



AUSTRALIAN
DAIRY
CONFERENCE

Cultivate the change

Program

15-17 February 2023
Hobart Tasmania

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From the Conference Chair



Hello and a big welcome back to ADC!!

And what a way to bring ADC back to the masses with a record turnout and more than 580+ dairy industry members in attendance.

2023 also marks the first time ADC has ventured this far south to Hobart in what is shaping up to be one of our best Conferences yet... in size, content and location.

Let's be honest, the anticipation has been building for a long time. It was back in Melbourne ADC 2020 we last gathered and I was appointed Programming Chair. So, it has been a long time coming, patiently waiting until we could gather once again.

A lot has happened since we last met as we have all dealt with a myriad of new issues, diseases, terminology and milk price spikes to place the industry in one of its strongest positions in a long time – with a quality and valued product that is now being paid what it is worth. But with enhanced value also comes other challenges like the social licence to operate, emission outputs and soaring price rises across all sorts of commodities.

The program theme of 'Cultivate the change' was chosen for its relevancy to the environment we operate in today. We need to be more flexible, resilient, dynamic and innovative than ever and we hope you bring an open mind and approach to what you are about to be exposed to over the coming days.

It has been an absolute privilege to lead ADC 2023 and I am extremely proud of our Programming Committee along with assistance from the ADC Board – despite the distance and time lag they have pulled together an outstanding line-up with diverse and topical issues from around the globe.

I hope you are enlightened, challenged and inspired over the coming days. I also hope you have the opportunity to catch up with old friends and make new ones at ADC – an event like no other driven by farmers for farmers.

Sit back and enjoy ADC 2023.

Dan Brown
Chair Programming Committee
ADC 2023 Hobart



THE PROGRAM AT A GLANCE

TUESDAY 14 FEBRUARY

ADC Pre Conference Tour – commence in Launceston / overnight Launceston

WEDNESDAY 15 FEBRUARY

ADC Pre Conference Tour – commence in Launceston / conclude Hobart

Young Farmers & First Timers meet and greet - Wrest Point Casino, Hobart

Welcome Function - 6.30pm - Wrest Point Casino, Hobart

THURSDAY 16 FEBRUARY

Conference Day 1: 8.30am to 5.00pm, Wrest Point Casino, Hobart

ADC Gala Dinner: sponsored by Rabobank, 6.30pm, Wrest Point Casino, Hobart

FRIDAY 17 FEBRUARY

ADC Annual General Meeting: 8.00am

Conference Day 2: 8.30am to 5.00pm, Wrest Point Casino, Hobart

Registrations and bookings must be made online at
www.australiandairyconference.com.au

Your guide to ADC 2023

Cultivate the change



Our 2023 program theme is designed to get every dairy farmer into action mode to explore and determine what needs to happen in their own backyard and be equipped to face the future. We are talking climate change, succession, advocacy and resilience... aspects as a dairy industry we know only too well.

Embrace the challenge to see what you can do better as a result of hearing from some of the best in the business at ADC 2023. The full program is available at the ADC website so start pencilling in your must-see ADC sessions.



Welcome back...ease your way in!

The scene is set... we are heading just about as far away from the farm as you can get. And let's be honest after the last three years... that is exactly what we need.

What better way to slide back into ADC than waterside at Wrest Point Casino for the Welcome Function proudly brought to you by Fonterra.

Familiar ADC faces back together again in magnificent Hobart to set the scene for two days of discussion and debate. Expectations are that it will be like a big family reunion and we can't wait! **See you there!**



Frank is here in the flesh... and on tour

Excitement is certainly building for our international line up in 2023 and anticipation is brewing especially for the likes of Professor Frank Mitloehner who will debunk the myths on cattle and methane.

One of the most hotly debated topics in the globe right now and we will have the man with the mostest who will argue to rethink methane and explore how agriculture's climate change

impact can be turned from a liability into part of a climate solution.

Professor Mitloehner will also be on board the bus on the ADC Pre Conference tour where delegates will get an opportunity to extend the conversation further as an added bonus.



Catch the keynotes

We explore the major topics surrounding the dairy industry at the moment with a stellar line up of experts and opinion. We delve into psychology of the dairy farmer to ask the 'why' and reflect on the motivations and dreams – to remember that milking cows is what we do, not who we are. We look at climate change and the role of the agriculture industry, how to drive change, influencing those in power and the new succession landscape. And we debate the question whether to 'grow or go slow' in our future plans.

Science savvy... with a dairy twist

We are bringing in the big guns this year with Dairy Ambassador and AFL legend – originally from the Western district dairy region no less! – Jonathan Brown on hand to help steer our fantastic young dairy scientists in the Young Dairy Scientist competition.



They will put their best foot forward as they present their latest research which is always an eye opener and enlightening session at the forefront of dairy

innovation. We can't wait to hear from these bright young sparks after a three-year break!



A conversation with... AFL superstar with a strong dairy background, Dairy Ambassador **Jonathon Brown** will be up close and personal with Rabobank's Michael Harvey at the ADC Gala Dinner hosted by Rabobank.

Gala It Up

Swap the plenary for the finery in an evening to remember at the ADC 2023 Gala Dinner proudly brought to you by Rabobank. This signature ADC event will be held on site in the Wrest Point Ballroom in a special

celebration of the dairy industry. Details surrounding the event are being kept tightly under wraps however the night is always a highlight and this year promises to be super special. Extra tickets are available for non-Conference delegates.

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Supporting farm employment needs

Looking for people to work on your farm?

Promote your job vacancies for free on dairyjobsmatter.com.au to connect with people who are looking for jobs on dairy farms.

To list your job vacancies and get support with other employment needs visit dairyaustralia.com.au/people or call your regional team.



DELIVERING
for **DAIRY**

THE PROGRAM

Welcome Events – Wednesday 15 February

5.00pm-6.00pm **Young Farmers & First Timers meet and greet:** A welcome session for anyone attending their first Australian Dairy Conference, especially younger delegates who may be a little nervous. Join the organising committee for a 101 of what to expect and how to get the most out of it.

