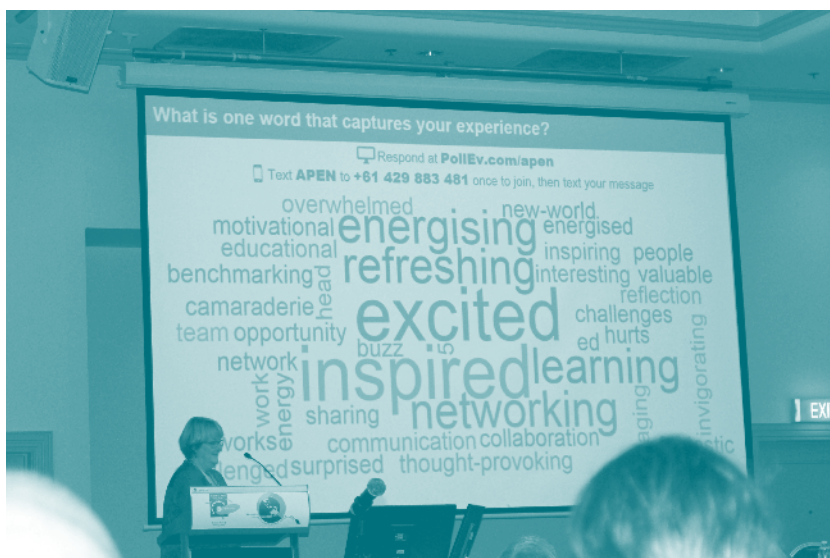


# APEN Conference Wrap-Up

Lisa Stevens, South Australia Regional Coordinator



The 2015 APEN Conference was held in Adelaide on November 10 -12 and delved into all things extension. This year's theme dealt with the ever shrinking world of extension and the increased use of technology and tools such as social media.

180 delegates from across Australia, New Zealand, as well as parts of Asia and Europe descended into sunny Adelaide for 3 days of thought provoking and inspirational presentations with themes such as Monitoring and Evaluation, Change and Innovation, Partnerships and Relationships and New Technology.

This year the APEN conference held their field trip at the beginning of the conference and delegates were treated to field day in the productive food bowl of the Adelaide Hills and learned about the recent Sampson Flat Fires that hit the region in January of this year. Delegates were able to look at the fire scare (pictured above) and talk to local landholder Keith Freegard about his bushfire experience. Delegates then visited the 2014 “Grower of the Year” Robert Green.

Whilst some delegates were enjoying the Adelaide hills other delegates attended a

## Social Media workshop.

On Wednesday the more formal proceedings took place and the conference was officially opened with Jeanette Long making her inaugural address as APEN President to conference delegates.

Gavin Beever (Managing Consultant, ORM) was the first in a successful line of passionate and inspiring guest speakers including, Jeff Coutts (Director, Coutts J & R), Chris Reichstein (Nuffield Scholar and Grain Producer), Jane Weatherley (General Manager, Livestock Productivity, MLA), and Rod Saal OAM (Principle, Ag Assist) with the speakers encouraging us to 'aim for the sky'.

The sessions were varied and diverse such as:

- *Reducing on-farm emissions: successful farmer engagement by understanding the impact on productivity and profitability* – Donna Lucas
- *Filling the innovation gap: Dairy Industry responses to the loss of government extension services* – Neil Webster

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# APEN ETA Sub-Committee Conference Workshop Summary

Rebecca Cross, APEN ETA sub-committee

The APEN conference this year was the perfect platform for the Extension, Training and Accreditation (ETA) sub-committee to hold its first workshop. The sub-committee has been in operation since late 2013 and has members from the tertiary, public and private sectors who aim to improve current extension education and training on offer for both students and professionals. Sub-committee members have identified a collective need to redefine and reinvigorate extension and have collaborated on a paper that outlines this stance (Ampt et al, forthcoming in REIS).

The workshop session was mediated by ETA sub-committee members Bruce Howie (Managing Director, C-Qual Agritelligence), Rebecca Cross (Postdoctoral researcher, Sydney University) and Ruth Nettle (Associate Professor, Melbourne University), with contributions from Peter Ampt (Lecturer, Sydney University) and Helen Ross (Professor, Queensland University) who were unable to attend.

Three papers were presented to frame the sub-committee's approach, with a final discussion session to generate feedback from the audience. The first paper was

delivered by Rebecca Cross and Ruth Nettle on the state of Australian tertiary extension education. It highlighted the lack of cohesion and ad hoc approach to including extension-related 'people-skills' into agricultural and environmental degree programs (if at all), and the consequent necessity for graduates to learn these skills on-the-job. Ruth discussed the expansion of extension-related education at Melbourne University, while Rebecca described the rationale behind the first course on extension to be reinstated at Sydney University in over two decades.

Bruce Howie then delivered a very frank presentation on the role of private providers in catering to training needs. He addressed the skill-gap evident in the extension profession and argued for a collaborative approach to help tailor training to meet this need. Bruce also noted current trends in learning within the professional development field highlighting the shift from structured course modules to independent, workplace learning. Social and collaboration tools are increasingly facilitating personal learning networks and curated learning opportunities.

Helen Ross was unavailable to attend and so Rebecca Cross presented the paper 'reinvigorating extension' on her behalf. This paper summed up the need for a more integrative, innovative, creative and participatory extension approach to dealing with increasingly complex, 'wicked', global problems. It concluded with questions on how this reinvigoration could be instigated via education and training, which led the session into a group thinktank on how this should/could be done.

