

Liebe Group Newsletter

CELEBRATING
20
YEARS
IN 2017

SEPTEMBER 2017 | VOLUME 20 | ISSUE 7

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LIEBE EVENTS

- ▷ **Spring Field Day**
Thursday 14th September
- ▷ **Womens Bus Tour**
Tuesday 19th September
- ▷ **Liebe Esperance Grower Innovation Tour**
19th - 22nd September
- ▷ **Liebe Farm Finance 101**
12th October
- ▷ **Liebe Farm Finance 102**
7th December

GENERAL MEETING DATES

- ▷ Monday 16th October
- ▷ Monday 11th December

The Liebe Group would like to acknowledge and thank the Department of Agriculture and Food WA, the Australian Government, the Grains Research and Development Corporation and Farm Weekly for their valued support.

LIEBE GROUP CELEBRATES 20 YEARS OF OPERATION IN 2017

Danielle Hipwell, Administration and Communications Officer, Liebe Group

A big thank you to all of those who attended the Liebe Group's 20th Anniversary Dinner on Friday 25th August at the Dalwallinu Town Hall. It was a fantastic opportunity for 112 of our past and current, staff, members and partners to come together to celebrate and reminisce on the past 20 years of the Liebe Group.

From a small group of farmers in 1997 to a membership base of 100 farming businesses in 2017, the Liebe Group has continued to grow and develop over the past two decades. The Liebe Group continues to be the dynamic and innovative group it set out to be and continues to provide members with access to locally driven research through field trials, workshops and events. The 20th Anniversary Dinner aimed to celebrate the growth and achievements of the group during this time and to reminisce with those who have taken part in this journey.



Liebe Group Vice President, Alex Keamy, Founding Members, Dianne Diamond and Stuart McAlpine, and Liebe Group President Ross Fitzsimons

DIAMOND PARTNERS

Article continued on page 10...



EO REPORT

Bec McGregor, Executive Officer, Liebe Group

Welcome to spring!

The start of September also means the Liebe Group 20th Spring Field Day is just around the corner. This year's Spring Field Day will be held on Thursday 14th September at the Dodd's Property, West Buntine. Despite the late start to the season there is plenty on show at this year's event with 15 trials being presented in the field. We also have a number of interesting marquee presentations on offer this year including Control Traffic Farming from Ben Stewart, Farmanco, a Micronutrient Panel Discussion with Dave Cameron (Farmanco) Adrian DeWaal (Soil Fertility Management) and Angus McAlpine (CSBP), and a presentation from Ben Cole from Wide Open Agriculture. The Liebe Group also welcome special guests and Buntine originals Cameron Syme from Limeburner's Distillery who will be speaking on his businesses story and Robyn Cail from Lucky Bay Brewery. It is sure to be a great event and we encourage all Liebe members to come along and enjoy the day.

See page 4 for a full agenda.

The Liebe Group also recently celebrated its 20th milestone with a special anniversary dinner held on Friday 25th August. The night was a great success with 112 in attendance including past and current staff, members and supporters. The event saw 12 previous staff members return to celebrate and a number of familiar faces from the last 20 years of the group. The Liebe Group would like to thank all who joined us in celebrating on the night, those who helped both with the set up and pack up and the 20th Year Committee who planned and organised the event. See page 10 for the full event wrap-up.

On 17-18th August, Rebecca Wallis, Deb Metcalf, Stuart McAlpine and I attended the Grower Group Alliance (GGA) Growing Expectations National Summit in Perth. This two day forum was jam-packed with presentations from local, national and international presenters on a range of topics.



The focus of the event was around where grower groups need to be in the next 5 years and what opportunities there are for groups such as ourselves. See the GGA website for more information and for a copy of presentations from the event.

The Liebe Group have a number of exciting events coming up in the next month including the Esperance Grower Tour which will take place from Tuesday 19th – 22nd September and the “Bus about in your own backyard” Women's bus tour on Tuesday 19th September. We will also be holding two upcoming financial management workshops with details to be confirmed soon. See page 12 for more information.

GOLD PARTNERS



SILVER PARTNERS

Syngenta

Adama Australia

Australian Grain Technologies

Tek Ag

4Farmers

GrainGrowers

Scott's Watheroo Dolomite

NuFarm

Pacer Legal

Landmark

Refuel Australia

Agrimaster

Pacific Seeds

BASF

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CELEBRATING
20
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SPRING FIELD DAY

THURSDAY 14TH SEPTEMBER 2017

DODD PROPERTY, JACKSON RD WEST BUNTINE



Field Trials

National Variety Trials
Collaborative Herbicide
Management Site
Wheat Nutrition
Canola Time of Sowing
And much more...

Demonstrations

Historical Wheat
Cultivation Demonstration

Presentations

Control Traffic Farming
Micronutrient Panel
Wide Open Ag

Special Guests

Cameron Syme, Limeburners Distillery
Robyn Cail, Lucky Bay Brewery

Cost

Liebe Members Free
Non-members \$75
Students \$20
Lunch \$5

Registration

8:30am for 9am start

Sundowner

Burger van and bar open from 5pm
Cash only

Queries

Ph: 08 9661 0570
E: research@liebegroup.org.au

The day includes a field day booklet, presentations, tea and coffee, morning and afternoon tea and a wealth of knowledge and networking.