6.30pm **Fonterra Welcome Function:** An opportunity to start ADC 2023 on the right foot with a meet and greet with fellow delegates and some surprise guests on the lawn.



Day 1 – Thursday 16 February

Session 1 – Delving into disruption

8.30am **Welcome to ADC**

8.35am **Official welcome**

Dan Brown

ADC Programming
Chair

8.45am **What the hell just happened?** Who would have thought that in the 1000 days since last ADC, every major world market would be turned on its head, supply chain shortages would be the new norm and a \$10 milk price wouldn't be enough. We ask Bega executive chairman **Barry Irvin** to reflect on what has happened – to him, to Bega, to processing and dairy farming at a global and national level.

Barry Irvin AM

Executive Chairman
Bega Group

9.15am **The mindset of the dairy farmer:** Given what's just happened, what's happening to us? We have commissioned 'resilience whisperer' **Dennis Hoiberg** to discover the psychology of the dairy farmer. Why do farmers talk down the industry? Why are so many exiting? Can dairy farmers have a life while having a dairy farming business? Are they mutually exclusive? If not, how do you make it work? Dennis has delved into the minds of several dairying couples questioning their "dairying why". He challenges all of us to reflect on our motivations and dreams – and to remember milking cows is what we do, not who we are.

Dennis Hoiberg

Principal
*Lessons Learned
Consulting*

10.00am **Coming back from the brink:** Western Australian dairy farmers **Dale and Leanne Hanks** world was turned upside down in 2016 when their supplier ceased collecting their milk. After an 18-month dairying hiatus, they are now back dairying and in control of their destiny. But with two adult children now clear that dairying is not for them, the Hanks have yet another decision to make.

Dale Hanks

Dairy farmer, Harvey,
Western Australia

10.30am	Making a difference: Dairy Australia Our Farm Our Plan industry lead Greg Duncan looks at the impact of industry initiatives aiming to develop a planning culture.	Greg Duncan Our Farm Our Plan Industry Lead Dairy Australia
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10.35am Morning tea



Session 2 – The growth conundrum

11.05am	Asking the hard question: Do we need growth to succeed? Dairy consultant Basil Doonan took part in ADC's study workshop last year exploring this question. He hosts this segment – and explains why he's pleased we are asking this question.	Basil Doonan Partner Pinion Advisory
11.15am	Possible futures: Freshagenda's Jo Bills and Steve Spencer explore some of the factors driving the long-term decline in Australian milk production and offer some scenarios for 2030. What could the industry look like by then? How will milk be utilised and valued? Will the world market matter? What future could we shape from here.	Jo Bills and Steve Spencer Directors Freshagenda
11.35am	Overcoming the challenges to growth: US dairy supply chain consultant Mike McCully looks at how the US, at both the individual family farm and industry levels, has overcome the significant capital, labour and price challenges to growth.	Mike McCully President The McCully Group
12.10pm	<p>Should I stay or should I grow? Basil Doonan returns to discuss the grow or slow or go question with three farmers who have taken very different business journeys.</p> <p>Jeffrey Gijsbers, along with his partner Monique Mulder, has quickly grown a dairy business, from humble beginnings starting as farm employee after first arriving in Tasmania from the Netherlands 11 years ago, progressing to farm manager, share farmer and then farm ownership. The couple has made the most of each opportunity through knowing what they want to achieve and working hard to get there.</p> <p>Rob and George Rigney have seized the opportunity dairy offers and converted two of their three farms around Cressy to financially support their own families. They now milk close to 2200 cows, have lifted staff numbers accordingly and are looking to continue to expand numbers and develop infrastructure..</p> <p>Scott Fitzgerald had built a rapidly expanding dairy and fodder business, but in the last 12 months has restructured, reduced herd numbers and looked at business success in a different way.</p>	<p>Basil Doonan Partner Pinion Advisory</p> <p>Jeffrey Gijsbers Tasmanian dairy farmer</p> <p>Rob and George Rigney Tasmanian dairy farmers</p> <p>Scott Fitzgerald Norther Victorian dairy farmer</p>

1.00pm Lunch break



Session 3 – The new succession landscape



2.05pm	The invisible elder: At 70, widely regarded succession expert Lyn Sykes takes to the stage to share the perspective of the older generation in the succession struggle. In many cases, this generation established the farm, worked through some of the toughest times and produced an enthusiastic next generation of farmers. But they are either often ignored or accused of not sharing their thoughts. Lyn provides some keen insights into why they act like they do.	Lyn Sykes Family Meeting Facilitator <i>Lyn Sykes</i> <i>Communication</i>
2.30pm	Why soaring dairy asset values change the picture: Property valuer with rural real estate specialist firm LAWD Tim McKinnon explores how rising dairy property and asset values are creating challenges to farm succession. And how the role of the valuer tests the mettle between the on and off farm siblings.	Tim McKinnon Property Valuer LAWD
2.50pm	When all that was right, went wrong: Claire Booth calls herself a foremost a farmer, wife and young mother. As it happens, she's also principal of C.O. Booth Law and Advisory – a firm that specialises in farm succession. Claire draws on the anonymous examples from her experience in practise, coupled with a decent few of her own – to explain how the succession landscape can go so terribly wrong, more so it seems these days as burgeoning land and water values come into play. However, Claire assures, it is entirely possible to get it right.	Claire Booth Farmer, Lawyer, Dubbo, NSW
3.20pm	You can't ask that: Lyn Sykes is joined by Tim and Claire to answer anonymous questions submitted by our audience about the tricky business of succession. No question is too hard for this pair as they get to the nitty gritty of what is often thought but not spoken – and what to do about it.	Lyn Sykes with Claire Booth and Tim McKinnon

