor David Lindsay. This event was attended by 3 members and 13 non-members. Congratulations to those who organised and supported the event.

Activities in the regions are a feature that attracts new members to APEN as they provide valuable networking and

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5th International APEN Conference 9-12 November 2009

Shaping change in communities: dimensions of excellence

Abbey Beach Resort at Busselton, Western Australia



APEN President Tracey Gianatti, speaking at the 5th International APEN Conference



The 2009 conference looked to encourage and support all people responsible for 'Shaping Change in Communities' across agriculture, natural resource management, health, education, local government, transport, sport and recreation. We tried to be as inclusive as possible, the resulting program included a diverse cross-section of people from professions that would not necessarily come to mind when you think about APEN, for example health and engineering.

The five key themes of the conference included;

- At the coal face,
- Recognising the cultural environment,
- Did it work? How do we know?
- Sustaining the discipline and
- Designing effective policy and theory.

With the global financial crisis and the distance people would have to travel we were concerned at the number of delegates we would be able to attract to this conference, but this fear proved to be completely unfounded. The conference attracted 212 delegates representing every state in Australia and 6 countries which included Japan, Mali, Indonesia, Denmark & New Zealand; 7% of delegates were international guests

The style and intent of the conference program was to ensure that those who attended would be better resourced, informed and networked to shape change in their communities but in particular, to



engage stakeholders in order to achieve behaviour change. We tried to develop a program that would cover as many learning styles and give as many of the people who wanted to present (154 abstracts) an opportunity to do so, this was done by developing a program of keynote speakers, concurrent sessions, a practice change session (soapbox session), a poster passion session, conference dinner and post conference social and technical tours. We also hosted 2 very successful professional development workshops prior to the conference – one on Creativity: Better Thinking; Greater Results and Ten easy steps to grab your clients and hold onto them.

Some of the key messages from the conference were:

- o Maybe we should move from "best practice to best fit"
- o Building trust with key stakeholders is integral when shaping change in communities; to be successful requires three components of mutuality, reciprocity and respect
- o Important to become part of the change equation
- o Understanding worldviews held by farmers will enhance extension learning
- o Boundary crossers – exploring the roles and linkages of professionals to have more impact
- o Change in social and natural systems are interdependent



o Embracing change has 3 key components

- Salience (relevance of information to a decision maker)
- Legitimacy (evaluation of the process that resulted in the information)
- Credibility (scientific plausibility and technical accuracy of the information)

We are currently collating the data from the evaluation of the Conference, however, feedback at the end of the conference was summed up by the following comments:

- It's helped me ... a little bit
- Networks – made some good contacts
- We need more diversity
- There were some surprises
- High standards of presentations
- From an ex farmer's perspective – was impressed at being among such a passionate group of people trying their very hardest to help other people
- Not so much a light bulb but a whole lot of little light bulbs
- For over 200 extensionists to come to Busselton WA – I think it is great.

APEN National funded Seven International scholarships; people attended from Indonesia & Japan. In addition, 10 places were funded by DAFF as part of their NextGen funding. Recipients of these awards came from across Australia and worked in areas including natural resource management, pastoral extension, agronomy and engineering across all levels of government and private business.

The program, abstracts, referred papers and posters will be on the web shortly (please keep an eye out for an email letting you know when this occurs). Everything will be viewed from www.apen.org.au

For further information contact Alison Lacey, Conference Convenor on (08) 9881 0222.



Next Gen Scholarship Winners

Support for the Next Generation



APEN obtained support from the Department of Agriculture Fisheries and Forestry (under an Australia's Farming Future Next Gen Farmers grant) for 10 young people to attend the 2009 International APEN Conference in Busselton.

The scholarships were awarded on a competitive basis and included; conference registration, 3 nights accommodation, \$550 towards travel expenses, APEN membership

and access to the APEN mentoring scheme.