Attendees were split into small groups to distil recommendations and report back. The main message resounding from these discussions was the need for all graduates to have these 'life-skills' embedded in their education at all levels, and the need for more formal collaboration between the tertiary sector and the extension profession. The level of involvement and enthusiasm of attendees at this session emphasised the need for a longer, more detailed session in the future to better nut-out these ideas and generate useable feedback to influence current education and training programs.

## APEN Conference Wrap-Up (Continued)



**GRDC** Grains Research & Development Corporation  
Your GRDC working with you



- *What's so special about you? How to develop a compelling reason for clients to work with you* – Andrew Huffer
- *Industry backed network enabling change* – Jess Coad
- *Keeping a long running extension program fresh* – Wade Hunkin

The formal dinner was at the Adelaide Oval and who could argue with the view of a world class sporting complex that was in full preparation for the first day/night test using the pink ball (in case you're wondering I'm a pretty big cricket fan). Delegates were treated to Eco-cabs, similar to a tuk-tuk that chauffeured you to and from the dinner.

The conference ended with a highly entertaining and humorous debate moderated by Ian Doyle on *Public vs private extension: Who does it better?* with four public and four private participants to argue

the merit of both sides.

Our major sponsors were GRDC and MLA and their assistance was greatly appreciated. Both provided a keynote speaker (Gavin Beever and Jane Weatherley respectively) and GRDC's Pru Cook contributed her social media skills to the pre-conference workshop along with private consultants Cynthia Mahoney and Greg Mills.

The logos of all the sponsors were seen often throughout the conference and it was great to have the sponsors' representatives there as delegates and also being actively involved; chairing sessions, leading the field trip and being the MC for our Awards Dinner (thank you Taryn) and helping present the APEN Awards (thank you Neil).

We now turn our attention and look forward to the International APEN Conference in Northern Queensland in 2017.

ENET

## APEN Amabel Fulton Award for Excellence in Extension for a Young Professional

**Robbie Commens**, Productivity Development Officer, Australian Macadamia Society

The APEN Awards for Excellence in Extension for an Experienced Professional and for a Young Professional were first introduced by the APEN Management Committee for the 1999 Conference held in Perth. Amabel Fulton was on that management committee and had the original idea. She set up the selection criteria for applications to address. They are:

- The use or development of extension principles in the work.
- Evidence of the effectiveness and efficiency of the work.
- The applicability of the work in the broader practice of extension.

Amabel had a passion for extension and especially for young extension professionals and ran a number of leadership workshops in conjunction with APEN. The 2009 APEN Management Committee decided to rename the Young Professional award to the APEN Amabel Fulton Award in her honour. Sadly, Amabel lost her battle with breast cancer shortly before the first award was presented at the 2009 International Conference in Busselton, WA.

The selection panel gave **Robbie Commens** the top score because the program he has designed and delivered for the Macadamia industry has a strong 'route to change',



APEN Amabel Fulton Award for Excellence in Extension by a Young Professional Award winner Robbie Commens

and there is good evidence of the effectiveness of his approach in the 5 year period of his work. In particular the strength of his program has been achieved by engaging key influencers in the macadamia industry and using their influence and relationships with growers, brokering industry agreed messages around best practice, use of technology and a focus on targeted key messages at the right times. Congratulations Robbie!

**Nathan Nelson**, consulting officer with DairyNZ received a commendation, and **Rebecca Wallis**, project leader with the Grower Group Alliance received a high commendation. Well done to both of you!



## FROM THE EDITOR

I don't know if you remember, but I had promised that the next edition of ExtensionNet would be online.

As you are reading this on paper, you will guess that I have not been able to get this going quite to completion. Well, what can I say other than sometimes, there are project tasks that seem straight forward and that end up much more complicated than anticipated.

So this edition of ExtensionNet is a little more focused on internal news, with the conference wrap-up by one of our newest member on the management committee, Lisa Stevens, with the report from the Annual General meeting that was held during the conference, and a summary of the ETA workshop (by Rebecca Cross).

Graham Harris is also giving us a summary of the main points coming out of the member survey, and Rebecca Wallis is describing how the APEN Small Grants program has helped the GGA Annual Forum.

I would like to thank all the contributors to this edition, and welcome to our new members!

I wish you all great holidays, and we'll be back in the New Year with a technology and social media focused online edition.

Stay tuned!

Maryse



# APEN's Annual Report 2014-2015

Rosemary Currie

The Twenty-First Annual General Meeting of the Australasia-Pacific Extension Network (Inc) was held during the 2015 APEN Conference at Hotel Grand Chancellor on Hindley, Adelaide on Wednesday 11th November, 2015 starting at 4.20pm..

Jeanette Long, APEN President, welcomed everyone to the 2015 APEN AGM and to Adelaide. There were 33 people at the AGM; one from New South Wales, one from Northern Territory, seven from New Zealand, seven from Queensland, five from South Australia, two from Tasmania, seven from Victoria (including one by telephone) and three from Western Australia. There were 177 delegates at the conference.

Jeanette's President's report and the Treasurer's report from Greg Mills are presented below.

Election of APEN Management Committee members

Anthony Kachenk, Lisa Stevens and Donna Lucas were elected for a three year term as Regional Coordinators for NSW, SA and Tasmania respectively.

At the Management Committee meeting held the next day the executive positions were decided upon.