3.45pm Afternoon tea



4.15pm – Young Dairy Scientist Award



4.15pm	ADC Young Dairy Scientist Award: Five ambitious young scientists are charged with communicating their science to a farmer audience. They can present for only six minutes - needing to be concise, articulate and engaging. Presentations are the third component which also requires finalists to submit an article for publication in the Australian Dairy Farmer and display their work in the exhibition area.	Co-hosted by ADC scientific director Dr Richard Rawnsley and dairy ambassador Jonathan Brown
5.00pm	Day one close	
6.30pm	ADC Gala Dinner sponsored by Rabobank	

Day 2 – Friday 17 February

8.00am **Australian Dairy Conference AGM**

Tom Acocks
ADC President

Session 5 – Getting our voices heard

8.30am **Welcome to Day 2**

8.45am **Don't get mad, get elected:** Former member for Indi, **Cathy McGowan**, is brilliantly placed to talk about being a change-maker from the outside. With her roots deep in dairy farming, Cathy can bring a perspective like no other. We ask her to reflect on how individuals who want to drive change can do it and how you can have influence even when you don't control the levers of power.

Cathy McGowan AO
Former Independent Member for Indi and leadership consultant

9.15am **Why is advocacy so hard?** **David Inall** is an advocacy warrior. He was the Cattle Council of Australia CEO when the live cattle trade to Indonesia was suspended in 2011 and he led Australian Dairy Farmers through a tumultuous period of milk issues, including \$1 milk and the introduction of the Code of Conduct. From his new role at the other end of the supply chain, we ask a shackles-free David to explain the complexity of advocacy and why it's impossible to always please and what new-world advocacy would look like, given the chance.

David Inall
CEO
Master Grocers Australia

9.45am **Getting a seat at the table:** We ask Federated Farmers NZ President **Andrew Hoggard** to share the concept of farmer-led tough change – in the face of an onslaught of environmental and social pressure. This is a story of how agricultural industry leadership wins few friends and not that many arguments. And sometimes the outcome is still not what you wanted.

Andrew Hoggard
President
Federated Farmers NZ

10.30am Morning tea



Session 6 – Can dairy be carbon neutral?



11.00am **Why agriculture needs to respond to a changing climate while feeding the world:** One of the world's pre-eminent experts on agriculture and climate change **Professor Richard Eckard** hosts this session looking at how dairy can respond to climate change. As Professor of Sustainable Agriculture at the University of Melbourne and Director of the Primary Industries Climate Challenges Centre, he sets the scene in explaining why agriculture needs to respond to a changing climate.

Professor Richard Eckard
Professor of Sustainable Agriculture University of Melbourne



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11.10am	Debunking the myths on cattle and methane: Professor and air quality specialist in cooperative extension in the Department of Animal Science at UC Davis Professor Frank Mitloehner argues we should rethink methane from animal agriculture. He explains how agriculture's climate change impact can be turned from being a liability into part of a climate solution. Smarter animal farming, not less farming, will equal less heat.	Professor Frank Mitloehner University of California Davis
11.45am	Delivering sustainability metrics for commodity buyers and finance: Rabobank's global head of sustainable business development Lachlan Monsborough discusses how farms will need to evolve to meet the requirements of global commodity and finance supply chains. How can producers optimise natural capital and demonstrate reduced environmental footprint to create mutual benefit for themselves and retail brands?	Lachlan Monsborough Global Head of Sustainable Business Development <i>Rabobank</i>
12.00pm	Finding solutions for the farm: Fonterra's Chief Science & Technology Officer Jeremy Hill argues dairy's vital role in feeding the world means we need to find ways to reduce its greenhouse gas emissions, while still maintaining profitable milk production. And the way to do that will be found on farm – in developing solutions to curb dairy and agricultural GHG emissions. He outlines some of the ground-breaking research Fonterra is undertaking to improve cow and plant genetics, pasture management and other farming practices to slash emissions.	Jeremy Hill Chief Science & Technology Officer <i>Fonterra</i>
12.35pm	Richard Eckard leads an action-packed question time, interrogating his panel and inviting the audience to do the same.	

1:00pm Lunch break



Session 7 – Getting excited by the possible



2.00pm	Mapping the future - finding solutions that work for animals, farmers and the public: Professor Nina von Keyserlingk is not only a driver of practice-change, but she has also made it her business to understand the psyche of the dairy farmer. She is adamant that there is more opportunity than threat in changing cow calf management practices. We ask her to explore what it takes to drive change – when change is not necessarily sought.	Professor Marina (Nina) von Keyserlingk Professor of Animal Welfare <i>University of British Columbia</i>
2.30pm	Driving community support for dairy: Dairy Australia's Glenys Zucco brings a dairy farm lens to her job of improving public perceptions and support for Australian dairy. From building an alumni of farmer ambassadors, to recruiting the likes of Aussie Rules legend Jonathan Brown, to delivering advertising campaigns and school programs. With evidence-based results, Glenys shows us the power of social influence.	Glenys Zucco Marketing Strategy Manager <i>Dairy Australia</i>

2.50pm

Get excited by what is possible: Humans of Agriculture podcaster **Oli le Lievre** likes nothing more than getting deep into a story that will resonate with both farmer and consumer. His special guests will reveal a lot is possible: we just need to believe in ourselves to make it that way. Oli's guests are:

Don't tell **Nedd Brockmann** something's not possible. He revels in getting comfortable with being uncomfortable as he demonstrated in from running Perth to Bondi in just 47 days and raising \$2.5 million for homeless charity *We Are Mobilise*.

Dairy farm ambassador **Lucy Collins**, a Nuffield scholar, a veterinarian and a dairy farmer, who will explore the opportunities for farmers to have influence.

Tasmanian dairy advocate **Stephen Fisher**, who believes in the art of possible. He explains his business model that has core values of retaining Australian ownership of dairy farms and providing a pathway for new entrants. His investment group Circular Head farms puts people, not profits, first. And it's putting runs on the board on all counts.