The recipients of the scholarships were: Sally Leigo, Pastoral Extension Officer, Department of Resources, NT, Peter McLean, Chief Executive Officer - Keep Australia Beautiful NSW, Rohan Brill, District Agronomist, Industry & Investment NSW, Anna O'Brien, Team Leader, Southern Otway Landcare Network (Vic), Megan Jones, Project Officer, The Gillamii Centre Inc (WA), Caroline Robinson, Director,

SOLUM: Wheatbelt Business Solutions (WA) and Tasmanians Ben Wills, PhD candidate, Australian Innovation Research Centre, Mel Rae, Project Officer, Agricultural Resources Management, Oliver Heyward, Brighton Council Engineer and Duncan MacDonald, Environmental Consultant, Agricultural Resources Management.

Congratulations to the recipients. We hope you enjoy your involvement with APEN.

Thoughts on the Conference – Sally Leigo, Next Gen Scholarship Winner

Since my return to Alice Springs I have had time to go over my notes and to work out what new things I learnt about from the conference. In short I learnt more than what I initially expected during the conference. I found the conference challenged me to work harder at my extension techniques and methods. For example I enjoyed the talk from Maxine Schacke who outlined her experiences with Benchmarking and provided some useful tips in establishing a group and also initiating a challenging project for producers. Establishing a benchmarking group is something that I would like to eventually achieve with some of my clients in the region and Maxine's tips were invaluable.

I also got a lot out of the two comments,

'Extension is a relay' and 'Best Fit not Best Practice'. The 'extension is a relay' has challenged me to record what I believe are the extension issues for the region so that whoever comes along to take on my position in the coming years can understand what I was working towards. While I have prepared an Extension Project Management Plan for the next 2 years I think this comment has challenged me to think how I would like extension to influence over the next ten years.

The 'Best fit not best practice' of course explains how extension should operate but I also have taken it to apply how producers work to. Yes we would all love to have the deluxe tools etc but if a bit of fencing wire and a pair of pliers can

fix something than I as a change practitioner should be happy with that and that producers have developed their own problem solving skills. An important pinch of salt I need to take sometimes!!

I won't include all the 5 typed pages of notes I have from the conference but appreciate I have learnt plenty and am very appreciative of the committee and DAFF for providing me with the opportunity to receive the Next Gen scholarship that allowed me to attend this conference.

Finally the conference opened me up to the professional side of extension and that there are hundreds of people grappling with the same issues I am (and often far more challenging ones too), what a fantastic network I now have to use to my advantage!!

New APEN member & Next Gen Scholarship Winner - Anna O'Brien



Anna O'Brien has been the Team Leader for the Southern Otway Landcare Network (SOLN) since 2007. SOLN operates throughout the Southern face of the Otway Ranges in Victoria along the iconic Great Ocean Road. Prior to stepping into her Landcare role, Anna worked for the Department of Agriculture, Fisheries and Forestry in Canberra within the area of Climate Impact Sciences, and has undertaken a short internship with CSIRO Marine and Atmospheric Research. With a family history in farming in Australia, Anna has a strong interest in sustainable agriculture, natural resource management and climate change. She has completed a Bachelor of Arts with Honours in Geography at the University of Melbourne which saw her undertake research on building the capacity of rural communities to adapt to changes in their local climate. Anna is the secretary and one of the founding members of the Otway Ranges Climate Action (ORCA) group as well as an active volunteer for Otway Wildlife Rescue. After being awarded a Next Gen Scholarship, Anna recently attended the Australasia-Pacific Extension Network's 5th international Conference in Busselton WA which provided a great opportunity to network with extension staff across Australia and parts of Asia and gather news ideas for creating positive change in rural communities. Anna strongly supports the need for local community action to bring about effective change and looks forward to the continuing challenges in rural extension work.

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professional development opportunities. Our intention is that all members will have more opportunities to be involved in such activities, and where distances are too great to meet in person, clusters of interested people are encouraged to utilise APEN's email discussion groups.

Regional Coordinators (RC) on the Management Committee allow us to hear about things happening around the APEN Regions (the seven states of Australia and NZ/Overseas) and take action to address any emerging issues affecting our members. The Regional Coordinator positions for SA and Tasmania are currently vacant and I would love to hear from anyone who is interested in taking on these positions. During my four years as the RC for WA, I found the personal connections to other RCs all over the country invaluable for my professional development and gained a great deal of satisfaction in assisting APEN to deliver more benefits to its members. The time commitment is not onerous – particularly with the support of our exceptional secretariat, Rosemary Currie.