DIAMOND
PARTNERS



EVENT
PARTNER



EVENT
SUPPORTER



SPRING FIELD DAY AGENDA 2017

8:30	9:00	Registration											
9:10	9:30	Welcome Liebe Group Vice President – Alex Keamy Site and season overview Main Trial Site Host – Mike Dodd Housekeeping R&D Agronomist and Coordinator – Alana Hartley											
9:40	10:00	Liebe Group 20 th year celebrations – Stuart McAlpine											
10:10	10:20	Morning Tea											
		Session 1		Session 2		Session 3		Session 4		Session 5 -		Marquee	
10:30	10:50	1 a. Wheat NVT (1 of 2)		7 a & b. Canola NVT (1 of 2)		12 a. Canola Herbicide Systems (1 of 2)		Bus – Site 13 & 14: Rhizoctonia management (1 of 2)		10. Terrain fence line weed management (1 of 2)			
11:00	11:20	1 b. Barley NVT (1 b) (1 of 2)		7 c. Lupin NVT (7 c) (1 of 2)		12 b. Pre-emergent control of ARG in wheat (1 of 2)		6. Cultivation demonstration & Soil pit (1 of 2)		11. Croplands Spray set up display (1 of 2)			
11:30	11:50	4. Wheat nutrition after Canola (1 of 2)		9. Powdery Mildew on Wheat (1 of 2)		8. Canola TOS (1 of 2)		6. Cultivation demonstration & Soil pit (1 of 2)		5. Nitrogen Scorch in Wheat (1 of 2)		DDHS presentations 'Careers in Ag'	
12:00	12:20	R & D Session											
12:30	1:20	Lunch											
1:30	1:50	7 a & b. Canola NVT (2 of 2)		1 a. Wheat NVT (2 of 2)		Bus – Site 13 & 14: Rhizoctonia management (2 of 2)		12 a. Canola Herbicide Systems (2 of 2)		2. Historical Wheat demonstration (1 of 2)		Control Traffic Farming – Get you're A-B lines right the first and only time – Ben Stewart, Farmanco (M1)	
2:00	2:20	7 c. Lupin NVT (2 of 2)		1 b. Barley NVT (2 of 2)				12 b. Pre-emergent control of ARG in wheat (2 of 2)		10. Terrain fence line weed management (2 of 2)		Micronutrient Panel Discussion (M2)	
2:30	2:50	9. Powdery Mildew on wheat (2 of 2)		4. Wheat Nutrition after Canola (2 of 2)		3. Nitrogen management strategies (1 of 2)		11. Croplands Spray set up display (2 of 2)		5. Nitrogen Scorch in Wheat (2 of 2)		Wide Open Agriculture – the future of multi-enterprise farming for a sustainable future – Ben Cole (M3)	
3:00		Afternoon tea – GRAB & GO											
3:10	3:30	3. Nitrogen management strategies (2 of 2)		8. Canola TOS (2 of 2)		6. Cultivation demonstration & soil pit (2 of 2)		2. Historical wheat demonstration (2 of 2)					
3:40	4:10	"Building a new niche value add agricultural product" – Limeburners Distillery – Cameron Syme (M4)											
4:15	4:45	"Local Barley, Local Beer" – Lucky Bay Brewery – Robyn Cail (M5)											
4:50	5:10	Survey Raffle: Liebe Group R&D Agronomist and Coordinator – Alana Hartley Close Liebe Group R&D Chair Boyd Carter											

THE LIEBE GROUP WOMEN'S COMMITTEE INVITES YOU TO
BLOOMS, EGGS AND ORANGES...
**BUS-ABOUT IN YOUR
OWN BACKYARD**



TUESDAY 19TH SEPTEMBER

Travel with local women around the Dalwallinu, Watheroo and Moora areas, on an informative bus tour visiting alternative businesses to showcase diversification and opportunities for innovation!

The bus tour will departing from and returning to Dalwallinu from 9am to 5pm, visiting:

- Wheatbelt Succulents, Dalwallinu
- Moora Citrus, Moora
- Ryan's Potato Farm, Moora
- Western Wildflower Farm, Coomberdale
- Manavi Farm Pastured Eggs, Watheroo

Morning tea and lunch provided.

Spaces are limited

Please RSVP to the Liebe Office by 11th September

P: 9661 0570

E: admin@liebegroup.org.au

Members: Free

Non-members: \$30

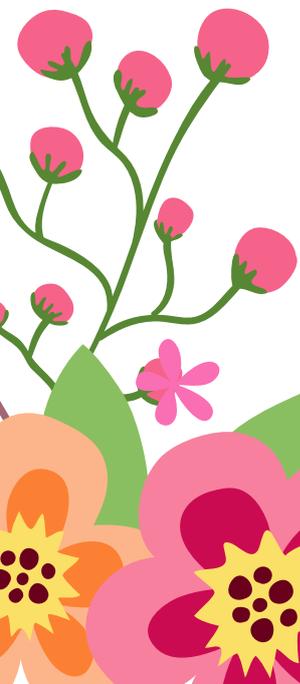


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20
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This project is funded by the Government of Western Australia Department of Local Government and Communities through the Grants for Women Program.



Department of
**Local Government
and Communities**



GENERAL MEETING DEBRIEF

Danielle Hipwell, Administration and Communications Officer, Liebe Group

MONDAY 14th AUGUST 2017, DALWALLINU DISCOVERY CENTRE

- **Strategic Plan Endorsement:** The final strategic plan was reviewed with some feedback provided. The strategic plan has been endorsed by the Management Committee.
- **Governance Review:** The requirements of the new Incorporations Act were discussed and their implications to review the Liebe Group Constitution before the 2018 AGM.
- **Project Update:** The committee were updated on the upcoming project opportunities.
- **20 Anniversary Celebrations:** The committee were updated 20th anniversary celebration dinner plans, with tickets currently being purchased.

Farewell and Welcome

Katrina Ventincinque

The Liebe Group would like to farewell Katrina Ventincinque and wish her well on her travels.

Katrina was employed with the Liebe Group as the Administration Manager since October 2015. During this time she has been a valuable member of the Liebe team and brought her passion and organisation to all Liebe activities.

We would like to extend our thanks to Katrina for her hard work and wish her all the best for her future endeavours. We hope to see her back in the Dalwallinu community in the future!

Grant Bungey

The Liebe Group would like to thank and farewell Grant Bungey, previous Senior Rural Manager at Rabobank in Dalwallinu.

Grant has been highly involved with the Liebe Group during his years in the region including being a member of the Management and Finance Committee for a number of years.

We would like to thank Grant for his contribution to the group and wish him well for the future.

Danielle Hipwell

The Liebe Group would like to welcome their newest staff member, Danielle Hipwell.

Danielle has joined the Liebe Group in the role of Administration and Communications Officer. She is excited to be coming home to work with the members of the Liebe Group and to be a part of the local community.



LIEBE GROUP STRATEGIC PLAN 2017-2022

Bec McGregor, Executive Officer, Liebe Group

We are excited to announce that the Liebe Group Strategic Plan for 2017-2022 has been finalised and endorsed by the Management Committee in August 2017 and is now available to our members and partners. It was developed in February 2017 by the members through a strategic planning workshop, with the assistance of Sue Middleton, independent consultant, and reviews and builds on the previous Strategic Plan. Strategic planning has always been a strong focus for the Liebe Group since its inception in 1997 and has become part of the group's progression and succession over the years.