Oli le Lievre

Founder
Humans of Agriculture

Nedd Brockmann

Inspirational runner and charity fundraiser

Lucy Collins

Western Victorian dairy farmer and Animal Health and Welfare Manager
Fonterra Australia

Stephen Fisher

Tasmanian dairy farmer and investor

3.35pm

Conference wrap-up

Dan Brown

ADC programming chair

3.45pm Conference close

3.45 - 5.00pm Happy Hour drinks at the bar

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All enquiries to:

Bradley Hayden
Event Manager

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15-17 February 2023 Hobart Tasmania

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Rabobank, a proud supporter of the Australian dairy industry

We're an agribusiness bank. Our local experts live and work where you do. And in the spirit of Rabobank's cooperative heritage, we are committed to supporting the local community through sponsoring the *Australian Dairy Conference 2023*.



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THE PRESENTERS

Barry Irvin AM, Executive Chairman

Bega Cheese & Chairman -
Giant Steps Australia

Barry Irvin is Executive Chairman of Bega Cheese, one of Australia's largest dairy and food companies with revenues exceeding \$3 billion. Bega Cheese's product portfolio ranges from dairy ingredients to a number of Australia's most iconic brands including Vegemite, Farmers Union, Dare, Dairy Farmers and Daily Juice.

Bega Cheese began as a co-operative based in the small regional community of Bega. Over the past 15 years the company has grown to now include 20 manufacturing sites across Australia, operates the nation's largest chilled distribution network and service customers in Australia and more than 40 countries around the world.

Barry grew up on the family dairy farm which his son Andrew now operates, Andrew is the sixth generation to farm in the Bega Valley. The long history with farming has meant that Barry has had a particular interest in sustainable agricultural production and championed a number of environmentally focused projects. Barry has always believed in giving back to the community and is the long-term Chairman of Giant Steps Australia an organisation that provides services to children and adults with autism.

Dennis Hoiberg , Founder Founder, Lessons Learnt Consulting

Lessons Learnt Consulting is a niche consulting business whose purpose reflects its name – to share the lessons of change, high performance, success and happiness through storytelling based on experience. Dennis Hoiberg is founder of Lessons Learnt Consulting and brings over 30 years of consulting experience working with individuals, families, teams and businesses to achieve this purpose.

His main area of consulting expertise is building emotional adaptability to thrive through change. His HOPE model on emotional adaptability and resilience is used throughout his national and international client base. Dennis' unique insight



into human behaviour, and practical and pragmatic style provides his clients with highly effective strategies and tools to be able to bounce forward and thrive through change at a personal, family, team, organisational and community level. He is a highly sought-after public speaker and provides real benefit to his clients to assist them on their journeys.

Dale Hanks, Dairy farmer Harvey, Western Australia

Dale Hanks is a third-generation dairy farmer in Harvey WA, husband to Leanne, father to Taylah 23 and Flynn 20. The dairy operation consists of a 144ha dairy platform milking 265 cows with two thirds of the herd black and white Holstein and one third Jersey cross. The business operates off 50/50 spring, autumn calving and currently supplies the Bega Group with an output of approximately 1.8million and is also the sole supplier to HaVe Harvey Cheese of approximately 160,000 litres a year. Irrigation consists of 34 hectares pivot plus flood irrigation with 80 hectares out paddock plus 100-hectare lease block for growing steers.



Greg Duncan

Greg is the Agribusiness Program Coordinator within the Farm Performance, Risk & Capital Team at Dairy Australia based out of Nowra NSW. He works across all regions to help support and deliver extension programs that build farm business capability and equip farmers to make better decisions that increase profit and wealth over time with a specific focus on "Our Farm, Our Plan" delivery. Greg previously spent 7 years in Regional Services as a Regional Extension Officer at Dairy NSW based along the South & Far South Coast of NSW as well as leading the Young Dairy Network program delivery across NSW. Greg's practical experiences of Dairy Herd Management in the NSW Riverina combined with technical and extension capabilities provide leadership and support for the dairy industry to deliver innovative, well planned, and collaborative regional coordination for extension activities nationally. He grew up on a family mixed cropping, sheep & beef property in Northern NSW.



Basil Doonan

Principal - Pinion Advisory

Basil Doonan has over 25 years of experience in farm business management, grazing management, training and consultancy. He has worked extensively in Australia and overseas in grazing industries, primarily consulting to farm business owners and managers and developing and delivering producer supported learning programs on topics such as pasture management, strategic planning, irrigation management and herd fertility.

Basil has a sound understanding of pasture and business management, soil and animal nutrition, animal husbandry and agronomy gained over his time in the agricultural industry. Basil has a Bachelor of Agricultural Economics and a Post Graduate Diploma in Farm Management.



Jo Bills and Steve Spencer

Freshagenda

Jo Bills and Steve Spencer are the directors of Freshagenda, a specialised food market consulting business. Freshagenda offers global dairy market analysis to a global client roster, including multinational food companies, dairy traders and major US and European dairy cooperatives.

Steve has decades of consulting experience in several agrifood sectors with a predominantly dairy focus, working with clients on strategy and analysis needs from farm to retail, as well as investors, input providers and advocacy bodies. Prior to founding Freshagenda with Steve, Jo was the Manager Strategy & Knowledge at Dairy Australia and is current member of the Australian Dairy Conference board. Steve and Jo were also part of a team that undertook a major foresighting study for the Australian dairy industry in 2012, called Horizon 2020. They will draw on these experiences to offer their unique perspective on the Australian dairy industry.



Mike McCully, President

The McCully Group

Prior to forming The McCully Group, Mike worked at Kraft Foods for over 15 years where he held management roles in dairy, meat, and grain purchasing. Over his career in dairy procurement, Mike had responsibility for sourcing most of the dairy commodities Kraft



buys in North America, as well as commodity risk management, economic analysis, and dairy policy. Additionally, while at the Oscar Mayer division, he was responsible for meat commodity risk management and corn purchasing.