The current committee is therefore:

President	Jeanette Long	Ardrossan, SA
Vice President & Queensland RC	Graham Harris	Toowoomba, Qld
Treasurer & Tas RC	Donna Lucas	Sandfly, Tas

Secretary & New Zealand RC  
South Australian RC  
New South Wales RC  
Victorian RC  
Northern Territory RC  
Western Australian RC  
Editor  
Past President

Denise Bewsell	Christchurch, NZ
Lisa Stevens	Port Augusta, SA
Anthony Kachenko	Sydney, NSW
Mike Weise	Warrnambool, Vic
Warren Hunt	Darwin, NT
Rebecca Wallis	Crawley, WA
Maryse Bourgault	Creswick, Vic
Austin McLennan	Katherine, NT

(Contact details are on the back page)

The other official duty at the AGM was to appoint the Public Officer and the Auditor for 2015/2016. The APEN Public Officer is Rosemary Currie in her role as APEN Executive Secretary and the auditor is again, Bob Travers and Associates, Albury NSW.

In General Business, Roy Murray-Prior, the assistant convenor for the 2017 APEN International Conference gave some information about the conference plans. The Global Forum for Rural Advisory Services will hold their meeting just prior to the conference in Ingham and their delegates will take part in the conference which will be held in Townsville. Plans are underway with Lawrence Di Bella as Conference Convenor and the Hinchinbrook Chamber of Commerce providing support and being part of the conference organising committee.

## APEN President's Report 2014-2015

Jeanette Long



It is with pleasure to day that I present the APEN President's report for the 2014/15 year. I am especially pleased

to have the opportunity to do so at the conference in my home state of South Australia.

I look forward to highlighting the achievements of APEN over the last 12 months.

For me, as the President and Conference Convener it's been a very busy year with my focus being taken primarily to the organisation of the conference.

### Management Committee

The hardworking Management Committee (MC) has managed the affairs of APEN to ensure we are delivering to members. We have been fortunate to have a full committee over the last 12 months with Lisa Stevens stepping into the SA Regional Coordinator role following my election as President.

This year Greg Mills will be moving on from his six year term as NSW RC and Treasurer as will Sophie Folder from Tasmania. Both Greg and Sophie have been valued hard working members of the MC and will be missed. Thankyou Greg and Sophie for your contribution to the Extension profession.

We look forward to welcoming new members to the MC today.

I would also like to thank the Cluster Coordinators who play an important role in bringing regional activities to their area. Not all of these roles are currently filled which provides an opportunity for interested members to step into a role to ensure more activity in their region.

### Sub-committees

Under the APEN constitution we have the ability to use sub-committees to bring in members' expertise, talent and energy to assist with various activities and initiatives. During Austin McLennan's time as President the sub-committees were ramped up to assist with progress towards achieving the goals of the strategic plan. During 2014/15 several sub-committees

have actively continued to pursue these goals.

### SA Conference sub-committee

I would sincerely like to thank the hardworking committee for pulling together the 2015 conference in Adelaide SA. With a small membership base in SA it was a challenge to get started and we appreciate the efforts of Justine Severin Vic, Rebecca Wallis WA, Greg Mills NSW, Denise Bewsell NZ and Roe Currie who provided their assistance to the SA committee of myself, Lisa Stevens, Trevor Ranford, Geoff Kuehne and Lauren Thompson. Our conference organizer Rebecca Olthoff of Daily Events did a truly amazing job on a limited budget and we cannot thank her enough.

### 2017 Conference

The sub-committee organizing the 2017 APEN International Conference is well underway with planning for the conference at Ingham and Townsville in far north Qld. The conference will be held in September 2017 and a short presentation will be given by two members of that committee tomorrow morning.

## Education, Training and Accreditation Sub-committee

This active sub-committee has continued to meet by webinar/teleconference during 2015 being led by Peter Ampt from Sydney University. The main focus for the year has been looking at extension training needs, re-defining extension and preparing papers for a workshop they are running in the last concurrent session of the conference tomorrow. They would appreciate your input if you are able to attend.

## National Extension Policy Subcommittee

This sub-committee organised the APEN response to the standing committee green paper on agricultural competitiveness. Watch the eBulletin for opportunities to be part of any such submissions. Journal and International Initiatives Sub-committee.

## Journal and International Initiatives Sub-Committee

The sub-committee recommended a change in the journal name to the APEN MC and it is now the Rural Extension and Innovation Systems Journal. Its second issue, the special conference edition, is available for sale at the conference. See Roe. Many thanks to Roy Murray-Prior the editor, the assistant editors Sally Marsh and Lisa Cowan and the reviewing team for getting it here in time. We look forward to future issues both from papers presented at this conference and papers that are submitted between conferences. They will also be available on the APEN website along with the past issues of the previous Extension Farming Systems Journal.

APEN has continued to stay in contact with the Global Forum for Rural Advisory Services through Roy Murray-Prior's

involvement and we will be partnering with them for the 2017 conference. The 2017 Conference Convenor, Lawrence di Bella from Ingham, attended the annual GFRAS meeting and was able to discuss plans and needs with GFRAS management. We are looking forward to many international visitors for that conference.

## Social Media Sub-committee

This group includes dedicated members Cynthia Mahoney and Justine Severin who along with MC members Rebecca, Warren, Greg, Graham and Roe met early in the twelve months to plan how to increase APEN's activity in social media.

As a result of their input APEN's social media has been ramped up this year, many thanks to Rebecca Wallis for her efforts with Twitter and Cynthia Mahoney for her time with Facebook. LinkedIn groups are also operating – so take the opportunity to connect with and share through social media.

## Achievements

### Communication

ExtensionNet had one edition in the last 12 months, there has been considerable effort going on in the background by the Editor Maryse Bourgault to develop an electronic version of the magazine through the APEN website. Our aim will be to produce 2-3 electronic versions each year with one hardcopy being posted to all members following the AGM.