This fifth strategic planning exercise comes at a time when the group celebrates 20 years of operation and is looking forward to the future, and to new challenges and opportunities that will arise in the agricultural sector. The strategic plan will assist the group in achieving its vision of farming communities and family businesses that are vibrant, innovative and prosperous.

Our strategy will be reinforced by continual improvement and evaluation of impact and success, and will continue to provide the guidance to staff in operations and planning.

The Liebe Group would like to acknowledge everyone who contributed to this Strategic Plan, and for continuing to support the group with enthusiasm and passion. We are excited about the future and look forward to continuing this journey with you all.

To view the full Strategic Plan 2017-2022 please visit the Liebe Group Website or contact the office for a copy via email.



OUR VISION
Vibrance and Innovation for Rural Prosperity

OUR MISSION
To be a progressive group, working together to improve rural profitability, lifestyle and natural resources.

OUR CORE BUSINESS

- Agricultural research, development, validation and adoption
- Provide information, education, skills and training opportunities to members and wider community
- Strengthen communication between growers, industry and whole community

OUR VALUES

The following are a set of evolving philosophies and values that the group maintains for members and employees by accepting these values it enables us to build trust in order to make effective and efficient decisions and reach our potential.

Member Driven
Primarily the Liebe Group is here to create value for its members, (RM), technology and capacity building to local and relevant, and promoted by the membership.

Innovation and Progression
The group is innovative and progressive and this is encouraged and valued. An ethos of constant review is achieved to, to ensure we are on track and achieving best practice.

Inclusivity
The group is inclusive which means we involve, encourage and support staff, members and the community to take part, have a voice and maintain their ideas and views as individuals.

Apollitical
The group is apollitical, which means collectively we won't represent the members without following a process to ensure we are representing all their ideas or opinions.

Empowerment
Empowerment and capacity building is encouraged of members and staff to ensure everyone reaches their potential and supports their personal development.

Independence
The group is independent and acts under direction from the grass roots. The group is driven by the decision-making capacity of the management committee and its supporting sub-committees which use accountable and transparent processes. We expect staff to be confidential in their dealings within the group.

Professionalism
The group's professionalism which is encouraged and rewarded in the membership. The groups driven by the decision-making capacity of the management committee and its supporting sub-committees which use accountable and transparent processes. We expect staff to be confidential in their dealings within the group.

Collaborative
Effective networking and links to beneficial partnerships is encouraged to add value and opportunities. The group works collaboratively within the agricultural industry to value add. The group maintains an ethos of team work and cooperation within the group and values peer to peer learning.

Respect
The group values and respects its members and partners, and their resources and experience. We expect people to be open and honest, and build processes that reflect the transparency of the administration and processes used in the group.

Fair
There is a social and fun philosophy within the group.

STRATEGY 01	STRATEGY 02	STRATEGY 03
<p>High priority research and development, supported by targeted extension and drives by grower innovation</p> <p>Target: 20% of Liebe Group members have made an effective adoption decision concerning the adoption of new technologies & practices.</p> <p>Tactics: 1. Develop and implement trials and demonstration to address local priorities and maximise value to members 2. Attract and develop strategic, long term partnerships with agribusiness and research organisations 3. Understand the value of the group's R&D functions for members and partners 4. Support the development of, and provide access to, innovations for farming systems 5. Extend results of Research, Development and validation</p>	<p>Supporting members to have high business & farming aptitude</p> <p>Target: Liebe Group members are recognised as being highly skilled in managing their farming enterprises.</p> <p>Tactics: 1. Understand, and annually review, the key drivers of change for farming businesses and the agricultural industry 2. Provide Member Development and Leadership Opportunities 3. Communicate with members 4. Encourage all sectors of the community to attend Liebe Group events</p>	<p>A Collaborative and Connected Organisation</p> <p>Target: Recognised by key stakeholders as a leading grower group in Western Australia and nationally.</p> <p>Tactics: 1. Review and maintain the Liebe Group brand and identity as a leading professional grower group 2. Proactively engage and maintain linkages with agribusiness, grower groups, government agencies, tertiary institutions and political organisations 3. Review, maintain and deliver a strong multichannel communications strategy 4. Celebrate Liebe and member successes</p>
STRATEGY 04	STRATEGY 05	STRATEGY 06
<p>Sustainable Group Finances</p> <p>Target: Have 12 months' operational costs in reserve. Have effective levels of accountability.</p> <p>Tactics: 1. Maintain highly skilled finance committee to oversee Liebe Group financials and budgets 2. Broaden Liebe Group funding base 3. Manage and measure membership contributions</p>	<p>High Performing Skilled Staff and Committee</p> <p>Target: The Liebe Group is viewed by the industry as a desired place of employment. Liebe Group leaders are professional & positions within committees are highly sought after.</p> <p>Tactics: 1. Support and develop Liebe Group employee's and committee members' skills and capacity 2. Maintain and increase employment base in order to meet group requirements 3. Encourage the development of staff and committee members to build skilled leaders</p>	<p>Highly Effective Governance</p> <p>Target: The Liebe Group is a 'best practice' not for profit organisation.</p> <p>Tactics: 1. Implement and maintain a professional management structure 2. Ensure that constitution is compliant and relevant and enables best practice management of the Liebe Group 3. Effective group process</p>

PERTH TEENS SPEND WEEK ON FARM IN THE EASTERN WHEATBELT

Grant Bungey, Rabobank

For city kids, spending time on the farm with country cousins is largely a thing of the past, however in a bid to bridge this urban/rural gap, 11 Perth teens spent a week on-farm in the Merredin and Bruce Rock regions last month.

Their visit was part of an innovative Farm Experience (FX) Program, developed by agribusiness banking specialist Rabobank to give urban teenagers the opportunity to spend a week living with a farming family and learning about life on the land and food production.

Zavier Harrison and Zarrina Hancock were two of the year-10 students from Perth's Kiara College who 'jumped at the chance' to spend a week on farm.

Travelling over 250 kilometres to Owen and Kate Hayes-Thompson's mixed farming operation "Daraining Springs" near Bruce Rock, Zavier and Zarrina immersed themselves in country life – mustering sheep, marking lambs, partaking in crop tours, visiting the piggery and a myriad of other day-to-day tasks associated with running a farm.