Throughout his career at Kraft, Mike has provided leadership on dairy industry issues. He has served on the Board of Directors for International Dairy Foods Association's Milk Industry Foundation, IDFA's Dairy Ingredients board, and the Dairy Institute of California. He has been a member of IDFA's Legislative Oversight Committee, Farm Bill Committee, the National Cheese Institute's Economic Policy and Legislative Committee, and the California Dairy Institute's Producer Relations committee. He also has served on numerous dairy industry task forces involving dairy policy and price volatility issues.

Mike grew up on a grain and beef cattle farm in north central Illinois and remains active in the beef cattle industry through his partnership in purebred Angus and Hereford cattle operations. He has a Bachelor's degree in Agriculture from Western Illinois University and a Master's degree in Agricultural Economics from the University of Illinois. Before joining Kraft, Mike managed a grain elevator in western Illinois and worked in specialty grain export.

Jeffrey Gijssbers

Dairy farmer - Tasmania

Jeffrey came to Australia when he was 23. He didn't grow up on the farm but had friends who were dairy and pig farmers and that was enough to spark his interest in agriculture.



After leaving school he progressed from hiring himself out to farmers who needed help on farm during the busy season as a contractor, but once in Australia, he saw the opportunities the dairy industry had to offer and the possible pathway to farm ownership.

Starting off as a dairy employee, he took every opportunity available. He joined all the discussions groups, agricultural TAFE courses and learned everything he could about running a pasture-based dairy system. Never afraid to ask questions and regularly in contact with industry leaders to pick their brains, this inspired a progression from employee to share farmer to now farm owner, together with his wife Monique and daughter Elke.

Robert and George Rigney
Delmont Trading Trust – Cressy
Tasmania

Trading as Delmont Trading Trust located in Cressy in the Northern Midlands, Tasmania, the business is currently run by parents Allen and Sally Rigney along with sons George and wife Penny, and Robert and wife Louise. The dairy operation milks 2,200 cows starting their first season in 2008/2009 on an irrigated area of approximately 850 hectares. Heifer block comprises of 400 hectares with all winter cows and heifers on farm with 600 heifers R1.



Rob and George Rigney have seized the opportunity dairy offers and converted two of their three farms around Cressy to financially support their own families. They now milk close to 2200 cows, have lifted staff numbers accordingly and are looking to continue to expand numbers and develop infrastructure.

Scott Fitzgerald
Dairy farmer – Tongala, Victoria

As a refrigeration mechanic I returned back to the family farm located at Tongala-Northern Victoria in 2007. My Father was running the farm by himself at the time, milking 200 cows on the 130ha irrigation property. In 2009 we then moved into a share farming role bringing some equipment into the business and an increased management role in future planning and budgeting, also leasing a 60ha irrigation block growing and selling Lucerne as a separate income stream for future plans.



Through a succession process we moved to purchasing the herd in 2013 which then consisted of 300 cows and leasing the farm off my parents.

During the past 3 years some of the major developments that we have made to the business are buying an additional 125ha of irrigation land to complement the business, building a rotary dairy, increasing the herd to 480 cows. Our time on the farm has seen my wife Anna and I marry in 2009 and welcomed 4 children; Amelia 12, Isla 10, Hamish 8 and William 6, all of who thrive on farming life. My hobbies include motorbike riding, camping & skiing.

Lyn Sykes
Family meeting facilitator –
Lyn Sykes Communication

After a long career in the helping professions Lyn has retired with her partner in Dubbo. She believed her transition to retirement over a period of years would make it smooth and pleasant. As is usually the case things are not always as expected!



She was originally a nurse and a midwife and retrained as a relationship counsellor. Lyn's interest has and remains in the sustainability of families. Her work in succession has given her the opportunity and the privilege to spend a short time with families in this process. Lyn ran her last family meeting several years ago and on reflection many of the issues were the same as the first meeting she ran 30 years ago despite enormous changes in other areas of agriculture. Lyn is a mother of 5 adult sons and grandmother of 12 of their children. As always, her own experience has given her new insights into the reactions of older generations during this process as she comes to terms with a different identity.

Tim McKinnon
Founding Partner - LAWD

Tim McKinnon is a founding partner of LAWD and is the Senior Director of LAWD's Valuations Team. He is a respected industry professional known for his ability to conduct complex valuations and brings more than 17 years' experience in a broad range of asset classes to his role, including the valuation of large-scale institutional grade agricultural holdings and portfolios. Growing up on a dairy farm in Western Victoria, Tim was drawn to a career in rural property and is highly regarded for his ability to establish strong relationships with clients and stakeholders. While based in LAWD's Brisbane office, Tim travels extensively throughout the nation to complete valuations for a diverse range of clients.



Throughout his career working with institutional investors, ASX-listed companies and large corporate families, Tim's expertise has been called upon to value some of Northern Australia's largest multi-million-dollar pastoral holdings, as well as irrigated and broad hectare cropping enterprises, horticulture/permanent plantings, feedlots, dairy and poultry farms throughout Australia. Additionally, Tim is skilled in valuing water entitlements and processing facilities for agricultural commodities including meat, grain, milk, nuts and cotton. He is also an industry leader in completing compensation assessments for compulsory land and property acquisitions and resumptions.

Claire Booth

Farmer & Principal of C.O Booth
Law & Advisory



Claire is a lawyer and business strategist specialising in Wills, Succession Planning, and the transfer of business through generations in the farming and business sectors. Claire encourages families to use the opportunity of succession as a chance to 're-set' their family business. Claire was awarded a Nuffield Scholarship and published a report entitled "Looking under the covers: How identity, financial literacy and patient capital can prepare the Family Farm for the next 50 years".

After 20 years as an employed solicitor (and deciding the children were old enough!), in February 2022 Claire opened her own law firm 'C.O.Booth Law & Advisory' in Dubbo, NSW to deliver excellence in legal services to Regional Australia and New Zealand. Claire advises farming families in the following areas of law: succession, wills and estates, elder law, taxation, trusts, companies and partnerships, property, commercial and corporate law, as well as renewable energy projects. Claire practises in the Supreme Court of New South Wales, usually as a defence lawyer (such as defending claims brought against the family farm, defending a challenge to a Will or defending irrigators in water related litigation).