Communication Activities

ExtensionNet had three issues in the last financial year even though our editor, Dr Christine King was on maternity leave. Once again Roe stepped in to fill the gap and together with the expert assistance of John James and members of the MC was able to achieve the completion of these issues in Chrissy's place. Chrissy has since found she is not able to continue in the Editor role and I'm pleased to say that Dr Gerry Roberts from Longreach and Kate Charleston from Toowoomba, have agreed to work as co-editors by taking responsibility for alternate issues. We look forward to their fresh approach and as always, contact the Editors directly or Roe with your contributions for ExtensionNet.

APEN continues to work collaboratively with the Australian Farm Business Management Network to produce the Extension Farming Systems journal. I would especially like to thank Roy Murray-Prior and Neels Botha for their continuing efforts. A special issue of the journal will be produced consisting of selected papers from this conference.

Our electronic eBulletin has been sent to all of our members on a monthly basis keeping them up to date with extension activities and issues. Training courses,

positions vacant and notices of tenders related to extension were also included.

A new Resources page has been added to the APEN website. We plan to include courses and websites that are relevant to all APEN members. If you know of any interesting activities or websites on extension that would benefit APEN members, please email them to Roe for possible inclusion.

Other activities

The Management Committee met by teleconference every second month to discuss APEN issues and plan activities. I'd like to take this opportunity to thank each of the members – Jess Jennings (Acting President/Vice-president, Treasurer & NSW RC), Alison Medhurst (Acting Vice-president, Vic RC), Derek Foster (Qld RC), Austin McLennan (NT RC), Ceris Crosby (SARC), Neels Botha (NZ RC), Neale Price (Past President), Chrissy King (Editor), and Chris Wheatcroft who was seconded to be the WA RC. I would also like to thank Roe, our Secretariat, for her efforts for APEN this year.

As a matter of accountability, Table 1 lists the meetings we held and the participants at each.

Because of the changed political environment impacting on funding for environmental and extension positions, the possible partnerships that arose from the 2007 Forum with Greening Australia and the National Landcare organisations did not progress beyond promotion of our events.

APEN has continued to be represented at the State Extension Leaders Network meetings by John James and other members who are also part of SELN and I'm looking forward to attending their meeting here at Abbey Beach Resort, as APEN President, on Thursday.

Looking Ahead

In closing, I encourage members to get behind your new Management Committee, to interact at the local level as well as through the email system and to look out for another APEN Roadshow travelling the countryside in 2010. The roadshow will aim to extend key messages from the International Conference to members (and non-members) who weren't able to attend. We would also appreciate hearing from anyone who is interested in organising the 2011 APEN Forum - our next national get-together.

On behalf of all of APEN, I would like to thank all the members of the conference organising committee for their hard work and we look forward to enjoying the conference with them over the next couple of days.

Finally, APEN exists to provide you, our members, with networking, professional development and representation opportunities – so let us know what you need! Your thoughts are welcome at any time by sending an email to me at president@apen.org.au or by calling Roe Currie on (02) 6024 5349. The upcoming member survey is the perfect chance to have your say. Hopefully the results will allow APEN to deliver higher quality services to members making it the essential organisation for extension professionals.

Thank you for your continued support of APEN.

Tracey Gianatti, APEN President

10 November 2009

ENET

TABLE 1

Meeting	Date	Tracey	Neale	Jess	Chrissy	Neels	Alison	Austin	Ceris	Chris	Derek	Roe	Members
#091	11/12/2008	Y		Y	Y		Y	Y	Y	Y	Y	Y	7
#092	12/02/2009	Y	Y				Y	Y	Y	Y	Y	Y	7
#093	2/04/2009	Y		Y				Y		Y	Y	Y	5
#094	28/05/2009	Y	Y	Y			Y		Y	Y	Y	Y	7
#095	30/07/2009			Y			Y	Y	Y			Y	4
#096	1/10/2009	Y				Y	Y	Y	Y		Y	Y	6
TOTAL		5	2	4	1	1	5	5	5	4	5	6	

Y = Chairperson

APEN Treasurer's Report for 2008/09

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, 2009 is sound with total equity of \$100,640. This includes the support from Dept Agriculture and Food, WA for the 2009 International Conference. APEN's operating surplus for the 2008/2009 financial year was \$1 376.