"The farm stay really opened our eyes to the amount of work farmers do to get food on the table," Zavier said. "Before this week, I took 'what we eat' for granted, but now I realise how much work goes into producing our food."

With the FX Program signifying both Zavier and Zarrina's first time staying on a working farm, they said they not only learnt about farming practices but also the importance of communication and patience when running a family farming operation.

"Kate and Owen work closely together and speak on the phone multiple times a day so they always know where the other is at," Zarrina said. "Their kids Darcy, Sterling and Patterson also seem to really like helping out and being involved in the farm work."

This differed from work in the city, Zavier said, where parents don't usually work together in the same business.

Farm host, Kate Hayes-Thompson said her family wanted to be involved in the FX Program (as one of the regions' six farm hosts) to "show young people what farming and agriculture is like". And it was particularly important to engage with high school students, who are considering their Year 11 and 12 subjects and future careers.

"Both Zavier and Zarrina were open to learning new things and were very capable young ladies," she said. "And we need smart and knowledgeable people like them in our industry."

Mrs Hayes-Thompson said "it is was not ignorance stopping city kids from getting a job in the country, but lack of opportunity".

"While it is hard for kids not from a farming family to get a start on a farm, there are lots of jobs in rural areas, so I took them into Bruce Rock and we talked about the different jobs in town such as a teacher, council worker or natural resource officer," she said.

Rabobank Merredin branch manager Murray Carlson said the FX Program was not only designed to give the students an insight into where their food and clothing comes from, but also the range of careers in agriculture.

"On the first day of the program, the students attended an agri careers opportunity day to give them an overview of some of the occupations outside the farmgate," he said. "This included visits to CBH and the Hutton and Northey machinery dealer in Merredin as well as discussions with local Rabobank staff."

PERTH TEENS SPEND WEEK ON FARM CONT...

Grant Bungey, Rabobank

Both Zavier and Zarrina said it opened their eyes to some of the jobs available in food and agribusiness, outside of farming itself.

“Because I live in the city, I hadn’t really considered ag as a career choice,” Zavier said, “as you assume you will do something like your parents and work in a hospital, at the airport or as a lawyer.”

Zarrina, who is thinking about being a vet, said she is now contemplating working in a rural area.

“It would be more appealing and much more interesting to work in a country area, as there would be different types of animals and more hands-on work,” she said. “And in the city there is lots of competition for jobs, whereas you can come out here and work outdoors in the fresh air.”

Mr Carlson said the FX initiative, which has held programs in Geraldton, Narrogin, Moora and Albany as well as other parts of Australia, was a direct initiative of Rabobank’s Client Councils, groups of the bank’s farming clients around Australia who meet to discuss issues and implement ideas to contribute to the sustainability of rural communities.

“The challenge of attracting young people into agriculture is one of the key objectives of the councils, and the FX Program is an example of how big challenges can be tackled at a local level to make real and long-lasting differences,” he said.



Farm owners Owen & Kate Hayes-Thompson together with their children Darcy, Sterling and Patterson, and Kiara College students Zavier and Zarrina



Rabobank

20TH ANNIVERSARY CELEBRATIONS CONT FROM FRONT PAGE...

Danielle Hipwell, Administration and Communications Officer, Liebe Group

A canopy of twinkling lights covering the banquet tables, decorated with touches of gold and candlelight, greeted the guests as they entered the hall to enjoy an array of canapés provided by Dalgleish Catering Geraldton. The Master of Ceremonies for the night, Mr Crawford Taylor, welcomed guests and introduced Liebe Group President Ross Fitzsimons to present the opening address. Judy Snell, from RSM, and Event Sponsors for the night then spoke about partners in an innovative future and the importance of partnerships for a positive future. After the opening address, guests enjoyed a three course meal including an anniversary cake provided by local business, Pretty Much Cupcakes.

During the night, the Liebe Group unveiled its 20th anniversary video which showcased stories and achievements from the past two decades. Following this presentation, founding members Stuart McAlpine and Kim Diamond were acknowledged for their hard work and dedication to the establishment of the group 20 years ago. Due to the sad passing of Kim Diamond in June this year, the acknowledgment was accepted by his wife Dianne Diamond who gave a beautiful acceptance speech on Kim's behalf. The night was concluded with the cutting of the anniversary cake and a final address by Stuart McAlpine who spoke on the exciting future for the Liebe Group.



Liebe Group Staff Members, Past and Present



Beautiful tables for Liebe Group 20th Anniversary Dinner



Cakes provided by Pretty Much Cupcakes



Dianne Diamond and Stuart McAlpine cut the 20th Anniversary cake.

20TH ANNIVERSARY CELEBRATIONS CONT FROM FRONT PAGE...

Danielle Hipwell, Administration and Communications Officer, Liebe Group

The Liebe Group would like to thank event sponsors RSM, our Diamond Partners CBH, RSM, Afgri, CSBP and Rabobank and all who attended the night. Thanks to caterers Dagleish Catering from Geraldton, Pretty Much Cupcakes from Wongan Hills, DJ Brad Jenkins and videographer Julian Masters. Special thanks also to all of the staff and members who assisted with the set-up and pack up of the event. The night was a huge success with a great sense of the past and the future of the Liebe Group shared. We now look forward to the next chapter of the Liebe Group story.



RSM Director, Judy Snell



Liebe Members Ruth Bateman & Rob Nankivell



Liebe Members Ben & Kirsten Strickland



Liebe Members Dave & Anthea Scholz, Elders Scholz Rural



Liebe Members Alex Keamy, Boyd Carter & Dylan Hirsch



Liebe Members Ben & Emma Wilson



Liebe Group President Ross Fitzsimons with Master of Ceremonies Crawford Taylor



Stuart McAlpine, Dianne Diamond, Belinda Diamond & Leannae McAlpine

THE LIEBE GROUP INVITES YOU TO

SAVE THE DATE

FARM FINANCES 101

Practical Steps To Understand Your Financial Position

Date: Thursday 12th October

Time: 9.00am-2.30pm

Join us for an interactive beginners workshop on farm financial management, to build your skills and knowledge in the following areas:

- Interpreting your Profit & Loss and understanding Profitability
- How to develop and interpret a cash-flow budget
- Utilising ratios to understand your financial position
- How to calculate your business equity and use it in decision making
- Preparing for your bank review- information to provide your bank and questions to ask

FARM FINANCES 102

Advance Your Skills and Plan for the Future

Date: Thursday 7th December

Time: 9.00am-2.30pm

Join us for the advanced workshop on farm financial management, which will explore the following topics:

- Calculating and understanding the key performance indicators of your budget
- Financial strategies in tight cash flow periods
- How to actively manage and understand your budget
- How to use financial software and reports to assist decision making
- Budget forecasting into the future
- Long term strategic planning for your business and family

**Register your interest now by calling
the Liebe Group office on (08) 9661 0570**

*Cost: Free for Liebe members
non-member \$40 per person*

Morning tea, lunch and booklet provided.