Claire is also a first-generation irrigator with her husband Brendan and two young children. The farms produce popping corn, sweet corn, seed corn, beans, grains & cereals, as well as angus breeding and trade livestock (to pay the interest bill!). When time permits, Claire enjoys the art of gardening in a variable climate, being a slog on the tennis court, spreadsheets, and lunching with friends.

Jonathan Brown

AFL legend and Dairy
Ambassador



Australian dairy industry's brand ambassador Jonathan Brown will also be joining us live at ADC 2023 Hobart. Coming from a family of multi-generational dairy farmers this Aussie rules football legend and media personality has a genuine and passionate connection to the dairy industry.

Beyond his family connection, the ex-Brisbane Lions captain credits high protein dairy foods as playing an important role in his preparation and recovery as a professional athlete and as part of a healthy diet for growing kids. Brown will help judge the ADC Young Dairy Scientist Award along with taking to

the stage with a conversation with Mick Harvey at the ADC Gala Dinner hosted by Rabobank.

Cathy McGowan

Former Independent member
for Indi



Cathy came to national attention when she won the seat of Indi as an independent in 2013. The community backed her again in 2016. In 2019 Indi made Australian political history when Dr Helen Haines was elected as Indi's second, independent woman. During her time as a politician Cathy actively worked in Parliament to develop policy around regional development, constitutional change for first nations people and a solution to the indefinite detention of asylum seekers.

Before she was in politics Cathy had a long and productive history with the dairy industry, leading the Women in Dairy Project and supporting many dairy projects especially during the deregulation of the late 1990's as well as study tours to Ireland and the US.

In 2019 she was awarded The Accountability Round Table award for political integrity and in 2022 The Australia Financial Review named her as one of the top 10 'covert' power players and No 2 cultural leaders in Australia. She is an Officer in the Order of Australia, a Churchill fellow and lives very happily on her farm in the Indigo Valley in NE Victoria.

David Inall

Chief Executive Officer –
Master Grocers Australia



David Inall assumed the position of Chief Executive Officer of Master Grocers Australia in October 2022. Prior to this David was CEO of Australian Dairy Farmers for five years and from 2013 to 2017 he was the Senior Vice-President with United Egg Producers in Atlanta, Georgia, based in the United States.

Before relocating with his family to the United States in 2013, David was the Chief Executive Officer with the Cattle Council of Australia in Canberra for almost eight years and prior to that he was the Livestock Export Manager, Asia & Australia, for Meat & Livestock Australia and Livecorp. He commenced his career as Policy Officer with the NSW Dairy Farmers' Association in the early 1990s after graduating from the University of Western Sydney (formerly Hawkesbury Agricultural College) with a degree in agricultural science and is a Graduate of the Australian Institute of Company Directors.

Andrew Hoggard
National President -
Federated Farmers

Andrew and his wife Audra have a 300ha dairy farm north of Feilding, milking 550 cows. He began farming as a 50/50 sharemilker in 1997 with 150 cows. In 1996 Andrew graduated from Massey University with a Bachelor of Applied Economics degree, majoring in Agricultural Economics.



Currently the Federated Farmers National President, Andrew has been in this role for 2 years with a previous 6 years on the board as the National Dairy Chair and then National Vice President. He has been involved with Federated Farmers since 2004 when he started as the Provincial Young Farmers representative, and has since worked his way up the various roles in the Province. He is also on the Board of the International Dairy Federation, on the executive council of AgritechNZ, and a Trustee of Landcare Trust.

Richard Eckard
Professor of Sustainable
Agricultural Systems -
University of Melbourne, &
Director - Primary Industries
Climate Challenges Centre

Richard is Professor of Sustainable Agricultural Systems, the University of Melbourne, and Director of the Primary Industries Climate Challenges Centre, a research centre addressing the impacts of a changing climate on agriculture. His research focuses on carbon farming and accounting towards carbon neutral agriculture, managing extreme climate events and options for agriculture to respond to a changing climate.



Richard is a science advisor to the Australian, New Zealand, UK and EU governments, the International Livestock Research Institute and the UN Food and Agriculture Organization on climate change adaptation, mitigation and policy development in agriculture. Richard was recently named on the Reuters list of the world's 1,000 most influential climate scientists and was appointed in 2021 as a Fellow of the Australian Academy of Technological Sciences and Engineering.

Dr. Frank Mitloehner
Professor, Department of
Animal Science at UC Davis

Dr. Frank Mitloehner is a professor and air quality specialist in cooperative extension in the Department of Animal Science at UC Davis. As such, he shares



his knowledge and research, both domestically and abroad, with students, scientists, farmers and ranchers, policy makers, and the public at large.

Frank is also director of the CLEAR Center, which has two cores – research and communications. The CLEAR Center brings clarity to the intersection of animal agriculture and the environment, helping our global community understand the environmental and human health impacts of livestock, so we can make informed decisions about the foods we eat and while reducing environmental impacts.

He is passionate about understanding and mitigating air emissions from livestock operations, as well as studying the implications of these emissions on the health of farm workers and neighbouring communities. In addition, he is focusing on the food production challenge that will become a global issue as the world's population grows to nearly 10 billion by 2050. Frank received a Master of Science degree in animal science and agricultural engineering from the University of Leipzig, Germany, and a doctoral degree in animal science from Texas Tech University. Frank was recruited by UC Davis in 2002, to fill its first-ever position focusing on the relationship between livestock and air quality.

Lachlan Monsborough
Head of Sustainable Business
Development – Global Rural
Clients Rabobank

Lachlan Monsborough is the Head of Sustainable Business Development; Global Rural Clients for Rabobank. He leads developing products and services for farming clients across Oceania and the Americas. Before joining Rabobank, Lachlan previously worked for the Zurich based chocolate manufacturer Barry Callebaut running their agronomic R&D division providing research and technical services to cocoa farmers around the tropical belt.