Our electronic eBulletin has been sent to all members on a monthly basis keeping them up to date with extension activities and issues as well as training courses, conferences and positions vacant. The Reading Brace provided each month

by Mike Weise, Victorian Regional Coordinator, has also helped to keep people up to date with publications.

## Mentoring Scheme

The mentoring scheme has been operating again this year. Many thanks to Peter Hanrahan who is coordinating the scheme with Roe and to our mentors for donating their time to develop emerging professionals.

This year a total of nine pairs have participated in the program which is now drawing to a close. The scheme provides professional development to mentees and mentors alike and there is more information available on the website.

## Webinars

Many thanks to Leanne Issacson for running our Webinars this year. Our aim is to provide professional development for all of our members from their office.

During the first webinar Leanne provided members with an overview of how to use Linked In as an effective business and networking tool. About 30 people attended.

The second webinar focused on using Twitter and live streaming as an extension tool. Leanne was joined by Tom Whitty from MLA and Lela Prez from Texas involved in agchat foundation in US. There were about 45 participants.

We plan to hold another webinar in December, so watch the eBulletin and our social media for details.

## Member survey

The member survey was carried out this year with 63 respondents representing 13% of the 476 APEN members.

*Continues Next Page*

*Y = Chairperson, R = resigned*

Table 1: Record of APEN MC meetings and member participation, 2014/15

Quorum: 4 Members															
		P	PP	WA	TAS	NSW	VIC	SA	NT	NZ	QLD	ED	Secretariat	Members	
Meeting	Date														
#1501	26/09/14	Y		Y	Y	Y					Y	Y	Y	6	
#1502	24/10/14	Y		Y					Y	Y	Y	Y	Y	6	
#1503	21/11/14	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	10	
#1504	19/12/14	Y			Y					Y	Y		Y	4	
#1505	31/01/15	Y		Y	Y		Y	Y	Y	Y	Y	Y	Y	9	
#1506	27/02/15		Y		Y		Y	Y	Y	Y		Y	Y	6	
#1507	27/03/15		Y		Y		Y			Y	Y	Y	Y	6	
#1508	24/04/15	Y	Y	Y	Y				Y		Y	Y	Y	7	
#1509	29/05/15	Y		Y	Y	Y			Y	Y	Y	Y	Y	8	
#1510	26/06/15	Y					Y		Y	Y	Y		Y	5	
#1511	31/07/15		Y	Y		Y	Y		Y	Y		Y	Y	7	
#1512	28/08/15	Y						Y		Y	Y		Y	4	
#1513	25/09/15	Y					Y	Y	Y				Y	4	
#1514	30/10/15	Y		Y	Y	Y	Y					Y	Y	6	
Total		11	4	8	9	5	8	5	9	10	10	10	14		

The results of the survey will assist the MC in developing plans for the coming two years. The results indicate there is a strong satisfaction with APEN as a networking organisation and a belief that it is well managed and effective. There is also a good level of satisfaction with how APEN addresses professional development however there was a deal of uncertainty with the way APEN addresses policy and advocacy.

The full report will be available on the website once it has been approved by the MC. Many thanks to Graham Harris for collating the results and preparing the report.

### Regional Activities

In 2014/15 regional activities have occurred in Tasmania and New Zealand. In March Sophie Folder and Aysha Fleming (theCluster Coordinator) coordinated a Facilitation Skills Workshop which was held in Launceston which I delivered to over 20 participants. This came about after an earlier networking meeting held during November last year where they decided to run the workshop.

Denise Bewsell worked with Greg Mills to coordinate him delivering his Value Base Messaging workshop in Lincoln and in Wellington. The second of these being kindly supported by Beef and Lamb NZ. The workshops were well supported with approximately 30 people taking the time to participate.

Regional activities are an important way of providing training and networking for existing members and as a method of attracting new ones.

### Representing APEN

About twelve months ago I had the privilege to represent APEN at the Sugar Industry Conference in Toowoomba and to give a talk on the future of extension.

Mike Weise, the Victorian Regional Coordinator, represented APEN at a review of education in Agriculture in TAFE and higher education early in 2015.

### Future plans

#### Roadshow for 2016

APEN's major activity for 2016 will be a Roadshow. The tender to present the roadshow will be announced in the

December eBulletin. We will be looking for suggestions on workshop topics and hope to have at least one workshop in each region. So start thinking about what professional development you would like to see from APEN and whether you can be the provider.

### Thankyou

I would like to thank the MC as a whole, Custer Coordinators and other dedicated members for their valuable volunteer contribution. I would particularly like to thank APEN secretariat Roe Currie who does an amazing job of keeping the organisation functioning effectively.

As a volunteer organisation APEN relies heavily on the time and expertise of it's members. Since taking on the President's role I have been impressed with the commitment to the organisation by not only the MC but also many active members, thankyou all.

I look forward to the year ahead.

Kind regards

Jeanette Long

APEN President

## APEN Award for Excellence in Extension for an Experienced Professional:

**Simon Sankey**, Dairy NZ Extension Team Coach

**Cam Nicholson**, Nikon Rural Services

The selection panel has awarded **Simon Sankey** the 2015 APEN Award for Excellence in Extension for an Experienced Professional for the scale of his influence in extension in the dairy industry in New Zealand. This is exemplified by the role that Simon played in re-casting the fundamental approach to DairyNZ's core activity – Consulting Officer led discussion groups (in the move to Whole Farm Assessments), and his focus and energy in supporting other extension professionals through training and mentoring. The praise from his colleges in the application was very strong and it is very clear that Simon is a great mentor to his extension colleges, young and old. New Zealand dairy would be a different industry without Simon's contribution. Congratulations Simon!