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

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. This is shown in Table 2 where figures show that the larger surpluses indicate a year with an International conference, a smaller surplus the year with a National forum and years with losses indicate that no national event was held.

A healthy surplus allows APEN to underwrite future conferences and forums as well as cluster activities.

The APEN Roadshow was very successful and made a significant surplus

As with any Association, finances are a constant issue for the Management Committee to deal with. We invested money from the 2006 International Conference which was earmarked for assisting international participation (particularly from the Asia, Pacific regions) to attend this conference. The support from DAFWA for the 2009 Conference earned about \$3000 interest over the year.

I thank APEN for the experience of being the APEN Treasurer and wish the new Treasurer a successful year.

As Treasurer I would like to thank Rosemary Currie's management of the organisation's finances, which made my role considerably easier to perform.

Table 1 Income and Expenses

	2006-07 Total \$	2007-08 Total \$	2008-09 Total \$
Income			
Advertising	550	700	700
APEN Conference	-	50 000	26 249
2007 APEN Forum	-	50 210	-
APEN Roadshow workshops			42 635
APEN Mentoring Scheme	720	-	-
Membership	22 484	26 452	24 487
Region Income	701	-	-
Region Events (0506 Qld NRM Symposium & WA workshops, 0708 Qld & WA workshops)	-	2 569	900
Sundry Receipts	-	38	-
Sponsorship (0506 DA and 0708 GRDC for APEN Awards)	-	5 000	-
Interest Received	1826	2 116	5 011
TOTAL	26 281	137 085	99 982
Expenditure			
Accountancy & Audit Fees	1 068	1 109	1 165
Administration	21 027	19 962	20 779
APEN Award	-	1 479	2 409
APEN Mentoring Scheme	1 100	237	-
APEN project AEP & Forum 07	3 000	11 000	-
APEN Roadshow workshop expenses	-	-	29 685
Bank & Government Charges	802	1 435	611
Cost of Meetings	149	1 420	1 031
Conference Costs APEN	1 450	-	26 297
2007 APEN Forum	-	19 194	-
ExtensionNet	11 738	12 070	11 643
Insurance	382	382	382
PAIDS AusAID Project	3 715	-	-
Printing, Stationery and Postage	614	44	513
Promotion (Members Directory & membership brochures)	928	899	1 463
Provision for impairment of receivables	297	(704)	-
Region Events Payments	1 659	2 399	715
Sundry Expenses	1 072	228	62
Website	5 081	1 885	1 860
TOTAL	54 082	73 039	98 606

Table 2 Profit and Accumulated funds

	2004-2005 Total \$	2005-2006 Total \$	2006-2007 Total \$	2007-2008 Total \$	2008-2009 Total \$
Net Profit/Surplus	-1 337	11 798	-27 801	64 046	1 376
Accumulated Funds	51 221	63 019	35 218	99 264	100 640

Table 3 Assets and Liabilities as at June 30

		2006-2007	2007-2008	2008-2009
Assets	Cheque Account	17 319	17 980	29 278
	Term Deposit	20 000	85 000	55 000
	Grant account	0	0	16 500
	(DAFF)	0	0	0
	Cash Accounts receivable	1 090	1 045	1 001
	Provision for impairment of receivables	-297	0	0
Total		38 112	104 025	101 779
Liabilities	Accounts owing	2 735	4 761	1 139
	GST owing	159	0	0
Total		2 894	4 761	1 139
Equity		35 218	99 264	100 640

New APEN members

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.

Allison Blake



Allison's current position is Coordinator of viticulture and irrigation training at Murrumbidgee Rural Studies Centre a campus of Tocal College. Allison is employed by Industry and Investment NSW (I&I NSW; formerly NSW DPI) and is based at the National Wine and Grape Industry Centre (NWGIC) in Wagga Wagga, NSW Australia. The NWGIC is a partnership between Charles Sturt University (CSU), I&I NSW and the NSW Wine Industry Association and focuses on wine industry research extension, education and training.