THREE STRIKE APPROACH TP MRL BREACHES

David Capper, General Manager Operations, CBH Group

Domestic and international grain customers are becoming more concerned with chemical residues entering the food chain and are actively testing to ensure that Maximum Residue Limits (MRLs) for chemical pesticides and herbicides are adhered to.

We understand growers have legitimate reasons to apply chemicals to crops throughout the year including in preparation for harvest. CBH seeks to maintain the reputation of Australian grain, however, cargoes which are contaminated with chemicals and subsequently rejected by our customers pose a direct and reputational cost.

CBH has a long standing Contaminated Loads policy that already outlines the process for loads discovered to be contaminated on delivery into the CBH supply chain including chemical residue. In the 2016/17 harvest, CBH carried out additional sampling and testing and implemented a chemical usage self-declaration on the delivery CDF.

Beginning immediately, a new three strike approach will apply to loads that are found to be at levels above Australian MRLs. This approach passes on the additional costs of testing grain for residues in subsequent seasons to those growers who have been found to have delivered chemical residue contaminated loads to CBH. The charges are:

- Strike 1 – level one contaminated load fee of \$5,400 charged for each load delivered in breach and the new mandatory load testing fee of \$1.00 per tonne will be charged on all deliveries in the following year.
- Strike 2 – a level one contaminated load fee for every load delivered in breach (\$5,400), a pre-delivery residue testing fee of \$1.25 per tonne to permit deliveries to CBH and the new mandatory load testing fee of \$1.00 per tonne to test every load delivered the following year, totaling \$2.25 per tonne for the second strike.
- Strike 3 – grower will be banned from delivering to the CBH supply chain.

CBH has also been reminding growers that CBH is restricted to accepting two types of Nufarm glyphosate products (Weedmaster DST and Weedmaster Argo) and excludes use on malting barley.

So therefore, as in previous years, CBH will only allow glyphosate treated barley into feed grade segregation. Glyphosate treated barley will not be accepted into any malting or Hindmarsh barley segregations.

We hope you are as concerned with the reputation of your grain as we are, and that you will assist us in keeping Western Australian grain clean for export. Please contact the CBH Grower Service Centre on 1800 199 083 or your local Business Relationship Manager if you would like further information.



TAX UPDATE FOR PRIMARY PRODUCTION – DEDUCTIBILITY ON ASSETS AND SUPERANNUATION OBLIGATIONS

Judy Snell, RSM

TAX RULING 97/25

Recent articles in the rural papers surrounding a tax ruling called 97/25 and how it may impact on the average farmer have created some confusion on its application.

The tax ruling is in respect of Capital Works deductions under Division 43 for which a deduction is available for the original construction cost of the asset – it is not for the purchase price as has been alluded to in articles. Unfortunately it is restricted to the capital works deduction (2.5% or 4% dependant on the use of the building) based on the original construction costs for the building. Therefore if you purchase a property which has house or machinery shed on it you may get a deduction of 2.5% or 4% on the construction costs.

Tax Ruling 97/25 does not extend to fences and water and fodder storage. If water facilities or fencing has previously been claimed by either yourself as owner or if purchasing from the vendor, section 40-555 of ITAA 1997 prevents you from deducting where previously claimed. There are no specific provisions allowing for accelerated deductions for fencing write off if installed pre- May 2015.

The new law applies to eligible assets and expenditure incurred from 7.30pm (AEST), 12 May 2015. If you incurred the expenditure before this time, the previous law continues to apply. If the expenditure was on a water facility or fencing asset, claim the full amount in your income tax return from 2015 onwards. If the expenditure was on a fodder storage asset, claim 1/3 of the amount in your income tax return.

SUPERANNUATION COMMITMENTS

The ATO will be increasing its “proactive” SG casework by about one-third this financial year. This will involve reviews and audits, and employers who are found to have breached their obligations will be subject to penalties.

The tax office will also be focusing on getting better and more timely data to assist its compliance activities. Penalties can apply of up to 200 per cent per employee where an SG payment is not met. There is an interest component to this also.

The tax office estimates that the net superannuation gap – is about \$2.85 billion.

SG is paid on ordinary time earnings (OTE). OTE is generally what employees earn for their ordinary hours of work. It includes commissions, shift loadings and allowances, but not overtime payments. The minimum is 9.5%.

Some awards have a higher rate and different conditions, so it is important to check this. However, if an award stipulates a rate of super less than 9.5% you must still meet the minimum 9.5% of OTE requirement. In the rural industry most employers are under either the State award called the Farm Employees Award – or the Federal Award called the Pastoral Award.

The deadlines are quarterly – 28 July, 28 October, 28 January and 28 April.

Most employees are eligible to choose the super fund that their SG is paid into. Check their award and provide each eligible employee with a super choice form. If you haven't received an employee's completed choice form and the SG contribution is due, you must make the payment to your default fund by the due date. You must keep records for five years showing how much SG you paid and how it was calculated. Records must also show you offered each employee a choice of super fund.