**Cam Nicholson** began his career as a Livestock and Pastures Extension Officer, Department of Agriculture, Victoria and then began his own consulting business about 16 years ago, called Nikon Rural Services. The 2015 APEN Award for Excellence in Extension for an Experienced Professional has been presented for Cam's contribution to extension design, delivery and governance in the fields of livestock production, cropping and Natural Resource Management. An impressive aspect of Cam's work is the practical 'on the ground' elements, matched with the



APEN Award winners Simon Sankey and Cam Nicholson

development and use of engaging decision support tools. Risk is a hard nut to crack and his approach has opened the discussion in many forums – industry and farm level. He has had a wide influence through his work in MLA, GRDC and Landcare/CMA projects, and through his networks. Congratulations Cam.

**Dale Grey**, seasonal risk extension specialist with the Victorian Department of Economic Development, Jobs, Transport and Resources (Agriculture) and **Clare Taylor**, Coordinator of Kimberly to Cape both received commendations for their work. **Clare Edwards**, Lands Services Officer (Pastures), NSW Central Tablelands Local Land Services, **Liz Alexander**, Principal consultant of Blue Dog Agribusiness and **Melissa Cann**, Regional Manager Grains, with the Victorian Department of Economic Development, Jobs, Transport and Resources received high commendations. Congratulations!

# APEN Treasurer's Report for 2014 - 2015

Greg Mills

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, 2015 was sound with total equity of \$89,975. During the year we received \$1,574 interest from our investments. There was an operating loss for the 2014/2015 financial year of \$4,357.

Tables 1 and 2 record the profit and loss situation and Table 3 records the Assets and Liability situation. In 2012-13 APEN took on the management of SELN fund (\$8,575) which are now included in APEN audited reports.

A healthy equity allows APEN:

- to provide free copies of Shaping Change to new members postage free and to other members at postage cost only
- to allow the Management Committee to meet more regularly to facilitate greater strategic planning
- to underwrite future conferences and cluster activities and
- to be able to offer tenders for the completion of tasks needed to keep APEN operating as a peak body.

As Treasurer I would like to thank Rosemary Currie for her management of the organisation's finances.

APEN activities are also supported by many organisations who provide in-kind support by providing assistance such as meeting venue at no cost. The employers of management committee members also make significant contributions through staff time commitments and in some cases assistance with travel to APEN activities. Increasingly many management committee members operate their own businesses and the time commitments away from their business activities should also be recognised.

After six years I am stepping down as Treasurer and NSW coordinator in accordance with the APEN constitution. I would like to thank those APEN members who have served on the Management Committee over this time for their support and enthusiasm. I would like to acknowledge Jeanette for her leadership this year, taking on the role of President and also convening a highly successful conference.

Greg Mills, APEN Treasurer



Table 1 Income and Expenses

	2012 - 13 Total \$	2013 - 14 Total \$	2014 - 15 Total \$
<b>Income</b>			
Advertising	-	-	-
APEN Conference	-	37 659	1 836
APEN Roadshow workshops	-	25 209	7 920
APEN Webinar local event	532	-	-
Horticulture Australia (HAL) project	81 000	9 000	(1 940)
Shaping Change Book	2 474	1 683	3 040
Membership	26 395	29 763	30 050
SELN funds	8 575	381	296
Sundry Receipts	-	32	325
Sponsorship – GRDC & Other re Forum, DAFF	6 250	-	23 250
Region Income	-	-	4 637
Interest Received	2 741	1 710	1 278
<b>TOTAL</b>	<b>127 967</b>	<b>105 437</b>	<b>70 692</b>
<b>Expenditure</b>			
Accountancy & Audit Fees	1 284	1 381	1 383
Administration	30 735	31 917	32 423
APEN Award	-	708	-
APEN Mentoring Scheme	188	-	473
APEN project AEP & Forum 07	466	3 205	2 522
Bank & Government Charges	903	1 502	1 263
Cost of Meetings	6 368	7 023	1 058
Conference/Forum Costs APEN (incl. VC to HAL)	50 387	45 865	10 465
EFS Journal	-	524	368
ExtensionNet	7 939	5 253	4 486
Insurance	390	400	410
Not In Tender	-	2 526	232
Printing, Stationery and Postage	741	39	364
Promotion (Members Directory & membership brochures, APEN Banners)	2 032	964	1 068
SELN expenses	552	240	265
Region Events Payments	304	13 056	15 491
Sundry Expenses	228	298	1961
Tender payment	4 160	6 700	-
Website	4 291	806	817
<b>TOTAL</b>	<b>110 968</b>	<b>122 407</b>	<b>75 049</b>

Table 2 Profit and Accumulated funds

	2010 - 2011 Total \$	2011 - 2012 Total \$	2012 - 2013 Total \$	2013 - 2014 Total \$	2014 - 2015 Total \$
Net Surplus/Loss	49 825	-31 663	16 999	-16 970	-4 357
Accumulated Funds	125 966	94 303	111 302	94 332	89 975

Table 3 Assets and Liabilities as at June 30

		2012 - 2013	2013 - 2014	2014 - 2015
<b>Assets</b>	Cheque Account	20 922	34 813	44 442 77
	Term Deposit	0	35 945	16 114
	Online Saver	85 000	11 757	17 192
	Term Deposit SELN	10 285	10 666	10 963
	Cash	0	0	0
	Accounts receivable	1 852	4 255	5 766
	Provision for impairment of receivables	0	0	0
<b>Total</b>		<b>118 257</b>	<b>97 436</b>	<b>88 105</b>
<b>Liabilities</b>	Accounts owing	6 955	3 104	3 896
	GST owing	0	0	0
<b>Total</b>		<b>6 955</b>	<b>3 104</b>	<b>3 869</b>
<b>Equity</b>		<b>111 302</b>	<b>94 332</b>	<b>89 975</b>



# Member Survey Key Points

Graham Harris, APEN Queensland Regional Coordinator

**Every few years, we ask our members questions about themselves, their jobs, and how we can help and how we are doing.**

The full report is available at  
<http://www.apen.org.au/member-surveys>.