Allison's roles include collaborative development and delivery of nationally recognised Vocational Education and Training (VET) (usually short courses) in partnership with NWGIC staff and irrigation officers from across NSW. Allison has been helping I&I NSW staff develop several courses relating to vineyard health and irrigation.

Prior to her appointment in NSW Agriculture (as it was then known) Allison worked as a Viticulture lecturer for TAFE SA in Naracoorte South Australia delivering training to all levels of wine industry Trainees and professionals and has been involved in the establishments and/ or management of vineyards in NSW, Victoria and South Australia.

Allison is very excited to join a professional association dedicated to the development of individuals in similar roles to her own. She looks forward to improving the effectiveness of her training activities both formal and informal through improving her practices, as a result of learning from the many future networking and workshopping experiences presented by APEN and or its members.

Welcome to these new members who have joined since last edition. We're glad to have you all on board.

Allison Blake	<i>NSW</i>
John Agnes	<i>QLD</i>
Lee Ann Monks	<i>QLD</i>
David Gray	<i>WA</i>
Jillian Fisher	<i>NT</i>
Sam Sellick	<i>QLD</i>
Tanya Sheahan	<i>QLD</i>
Jordan Villaruz	<i>QLD</i>
Bill Dalton	<i>QLD</i>
Awie De Swardt	<i>QLD</i>
Andrew Burrows	<i>QLD</i>
Megan Jones	<i>WA</i>
Oliver Heyward	<i>TAS</i>
Rohan Brill	<i>NSW</i>
Ben Wills	<i>TAS</i>
Caroline Robinson	<i>WA</i>
Mel Rae	<i>TAS</i>
Sally Leigo	<i>NT</i>
Peter McLean	<i>NSW</i>
Anna O'Brien	<i>VIC</i>
Duncan MacDonald	<i>TAS</i>
Ogunremi Ogunremi	<i>NIGERIA</i>
Marie Vitelli	<i>QLD</i>

Marie Vitelli



Marie Vitelli currently is working with the broadacre peak industry body, AgForce Queensland, in a Australian Government Reef Rescue partnership project with Regional NRM Groups, industry and graziers. The project assists primary producers with the voluntary uptake of sustainable land management practices to help minimise run off to the Great Barrier Reef Lagoon. For Marie, working across the six reef catchments from Cape York to Bundaberg is like a home-coming after living in Charters Towers and working across North Queensland for 23 years. During this previous period, Marie worked with graziers and rural blockholders across Dalrymple Shire on a vast range of landcare projects whilst employed by the Dalrymple Landcare Committee. Prior to landcare, Marie worked on weed biocontrol and integrated weed control across north Queensland for 15 years when based at the Department of Natural Resources & Water - Tropical Weeds Research Centre in Charters Towers. Family reasons moved Marie to Brisbane in 2007. She worked with

AgForward delivering GPS and Vegetation Management workshops to producers across Queensland in 2007 and did a brief stint as a DPI&F grazing extension officer in SE Qld. Marie's extension and adult facilitation experience has been honed by mentors like Doug Graham and Bob Shepherd after she moved from an applied weed research to an extension career. Experience and practical knowledge gained from a Postgraduate Masters in Rural Systems Management from the Gatton campus of the University of Queensland (previously known as CRRIC) has immensely helped her project management, evaluation and extension skills. Marie is looking forward to the extended networks and information shared through APEN membership.

J.B. Ogunremi



J.B. Ogunremi was born in Osun, Nigeria and attained BSc and MSc qualifications in Fisheries Management at the University of Ibadan. His working experience has included teaching, and also being a Hatchery Manager (Fish farm) and Farm Manager. J. B. is married with children and his extra curricula interest is professional photography. He is currently working towards a PhD in Fisheries Management and joined APEN as an Overseas Affiliate looking for the opportunity of publishing his journal articles as a researcher (at the International Conference). J. B. is interested to see how he can benefit from APEN membership and would appreciate contact from other members. (His contact details will be in the Members Directory (Roe)).