VARIABLE GERMINATION COMBINED WITH RECENT RAIN PLACE REGLONE FRONT OF MIND FOR A HASSLE FREE HARVEST

Owen Langley, Territory Sales Manager, Syngenta

Following abnormal establishment conditions, many canola and cereal crops experienced variable germination, which is likely to result in uneven pod and head maturity at harvest. Combined with recent widespread rains, growers will likely face the prospect of in-crop weed pressure at harvest time, and strong demand for desiccation aids is anticipated to ensure a timely and efficient harvest, protecting crop yield and quality. Responsibility to avoid herbicide residues in deliveries of cereal, pulse and oilseed grains rests on the shoulders of grain growers and their advisers, so it's timely to review the non-selective herbicides that are registered for late season application. The following chart summarises this well:

Crop Type	GRAMOXONE 360 PRO	REGLONE	Glyphosate
Wheat	x	√	√
Barley (Malt)	x	√	x
Barley (Feed/Food)	x	√	√ * (via Grain Producers Australia Permit 82594)
Canola	x	√	√
Oats	x	√	x
Chickpeas	√	√	√
Faba beans	√	√	√
Field peas	√	√	√
Vetch	√	√	√
Lentils	√	√	√
Lupins	√	√	√ (via Pulse Australia permit 81595)

√ = registered for pre-harvest use x = not registered for use

Information courtesy of Grain Industry Association of Western Australia Inc

* Applies only to use of Nufarm DST & Argo Dual Salt Technology Herbicide

Paraquat formulations such as GRAMOXONE® 360 PRO can be used for spray topping annual ryegrass late in the season in chickpeas, lentils, lupins, vetch, faba beans and field peas, but not in wheat, barley, oats or canola. A seven day withholding period applies to pulse crops treated with GRAMOXONE 360 PRO.

Glyphosate is not registered for pre-harvest weed control in malting barley. However, some glyphosate products are registered for pre-harvest weed control in wheat, feed or food grade barley, canola, chickpeas, lentils, faba beans and field peas. A 7-day harvest withholding period applies to pulse crops treated with either GRAMOXONE 360 PRO or glyphosate. A 7-day harvest withholding period also applies for feed/food grade barley treated with glyphosate, whilst a 5-day withholding period applies for canola and wheat crops treated with glyphosate. Consideration for resistance management is important, as is the delayed speed of brown-out compared with REGLONE® and GRAMOXONE 360 PRO if harvest urgency is a factor.

VARIABLE GERMINATION COMBINED WITH RECENT RAIN PLACE REGLONE FRONT OF MIND FOR A HASSLE FREE HARVEST CONT...

Owen Langley, Territory Sales Manager, Syngenta

REGLONE is registered for use in all the above crops. It is registered for pre-harvest desiccation of canola and pulse crops and for pre-harvest general weed control in winter cereals. A harvest withholding period of zero to four days applies, depending on the crop. Always check the label for registered application rates and withholding periods.

Canola desiccation is a good option on lighter crops, where windrows may be blown about by strong winds. Ideal REGLONE spray timing in canola is when 70 per cent of the canola pods are yellow and the seeds are brown/bluish in colour and pliable.

For canola crops that are leaning over, the seeds on the upper side of the stem will mature ahead of those shaded from the sunlight. In this situation, spray REGLONE when all the seed in the exposed pods have turned reddish brown to dark brown.

For all crops, a wetting agent such as AGRAL® or BS1000 should be added. Spray coverage is critical, so use application techniques that ensure good coverage and spray penetration as far into the canopy as possible. Higher water rates and larger spray droplet sizes will help, as too will application at dusk or early evening to maximise the limited amount of translocation that can occur.

While the primary purpose of using REGLONE is to desiccate the crop and improve harvestability, there will also be positive outcomes on weed seed set control (depending on the weed growth stage at time of application).

With strong demand anticipated, be sure to get in early to secure volumes of REGLONE for harvest desiccation this season.



IS ANYTHING BUGGING YOUR CROP AT THE MOMENT?

Clare Johnston, Agronomist, Elders

Insects are now out and about, with a range of different crops and insects being targeted throughout the Liebe Group region. Close monitoring can be the difference between being early enough, too late or in some cases monitoring to determine if populations are decreasing naturally.

What we have seen?

Native Budworm

Budworm attacks the fruiting parts of crops and cause significant yield reduction to crops. It occurs most years and attacks canola, lupin, field pea, pasture serradella, Lucerne, annual medic and clovers.

Spray thresholds depend on the susceptibility to damage and the value of the crop. Spray lupins when 5 - 6 large grubs (>12 mm) per 10 sweeps are found. The threshold for chickpeas, field peas and faba beans is 2 grubs per 10 sweeps (of any size). Control budworm in canola when there are 2-4 large grubs per 10 sweeps. Spray serradella when budworm is first found.



Diamond back moth

Given the high control costs and the relatively moderate levels of control achieved, the spraying threshold remains relatively high. An economic spray will be achieved when 30-50 grubs per 10 sweeps is recorded pre-flowering. Even higher numbers are required later in the season: 50-100 early-mid flowering, 100-200 mid-late flowering, and 200+ during pod maturation



Aphids



Cabbage Aphid (canola)



Green Peach Aphid (canola)



Oat Aphid (cereals)

IS ANYTHING BUGGING YOUR CROP CONT...

Clare Johnston, Agronomist, Elders

CEREALS - Direct Feeding Spray Thresholds

Spray thresholds can be calculated by taking into account aphid infestation; the potential yields loss; the yield potential of the crop; and the current/expected price.

1. Count the number of tillers with a 'heavy infestation of aphids' based on the table below;

Crop Stage	'Heavy Infestation' Aphid Numbers
Tillering	15 or more aphids per tiller
Heads about to form (booting)	25 or more aphids per tiller
Heads formed	50 or more aphids per tiller

2. Count the percentage of tillers that have a heavy infestation of aphids.

3. Calculate the insect free yield potential of the crop.

4. Calculate the total yield loss potential from the table below;

The percentage of tillers heavily infested with aphids	Percentage yield loss potential
5% of tillers	1.5%
10% of tillers	3%
20% of tillers	6%
50% of tillers	15%
100% of tillers	30%

5. Calculate the \$/ha income loss with the current/expected cereal price. If this figure is **greater** than the cost of insecticide and application then the control measure is cost effective and should be carried out.

CANOLA - how to sample for aphids

1. Walk through crop and count the number of infestations in 100 flowering heads.
2. Do this 5 times.
3. Calculate average.
- 4.

Spray thresholds to prevent aphid feeding damage in canola according to DAFWA:

% Infested Heads	Action
>25%	Spray immediately
20-25%	Spray if flowering has started
15-20%	Consider rainfall, drought stress
<15%	Continue to monitor

For more information please contact Elders on 9661 0570 or Clare on 0417 253 586



FARM DECISION MAKING #2 - DECISIONS

Grain & Graze Program and Grains Research and Development Corporation

The Liebe Group will be including snippets of information from the publication 'Farm Decision Making - The interaction of personality, farm business and risk to make more informed decisions'. This book is a collation of insights and experiences from the Grain and Graze Program, based on four important concepts to assist farmers and advisors to make good, informed decisions. This book can be obtained from the Liebe Group office, and we invite you to request a free copy - it is worth the read.