As always we welcome additional comments at [info@apen.org.au](mailto:info@apen.org.au), on our Facebook page or LinkedIn group.

## **Information on survey participants and their jobs:**

- The response rate was 13%, with two-thirds male and one third female
- There was a broad cross-section of respondents in terms of years of experience in extension – there was a greater proportion of female respondents in the younger age groups (25 to 45 years)
- Half of respondents had less than 10 years in extension
- There was a broad cross-section of employers represented by respondents – 38% from government, 24% from the private sector, 17% from industry and 11 % from academia
- Respondents identified a number of challenges they face as extension professionals – these included:
  - o A lack of recognition of extension as a profession
  - o Lack of available funding for extension activities
  - o Lack of time to keep abreast of extension developments
  - o Remoteness hindering interaction with other extension professionals
  - o Changes in government policies towards providing extension services
  - o Resistance to change by research and extension professionals
- There were a range of training activities undertaken by the one-third of respondents in the past two years.

## **Information about member's experience with APEN**

- There was strong satisfaction with APEN as a networking organisation, and a belief that it is well managed and effective
- There were several suggestions made in relation to improving APEN's effectiveness in addressing its goals:
  - o APEN more actively promote the value of good extension practice to R&D Corporations and governments, and at national peak body conferences
  - o APEN assist extension practitioners identify measureable outcomes from their work
  - o APEN expand the number of regional activities for members
  - o APEN use collaborative/social tools to strengthen networks
  - o APEN provide an extension professional resource to assist individuals and groups
  - o APEN continue providing professional development opportunities – webinars, videos, sharing of resources
  - o APEN ramp up efforts in professional development
- The most used APEN services have been the APEN Bulletin, ExtensionNet and the APEN website. Webinars have also been popular
- APEN activities rated with high importance included networking, the APEN eBulletin, webinars and professional development and training opportunities
- 57% of respondents also provided training suggestions that APEN could assist with
- There was general satisfaction with the APEN Management Committee, although more information about the MC was requested and that more should be done to progress the extension profession

ENET



# APEN Supports the GGA Annual Forum Through the Small Grants Program

Rebecca Wallis, Western Australia Regional Coordinator

In August, APEN provided support to the Grower Group Alliance (GGA) Annual Forum through its Small Grants Program.

The GGA Annual Forum had themes that addressed APEN's core values of supporting the capacity and knowledge development of extension professionals. The grant particularly supported some of the travel costs of guest speaker and APEN member Neels Botha, AgResearch NZ.

Communication, collaboration and innovation were the big themes at the 2015 GGA Annual Forum.

The 12th Annual Forum, 'Practice Change to Profit: Supporting Effective Grower Groups', demonstrated the important role that regionally based grower groups play in driving innovation, and focused on how groups could support research to be effectively extended into on-farm practice change and adoption.

Forum delegates heard firsthand how agriculture was not alone in its struggle of getting research out of the lab and into practice, with health professional and knowledge translation expert Tamika Heiden providing an insight into the world of knowledge translation and implementation science.

Tamika described how the field of knowledge translation took a lot of its initial inspiration and learnings from agricultural extension, highlighting that in the health sector it takes around 17 years to get a research into clinical practice.

"Tamika's presentation was enlightening, it really highlighted that some of the challenges that we face in agriculture are similar to those other industries are trying to tackle. What was even more fascinating was that the agricultural industry has been, at many times, the leader in this field," GGA Strategic Advisory Group Chair and Mingenew farmer, Clancy Michael said.

Neels Botha followed Tamika, presenting on extension frameworks in the New Zealand Dairy Industry, particularly focussing on business discussion groups as an extension tool to achieve on-farm adoption and improvements in productivity.

Wrapping up the day, networking specialist Robyn Henderson gave a dynamic presentation on how to develop meaningful connections and the importance of networks professionally and personally.

Robyn encouraged attendees to develop a systematic approach to networking and reiterated that personal networks can play a pivotal role in finding solutions to individual needs but also to those of peers.

The Annual Forum is GGA's premier event, but it is just one way the Alliance works to support regionally based grower groups and their communities to drive on farm innovation for a profitable and sustainable agricultural industry.

The GGA also supports grower groups by providing training, communication, project collaboration, and event and operational support, to ensure that groups can continue to deliver the most up-to-date and locally relevant information to their members.

The Grower Group Alliance is a non-profit, farmer driven organisation connecting grower groups, research organisations and agribusiness in a network across WA. The GGA is funded by DAFWA.