Previous to Barry Callebaut, he worked for Ecom and ran their cocoa export business out of Papua New Guinea, running both a trading arm and an NGO to deliver services to smallholder cocoa farmers. Lachlan with his wife and son live on a small farm south of Hamilton in Victoria happily leasing their land to a dairy farmer who turns out his Jersey heifers on the block.

Jeremy Hill PhD

MNZM, Chief Science & Technology Officer - Fonterra Co-operative Group & Professor Sustainable Nutrition - Riddet Institute, Massey University



Bestowed by HRH Queen Elizabeth II as a Member of the New Zealand Order of Merit for services to science and industry in the 2020 Queens Birthday Honours, Professor Hill has worked for Fonterra for over 30 years, the last 15 as Fonterra's Chief Science & Technology Officer.

Between 2012-2016 he served as President and Chairman of the Board of the International Dairy Federation (IDF). He is currently Chairman of the Pastoral Greenhouse Gas Research Consortium, Chairs the Ruminant Greenhouse Gas Partnership, sits of the Board of the NZ Agricultural Greenhouse Gas Research Centre and is a member of the Investment Advisory Panel for the NZ Government Climate Emergency Response Fund. In 2018 he established the Sustainable Nutrition Initiative at the Riddet Institute, Massey University, where he holds an Adjunct Professorship in Sustainable Nutrition. Professor Hill has published over 100 scientific papers and is an inventor or co-inventor of over 20 patent families.

Marina (Nina) von Keyserlingk
Professor & NSERC Industrial Research Chair holder - University of British Columbia (UBC), Canada

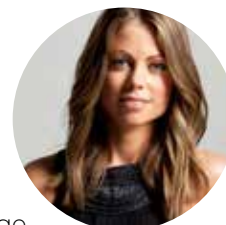


Marina (Nina) von Keyserlingk is a Professor and NSERC Industrial Research Chair holder at The University of British Columbia (UBC) in Canada where she co-directs the Animal Welfare Program. She grew up on a family run beef cattle ranch in central British Columbia and worked in agribusiness for 7 years after completing her Ph.D. before returning to UBC as a faculty member in 2001. Together with her colleagues and students their research focuses on assessing animal welfare and developing practical methods of improving the welfare of animals. She has published in excess of 300 peer reviewed scientific papers and has an h-index of 85. One of her most notable accomplishments are her efforts towards the training of students specializing in farm animal welfare who now hold a variety of positions in academia and the agriculture industry around the world.

Her contributions to the field of animal welfare have been recognized nationally and internationally awarded the UBC Killam Research Prize in 2022 recognizing her outstanding research and scholarly contributions in the natural, engineering and medical sciences.

In 2018, she was awarded the International Hans Sigrist Prize administered by the University of Bern, extended to scientists who are viewed as international ground breakers in their field. In 2018 she was also the recipient of the Award for Extension (sponsored by DeLaval) by the American Dairy Science Association. In 2013, she was the first woman to be awarded the Excellence in Dairy Science Award (sponsored by Elanco) from the American Dairy Science Association in the 100-year existence of the organization. She was also the 2016 recipient of the Award for outstanding contributions to the field of ruminant well-being, given by the World Buiatrics Association (Dublin Ireland) and the Metacam 20 Award for outstanding contributions to the field of Cattle Welfare. She is a frequent speaker both nationally and internationally and is considered one of the world leading experts in animal welfare.

Glenys Zucco
Marketing Manager – Dairy Australia



As Dairy Australia's Marketing Manager, Glenys develops the industry marketing strategy and leads a team to improve the image of the Australian dairy industry, grow demand for our products and attract new people to work in dairy. Glen lead the development of the DAIRY MATTERS platform and campaigns, and has also worked with her team to deliver the Australian Grand Dairy Awards, Healthy Bones Action Week, the Thrive Together campaign and the Health Professional, Schools Engagement and Farmer Ambassador Programs.

Glenys is a regular spokesperson for Dairy Australia in the media and is passionate about promoting milk's sports recovery and rehydration benefits! Glenys is originally from a dairy farm in the rural Victorian town of Katunga.

Oli Le Lievre
Founder Humans of Agriculture



Oli Le Lievre is the founder of Humans of Agriculture, a storytelling brand that showcases the true faces, real stories and authentic experiences of those involved in modern agriculture.

Prior to stepping into Humans of Agriculture full-time, Oli spent time working across the supply chain from his early days as a jackaroo, to business development roles including in an AgTech Startup to corporate Food & Agribusiness consulting.

His work has seen him working across industries including fresh produce, red meat, grains, and

seafood. At the end of the day, it's Oli's love for the people involved in agriculture and that's why he is so passionate about building a platform and community to share these stories and connect more people within and towards agriculture.

Nedd Brockmann

Inspirational runner and charity fundraiser

Nedd Brockmann is a 23-year-old sparky from Central West NSW and is now the fastest ever Australian to run across Australia, and second fastest in the world, having completed the run from Perth to Bondi Beach in just over 46 days. It was an incredible effort averaging over 80km a day for the nearly 4000km run. He embarked on the run to challenge himself, but also wanted to use the opportunity and the attention he was creating to try and also raise money for homeless charity Mobilise and set himself a target of \$1 million.



During his run, his daily Instagram updates captured the hearts and minds of Australia, culminating in an iconic moment at the finish line on a Monday afternoon at Bondi Beach where more than 10,000 people welcomed him home in an emotional finish that will be remembered for years. The support for Nedd came from across all walks of life, from truckies driving past him, farmers, kids doing bake stalls, council road side workers, roadside diner chefs to celebrities and politicians. He inspired messages of support from people including the Prime Minister, Jimmy Barnes, Hamish Blake, Carrie Bickmore, Pat Cummins, Ash Barty, global UFC champion Israel Adensanya, Hollywood actor Lily James, Hugh van Cuylenburg and current Australian of the Year Dylan Allcott.