Types of decisions

Not all decisions are the same. Typically the types of decisions farmers face fall into three broad categories – simple, complicated and complex. These have their own characteristics and need to be approached in different ways.

The need to recognise different types of thinking was highlighted by consultant Nigel McGuckian in the first Grain and Graze program, where he concluded that one of the biggest challenges farmers and advisors in mixed farming faced was dealing with the added level of complexity between two very different enterprises (Land and Water Australia, 2008). Issues around integration, risk, personal preference towards livestock, skills and stage of life were just a few aspects that made mixed farming decisions more difficult.

Simple decisions

The easiest decisions are simple. There are a few variables and there is a clear right or wrong answer. For example, deciding how much drench to give a 45kg wether may be considered a simple decision. You would refer to the label recommendation and drench accordingly.

Complicated decisions

When a number of variables are involved, but the relationships between variables are clear and well documented, a

decision can be considered complicated. Deciding on a crop rotation to control weeds, avoiding herbicide resistance, creating a disease break while adding legume nitrogen would be considered a complicated decision. It may take some thinking but generally there is a 'right' answer.

Complex decisions

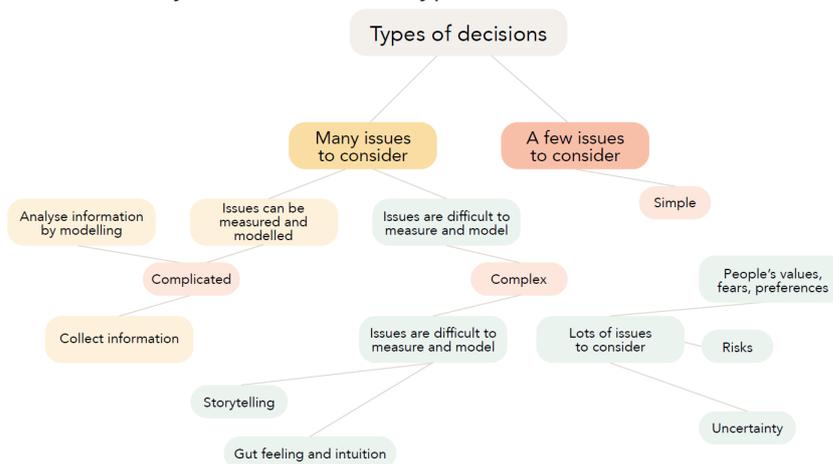
When a number of complicated decisions come together and interact, and the variables and trade-offs are difficult to quantify or weigh against each other, the decisions may be considered complex.

For example, deciding how many livestock to run on a farm, which also has a range of crops, is a complex decision. Although a theoretical optimum number of livestock could be calculated using a modelling approach,

many variables would remain unaccounted for such as the effect on the environment, the need to manage labour, the impact on recreation time, the increased risks and long-term price forecasts. The number of variables is very high and is extremely difficult to model so it suits an individual business.

The value in knowing what decision is being dealt with is that it changes the approach to take. Generally as decisions become more complex, the heart and the gut have an increasing influence and inform the decision. By appreciating the type of decision, the appropriate type of information and discussion can be adopted. An alternative way of thinking about what type of decision you might be confronted with is depicted in Figure 2.

Figure 2: Pathway to determine the type of decision.



FARM DECISION MAKING #2 - DECISIONS CONT...

Grain & Graze Program and Grains Research and Development Corporation

If the decision is complex, we need to think beyond just logical analysis and use heart and gut considerations when informing and making a decision.

Making decisions with imperfect information and limited time – intuition and rules of thumb

Most decisions are made with imperfect knowledge. Rarely do we have every piece of information we would like to make a fully informed decision, even with time on our side. Even if we did, our brains would often overload and lead us into decision paralysis. So we make decisions based on what information we have and the time we have available (See side story – You can never expect to know everything!)

Good decision making is often limited by our time and ability to gather information but there is only so much we can do about it.

Two factors help us make timely decisions with imperfect knowledge. These are intuition and rules of thumb.

Intuition is formed primarily through experience. It allows us to make quicker decisions because it bypasses rational processes and relies on past experiences and knowledge (both good and bad) to inform what should be done in the future. Intuition builds over time, with the more experiences and greater knowledge you have, the larger your intuitive capacity. The ‘quality’ of past experience and knowledge determines the ‘value’ of your intuition. The more experience you have on a

topic (or problem), the more you read, discuss and think about it, the better your intuition.

Rules of thumb are mental shortcuts that we use to simplify and speed up decision making. They are similar to intuition in that they can be useful in bridging gaps in knowledge, allowing decisions to be made without extensive analysis. The main difference between intuition and rules of thumb is their tangibility – rules of thumb are more easily learnt, taught and transferred whereas intuition is not.

Rules of thumb are often used unconsciously. They are the thoughts that immediately come to mind and act as the starting point for a decision. Decisions guided by rules of thumb may be as basic as ‘how many spoons of tea should I put in the pot?’ through to ‘how much of my expected yield should I forward sell?’

We all use rules of thumb every day, in all areas of life.

There may be the perception that rules of thumb weaken the information used in decision making and that a more analytical approach is required. However if the rules are well thought through and have been validated, then they can be incredibly useful. Good decisions are made based on good information, so it is important that rules of thumb have a solid foundation. For example, the use of modelling tools such as

Yield Prophet, GrassGro and Grazfeed provide learning opportunities which are often distilled overtime to rules that

guide subsequent decisions. This saves time and effort required for future decisions because the models do not have to be re-run.

It is common to use rules of thumb to help fast track and simplify decisions. All advisors will have their rules of thumb. In a recent series of workshops across southern Australia, farmers, advisors and researchers were asked to identify some of their rules of thumb. There were rules for all aspects of farming, from agronomy to grain marketing, financial budgeting and people.

Common traps with rules of thumb

A potential trap with rules of thumb (and sometimes intuition) is that they are relied on when circumstances have changed or are different. They can be sticking points for change and result in missed opportunities or unrealistic expectations.