## APEN Small Grants Program

*The APEN Small Grants for Regional Events Program will provide grant funding and/or seed funding to assist individuals and organisations to access the initial funding required to organise and provide regional activities in line with APEN's objectives. A key goal of APEN is to foster professional development opportunities for people working in all areas of extension.*

*Applicants can apply for either small grant funds (<\$250) or seed funding (<\$1000).*

*Small grant funds will be provided without expectation of any funds being returned to APEN.*

*Seed funding will be provided with the expectation that these funds will be recouped, i.e seed funding and an agreed percentage of profits will be returned to APEN at completion of the event.*

*The APEN Management Committee will select projects that they believe will contribute to the development of the extension profession in Australia, New Zealand and the broader Australasia-Pacific region. In an endeavour to promote and foster novel and innovative projects there is no specific criteria for the program, other than projects must contribute to the professional development of people working in extension in a networking context. Applications can be submitted at any time. The application form as well as additional information is available at: <http://www.apen.org.au/regional-and-cluster-events>*

# 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.



## Nathan Nelson

Dairy NZ Consulting Officer based in Southland, New Zealand

Having grown up on a dairy farm and being fortunate enough to be able to study Agriculture at high school, it was natural to progress this interest at Massey University where I studied a Bachelor of Applied Science majoring in Agriculture and stayed on for an extra honors year. Having completed my studies and ready to join the workforce I secured a position with Dairy NZ as a consulting officer running a range of farm system discussion groups and specialized knowledge transfer groups within the Dairy Industry. I'm passionate about extension and the privileged position I'm in to be apart of influencing on farm change which delivers to our farmers aspirations both personal and business. My current role with Dairy NZ has seen me based in Invercargill for the past 4 years. I'm excited to join the APEN network and look forward to connecting with like minded professionals and found the recent APEN Conference in Adelaide a great opportunity for this as well as being surrounded by people who actually understand 'extension'. I was honored to be nominated and considered for the Amabel Fulton Young Professional Extension Award where I received a commended certificate.



## Muhammad Ali

Muhammad Ali has been working as Lecturer in Agriculture Extension since 2008 in PMAS-Arid Agriculture University, Rawalpindi, Pakistan. Ali has earned his post graduate degree in Agriculture Extension from University of Agriculture, Faisalabad, Pakistan. He started his career as Customer Services Officer (CSO) with Khushhali Bank (prosperity bank)-a leading micro-financing institution, where he had experience to handle micro finance for rural population for quite a time. Besides teaching, training, supervising and conducting of research in agriculture extension and rural development fields, he is actively involved in rural advisory services to farmers, government and NGOs. He is also consultant (agriculture) to many organizations like ActionAid-Pakistan, AgfolInnova, Develop Our Valuable Earth (DOVE) etc.

Muhammad holds honorary advisory positions with various development organizations in the field of agriculture policy, capacity development and programming rural development interventions. The membership of Global Forum for Rural Advisory Services (GFRAS), Agriculture Extension in South Asia (AESAs), National Curriculum Revision Committee of Higher education Commission (HEC)-Pakistan and other organizations goes to his credit. He is founder of Pakistan Extension Network (PEN)-AESAs. Lastly, he is the recipient of XIVth star award 2003 and Leader of the New Millennium in recognition of the services rendered at the national level by South Asia Publications.

## 2016 APEN Roadshow Call for Tenders

The APEN Management Committee is seeking Tenders to run the APEN 2016 Roadshow. A Roadshow will provide a one day, catered, workshop addressing a relevant theme relating to extension that will be delivered in each of the APEN Regions (Qld, NSW, Vic, Tas, NT, SA, WA, NZ) during 2016. Note that delivery of the Roadshow could be split between Australia and NZ if appropriate.

This year, APEN wishes to prioritise topics related to the development of extension projects which should incorporate:

1. Defining the issue and how extension can address it
2. Designing the project to address the issue
3. Preparing the funding application
4. Incorporation of evaluation in the project
5. Reporting the outcomes of the project

Specialist skill courses on the following topics will also be considered:

- Evaluation
- Facilitation
- Leadership
- Use of social media
- New and novel extension approaches
- Program LOGIC
- Project Funding applications
- Designing extension friendly websites
- Writing skills to write up extension work

The due date for the submission of tenders is 9am AEDT, 9 February 2016 to Roe Currie at the APEN Secretariat [info@apen.org.au](mailto:info@apen.org.au) Applicants will be notified of their success by 9 March 2016.

For more information go to: <http://www.apen.org.au/2016-roadshow-tender>

# New APEN members



## Melissa Rebbeck

My family farmed a large pastoral company in the south east of SA. I went to Roseworthy Agricultural College and immediately saw and heard of so much information that was not being taken up by my family and others. The barriers to adoption interested me. Since then I have been passionate about seeing faster uptake and adoption of new research. Whilst often referred to as a climatologist, my formal qualifications are in Agriculture, Natural Resource Management, Business Management, Communication and Extension. I have applied and built on my qualifications for 20 years by managing applied climate and agricultural research projects. 16 of those years were with SARDI. I now direct my company Climate & Agricultural Support Pty Ltd where I continue to conduct applied science projects encompassing farmer engagement and adoption of the outputs. I also manage a small cattle enterprise. My passion for extension and adoption of science has resulted in many books and resources utilised by farmers including over 520 weekly stock journal articles on the climate page. I am now excited about my new extension endeavours utilising knowledge platforms, integrating most communication techniques.



## Jude Matusiewicz

I'm Jude Matusiewicz and I have a business called Evidence Based Worming which provides extension and other services relating to parasite management for the horse industry. Prior to my retirement from the Australian Public Service in 2007, I was very fortunate to have enjoyed a diverse career both within and outside the public sector from being a cut-flower grower, to working in extension in horticulture for an industry training council in the Northern Territory to working in the Department of Agriculture in programs such as Farm Help, Farm Bis and the Natural Heritage Trust for the fisheries sector. In these roles I was essentially an extension officer, but it wasn't called that at that time. After I retired I took a path that some might find odd in retirement - I decided to return to Charles Sturt University to begin a Masters Degree in Animal Science. Horses have always been my passion and when my studies took me in the direction of both Extension and Parasitology, I discovered a market niche that would tick a few of my bucket-list boxes, hence the birth of my little business.