Naomi Thomson



Naomi works at the Department of Agriculture and Food in Geraldton and her role is a Development Officer in Client Services. She has been in the position about 15 months and has been working on connecting growers and our other clients with the research, information and opportunities available through the Department. Before this position Naomi worked as a Natural Resource Management (NRM) Officer with the Northern Agricultural Catchments Council (NACC) and the Department of Water.

Away from work Naomi recently got married and is looking forward to moving to the family farm in Northampton. She enjoys sport, outdoor activities and travelling. Naomi has joined APEN to learn more about extension to assist her in her work and interests, but also hopes that she can share some of her experiences with other members.

WHERE TO CONTACT APEN:

MANAGEMENT COMMITTEE

Tracey Gianatti (President)
Ph: 0427 344 722
president@apen.org.au

Alison Medhurst
(Vice-President and Vic RC)
Ph: 03 9210 9246
Alison.Medhurst@dpi.vic.gov.au

Greg Mills (Treasurer & NSW RC)
Ph 02 6750 6312
greg.mills@industry.nsw.gov.au

Austin McLennan
(Secretary & NT RC)
Ph 08 8973 9762
austin.mclennan@nt.gov.au

Neale Price (Past President)
Ph 07 3893 3358
nealeprice@carbongrazing.com.au

Kate Charleston (Editor)
Ph 07 4688 1314
kate.charleston@deedi.qld.gov.au

Gerry Roberts (Editor)
Ph 07 4658 4410
gerry.roberts@deedi.qld.gov.au

Regional Coordinators

QUEENSLAND
Derek Foster, Ph: 07 5448 5025
derek@fosterfacilitations.com

NEW SOUTH WALES
Greg Mills Ph: 02 6750 6312
greg.mills@industry.nsw.gov.au

VICTORIA
Alison Medhurst
Ph 03 9210 9246
alison.medhurst@dpi.vic.gov.au

SOUTH AUSTRALIA
Judy Bellati
Ph 08 8303 9670
crosbycock@activ8.net.au

WESTERN AUSTRALIA
Kate Ambrose
Ph: 08 9368 3650
kate.ambrose@agric.wa.gov.au

NORTHERN TERRITORY
Austin McLennan
Ph: 08 8973 9762
austin.mclennan@nt.gov.au

TASMANIA
Sophie Folder
Ph: 0407 367 909
sfolder@serve-ag.com.au

NEW ZEALAND/OVERSEAS
Denise Bewsell,
Ph: 64 3 321 8651
denise.bewsell@agresearch.co.nz

CLUSTER COORDINATORS

Far North Queensland
Peter Holden Ph 07 4048 4600
peter.holden@deedi.qld.gov.au

SE Queensland & N NSW
Warwick Waters
Ph 07 4698 7839
watersw@internode.on.net

Western Queensland
Gerry Roberts Ph 07 4658 4410
gerry.roberts@deedi.qld.gov.au

Sydney
Vacant

Northern Territory
Gabrielle Ellis
Ph 08 8951 8111
gabrielle.ellis@nt.gov.au

SA, TAS
Vacant

ACT
Vacant

APEN SECRETARIAT

Rosemary Currie, PO Box 1239,
WODONGA VIC 3689, AUSTRALIA
Ph: 02 6024 5349, Fax: 02 6056 1967, info@apen.org.au

APEN Website www.apen.org.au

Melbourne
Vacant

Rutherglen (Victoria)
Carole Hollier Ph 02 6030 4500
carole.hollier@dpi.vic.gov.au

Western Australia (Agriculture)
Pamela l'Anson Ph 08 9690 2201
pianson@agric.wa.gov.au

Western Australia (NRM)
Amrit Kendrick Ph 08 9383 4438
amrit@westnet.com.au

Policy
Greg Leach (Qld)
Ph 07 3211 4404
gleach@seqcatchments.com.au

Season's Greetings!

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: Rosemary Currie.

Layout: Ross Tasker, Snap Printing Wodonga, Victoria.

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.

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