Murray-Prior and Wright (2001) write that resistance to change is partly caused by our rules of thumb being a ‘friction’ in the decision making process. The rules hold us back because it’s what we have always done. To overcome this ‘friction’, there needs to be some event or experience that identifies, challenges and enables the rule to be re-affirmed, modified or disregarded. Sadly the trigger to question the rules are often significant and sometimes disastrous events. Assumptions that underpin our rules of thumb can become so ingrained that we fail to consciously test their validity which leads to poorer decisions.

FARM DECISION MAKING #2 - DECISIONS CONT...

Grain & Graze Program and Grains Research and Development Corporation

They can even develop into beliefs and accepted as truths, and when challenged, people can become uncomfortable or defensive. Routinely identifying and examining the rules of thumb that are influencing decisions (and that might be limiting change) is a useful exercise.

Unpacking a rule of thumb

Understanding how a rule of thumb was created allows for better adaptation of it to different situations. Whether it is the first or fiftieth time someone has faced a particular decision, it is still valuable to understand the reasoning behind the decision. Discussing the origins of rules of thumb and how they are used helps create a framework for future learning.

Understanding the origin and validity of rules of thumb is important in sound decision making for three reasons:

1. *It can validate a rule as being helpful.*
2. *It can provide the transparency required for adaptive use of the rule.*
3. *It can highlight the need to discard the rule.*

Approaches to enhance decision making

The appropriate approach to make a decision can be informed by recognising the type of decision that needs to be made and therefore the relative influence of the head, the heart and the gut. A series of approaches are provided on different ways to assist

in decision making, especially with complex decisions. They range from structured questioning processes, to operating farm advisory boards, through to getting farmers to make sense of difficult decisions through relaying personal experiences and discussion.

Advisors and decision making

Farmers are increasingly using advisors with specialised knowledge to help inform their decisions. The main areas advisors are used for include:

- To bring technical expertise and the latest technologies to the business.
 - To improve efficiency, by allowing someone else do the 'filtering' of information.
 - As a sounding board to run ideas past.
 - By bringing a range of experiences (intuition) gained from other properties that could be applied to their situation.
- When a more logical, rational analysis is required that the farmer is unable or unwilling to do (the head).
- For decisions that the individual finds particularly difficult because of the strong heart influence.

Choosing people to take advice from is a decision in itself and can have a big influence on how a business performs. It takes a lot of trust to accept someone's advice. Some farmers use an

advisor as a self-preservation strategy in deferring the responsibility of the decision. They will say things like "I sprayed at that time because my agronomist said to" or "I bought that tractor because my accountant said I wouldn't have to pay as much tax if I invested in capital". Listening to advisors is a valid decision making strategy and can often lead to good decisions. However farmers should be aware that they are the ones accepting the risk so it is important for them to have thought through the decision and have ownership over it.

COMING UP IN THE COMMUNITY

Farm Books Club



Want to learn how to better manage your business in a relaxed and informal setting? Join the Farm Books Club where coffee and cake is merged with book keeping and finance.

SESSION TOPIC: Wills and Estates.

Bring along all your burning questions like:

How do you best protect farming land?

Who is able to contest a will?

How do you ensure family are provided for?

Speakers from Pacer Legal and RSM will be on hand to explain and answer any questions.

THIS EVENT IS FREE AND OPEN TO ALL.

DATE: Thursday 28 September 2017

TIME: 9.30am - 11.30am

LOCATION: Wheatbelt Gallery, Moora

Facilitated by the West Midlands Group | 08 96514 008 | wmg.org.au

2018 Australian Grain Leaders Program

GrainGrowers is on the lookout for nominees for the 2018 Australian Grain Leaders Program (AGLP). Do you know an exceptional young person who would be interested in participating in the 2018 Australian Grain Leaders Program?

CRITERIA

- Age range is 25 to 40
- Working in the grains industry either as a grower, farm worker with direct interest in the operation, or industry participant.
- There is no cost for those working directly in a grain producing operation, other than the time to participate and be away from the operation.
- For industry nominees there is a \$10,000 fee which we hope the employer would cover on behalf of the employee.
- The application process is a competitive one in which there is no guarantee of participation just based on an application.
- The program aims to have just 10 to 12 participants each year from across Australia.
- Applications close on September 29.

For more information contact alan.meldrum@graingrowers.com.au





FREE Event On Business Productivity

In conjunction with Byfields, we are bringing you a FREE event to learn about the ways to grow your business!

You'll hear from Byfields about the business technology industry, where it's heading and how it can help prepare your business for the future.

You'll also hear from us about the seven Agrimaster features you should be using to make your business more productive.

We are running 4 workshops throughout WA

18th of September in Perth
19th of September in Northam
20th of September in Narrogin
21st of September in Merredin

For more information, contact Agrimaster at support@agrimaster.com.au
We look forward to seeing you there!

APP OF THE MONTH FLYSTRIKE ASSIST

Flystrike is a significant health and welfare issue which costs Australian sheep producers \$280 million each year from lost productivity and treatment costs.

Developed by the Department of Primary Industries and Regional Development, the Flystrike Assist app is a useful tool to help sheep producers to manage essential chemical withholding periods.

The revised app is now more user friendly and includes all commercially available preventative flystrike chemicals.

The app enables producers to choose the chemical they intend to apply, access all the details about its withholding requirements and protection period, set an application date and prepare a flock treatment timeline says Department Agriculture Development Officer, Julia Smith.

The updated Flystrike Assist app is available for free on Android and iOS devices .



To:

POSTAGE
PAID
AUSTRALIA



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NEXT GENERAL MEETING MONDAY 16TH OCTOBER

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CALENDAR OF EVENTS

Event	Date	Location
Spring Field Day	14 th September	Dodd's Property, west Buntine
Women's Bus Tour	19 th September	Liebe Region
Liebe Esperance Grower Innovation Tour	19 th - 22 nd September	Esperance Region
Liebe Farm Finance 101	12th October	Performing Arts Room at the Dalwallinu Discovery Centre
Liebe Farm Finance 102	7th December	Performing Arts Room at the Dalwallinu Discovery Centre

LIEBE GROUP OFFICE UPCOMING CLOSURE DATES

Thursday 14th September - Spring Field Day

Tuesday 19th September - Women's Bus Tour and
Esperance Grower Innovation Tour