## Rod Saal

Rod has a B.Agr.Sc. On graduation he worked for Livestock Meat Authority of Queensland developing carcass classification and the livestock market reporting service. In 1983 he returned to the family farm. During this period, he was also employed by the QDPI as a Farm Financial Counsellor. In 1997 he became Program Leader for Climate Extension in Queensland with the Queensland Centre for Climate Applications. In 2001 he joined The Bush Connection as the Dairy Regional Assistance Program Queensland Team Leader working with dairy farmers coping with dairy deregulation. From 2003 to 2009, Rod had a contract with AgForce Queensland processing Exceptional Circumstance applications and assisting members with drought enquiries. He has always maintained a small book of clients and since the AgForce contract finished he has been full time in his farm business management consultancy based in Toowoomba on the Darling Downs. In 2010 he was awarded a Medal of the Order of Australia for services to primary industry and to the rural community. In 2015 he was, awarded the AgForce Grains Industry Excellence Award for service to the Qld grain industry.

Rod is passionately committed to rural and regional Australia. He believes this is the heart and soul of Australia.

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

Cindy Cassidy	NSW
Krysteen McElroy	SA
Leanne Isaacson	SA
John Smith	Qld
Karine Cadoret	Tas
Nicole Bennett	SA
Jodie Pain	SA
Emma Rooke	SA
Virginia Porcile	URUGUAY
Lucy Hyde	SA
Sjaan Davey	SA
Ken Orr	Vic
Edward Joshua	NSW
Mohammad Lugman	PAKISTAN
Brendan Godfrey	SA
Lisa Taylor	SA
Matt Westover	SA
Louise Gavin	SA
Camille Jenkinson	SA
Mark Walsh	SA
Janet Walton	SA
Ashley Hobbins	Tas
Kiran Singh	INDIA
Anna Renkin	Tas
Michelle Rodrigo	NT
Geoff Cowey	SA
Joseph Lepheana	LESOTHO
Fiona Harris	NSW
Pauline Zanet	SA
Irene Sobotta	NSW
Aaron Kama	SOLOMON ISLANDS
Dominie Wright	WA
Hamid Orban	UNITED ARAB EMIRATES
Phil Cranney	NSW
Jude Matusiewicz	NSW
Ee Cheng Ooi	Vic
Safu Afrad	BANGLADESH
Ali Ali	PAKISTAN
Caroline Dorr	SA
James Allen	NZ
Rizvankhan Ghasura	INDIA
Vinh Nguyen Duc	VIET NAM
Taryn Mangelsdorf	SA
Helen Percy	NZ
Julie White	NSW
Sally Dickinson	Qld
Gomathy Palaniappan	Qld
Selina Stillman	NSW
Adrian Loschiavo	SA
Jeff Edwards	SA
Geoffrey Johnston	Qld
Isabel Arevalo-Vigne	WA
Alejandra Chena	ARGENTINA
Natasha Morley	SA
Renelle Jeffrey	NSW
Tony Butler	Tas
Kristy Lankester	Qld
Leanne Sherriff	Tas
John Connell	Qld
Jane Wightman	NSW
Bruce Hancock	SA
Melissa Cann	WA
Clare Taylor	NT
Eliza Dowling	WA
Andrew Reid	NZ
Nathan Nelson	NZ
Catriona Millen	NSW
Alice Ritchie	WA
Melissa Rebbeck	SA
Emily Barbi	Qld
Rod Saal	Qld
Mahesh Chander	INDIA
Anna Cochrane	WA
Fiona Koch	SA
Lauren McWilliam	NZ
Turi McFarlane	NZ
Olivia Ross	NZ
Jason Griffin	NZ
Jamie Allnutt	ACT
Eliza Rieger	SA
Ashley Norval	ACT
Zoe Creelman	Vic
Kristen Stirling	Vic
Anne-Maree Boland	Vic





## Safiul Islam Afrad

Dr. Md. Safiul Islam Afrad was born in 30 September, 1969 in Bangladesh. Dr. Afrad graduated from Bangladesh Agricultural University, Mymensingh in 1996. He obtained MS degree (Agricultural Extension Education) from the same university in 2002. Dr. Afrad Joined as Lecturer in Patuakhali Science and Technology University in 1997. Before that he started his career as an Assistant Director (Agriculture) in Bangladesh Agricultural Development Corporation (BADC) from July 31, 1997 to November 26, 1997. Then he joined in the department of Agricultural Extension and Rural Development of Bangabandhu Sheikh Mujibur Rahman Agricultural University, Gazipur in 2004 as Assistant Professor. Dr. Afrad secured his PhD degree (Agricultural Extension and Rural Development) in 2009 and promoted as Associated Professor in 2010. Now he is working as professor and head of Agricultural Extension and Rural Development department. So far he supervised 18 MS students and published 49 national and international high quality articles including a contribution to the 'Knowledge Driven Development: Private Extension and Global Lessons' Textbook published by Academic Press, ELSEVIER and 'Family Farming and Rural Economic Development' Textbook published by New Indian Publishing Agency, New Delhi. He participated in several national and international seminars, workshops and conferences.

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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: Maryse Bourgault**

**Layout: Ross Tasker, Snap Albury 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.*

**Stories and photos (next edition) due to Editor 1 February 2016**