The final total raised for the homeless was \$2.5 million, with over \$600k raised in the final day, their fundraising total for the previous year was \$7,500! Nedd's relentless focus on never giving up and keep showing up has inspired the nation. His daily quote of 'get comfortable being uncomfortable' has resonated with all ages and demographics and is driving people across Australia to take on new challenges.

Lucy Collins

**Dairyfarmer Western Victoria
& Animal Health & Welfare
Manager – Fonterra Australia**

Lucy Collins wears a few different pairs of gumboots. She has been a rural dairy vet for seven years and works on the family dairy farm in Dixie, southwest Victoria. Lucy is a Nuffield scholar, WestVic Dairy board member and a strong advocate for women in dairy. She is a co-founder of the Cream of the Crop conference and networking event for women in dairy. Recently, Lucy completed her Masters thesis in public perceptions of animal welfare on Australian dairy farms, and is now working with Fonterra Australia as their new Animal Health and Welfare Manager. She is passionate about cow care and believes there is vast opportunity for the dairy industry to improve engagement over shared values and common goals.



Stephen Fisher

**Dairy farmer – north west
Tasmania**

Stephen & Karen Fisher began share dairy farming in 1996 with the ambition to own their own farm and after 15 years they achieved this goal of farm ownership. Because they began with very little and were able to achieve their goals through hard work and the right opportunities, they also wanted to see these same opportunities given to others with like-minded ambitions. That was the idea that birthed Circular Head Farms 8 years ago.

Noticing an increasing interest in local farming land from overseas corporate investment funds, Stephen identified that opportunities for people to come into the dairy industry, and begin a pathway of building their own equity was becoming less available. Stephen and Karen explored the possibilities of facilitating this pathway within their own community, not only for the share-farmers but for local people to invest in and take ownership of their land, retaining generated wealth within their community. Circular Head Farms has now grown from 1 farm in 2014 milking 500 cows to 11 farms 2022 milking 8,500, with a considerable amount of dairy support land also purchased and developed along the way along. And from 10 investors in 2014 to 84 in 2022.



YOUNG SCIENTISTS

Beth Scott (BAV, MAS) is a

PhD candidate studying dairy genetics at La Trobe University. Her current research looks at the impact of genetic selection on inbreeding, with previous projects focused on the genetic contribution towards stillbirths in the Jersey breed. She has recently joined the team at Australian Fresh Milk Holdings as a Business Analyst, based in Orange.



Beth grew up on a dairy farm in South Gippsland which perhaps sparked her lifelong interest in genetics, both in the on-farm and in the scientific arena. Beth went on to complete a Bachelor of Animal and Veterinary Bioscience in 2014 and a Master of Animal Science in animal breeding and genetics at the world-leading Wageningen University in the Netherlands.

Dr Chinthaka Jayasinghe

is a research scientist at Agriculture Victoria Research. Currently, Dr Jayasinghe provides leadership for infield forage phenomics of Agriculture Victoria, Hamilton Smart Farm, delivering the critical plant performance data to enable forage crop improvements to be made in breeding and on-farm settings. Dr Jayasinghe completed his PhD in pasture agronomy and remote sensing at the University of Melbourne in 2022, where he developed a computerised pipeline to assess the proportion of grass and soil in images acquired from the ground and air. His findings in PhD research allow breeding companies and farmers to rapidly measure the longevity of pastures. Prior to starting his PhD degree, he worked as a research assistant at the University of Melbourne, Creswick campus, under the AGFACE project. He completed an undergraduate degree at the University of Peradeniya, Sri Lanka.



Laura Field has a keen interest in dairy calf welfare and the application of welfare research on-farm, having worked with dairy youngstock in NSW, Tasmania and Scotland. In 2017, she graduated from a



Master of Agricultural Science at the University of Melbourne, majoring in Sustainable Food Production and Animal Science, with a research project exploring bobby calf welfare. She is currently undertaking a PhD with the Animal Welfare Science Centre at the University of Melbourne, in association with the Tasmanian Institute of Agriculture and the University of Tasmania.

Laura's PhD thesis explores the long-term effects of replacement heifer early-life experiences. She focusses particularly on whether adjustments to the physical and social rearing environment can improve heifer welfare outcomes around their first calving.

Sarah Legge is a PhD

candidate at The University of Sydney focusing on Total Lifetime Productivity and Profitability. Her interest in dairying stems from a family background in the industry and a desire to advocate for a sustainable and profitable model to ensure the future of dairying in Australia. She aims to develop models which predict how early decision making on farm impacts the profitability while highlighting relationships between management and performance. The thread tying the chapters of her PhD together is the need to understand longevity on farm and how to increase this on farm.



Sineka Munidasa is a PhD

candidate at the Faculty of Veterinary and Agricultural Sciences, The University of Melbourne. Her research explores dairy production in changing climates, considering mitigating dairy producing greenhouse gas emission while adapting dairy farms to changing climates. Prior to starting the PhD, Sineka completed Master of Agricultural Sciences and B.Sc. Agricultural Technology and Management at the University of Melbourne and the University of Peradeniya respectively. Before starting her PhD, she worked as a research assistant for a couple of the University of Melbourne (Dookie Campus) research projects. In 2021, she received two scholarships, the Melbourne Research Scholarship and Rowden White Scholarship, from the University of Melbourne to continue her studies.



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"The farm is finally starting to reach its potential – everyone sees it"

Graeme and Fleur Nurse are third generation dairy farmers from Stanhope, Northern Victoria, milking 450 cows on their 700-acre family farm.

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Improved production per hectare and maximised return per megalitre of water



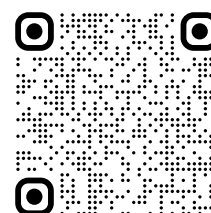
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People choose to partner with Fonterra because;

- We are a reliable, stable global partner
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To learn more about how we helped Graeme and Fleur and how we can partner with you, scan here.



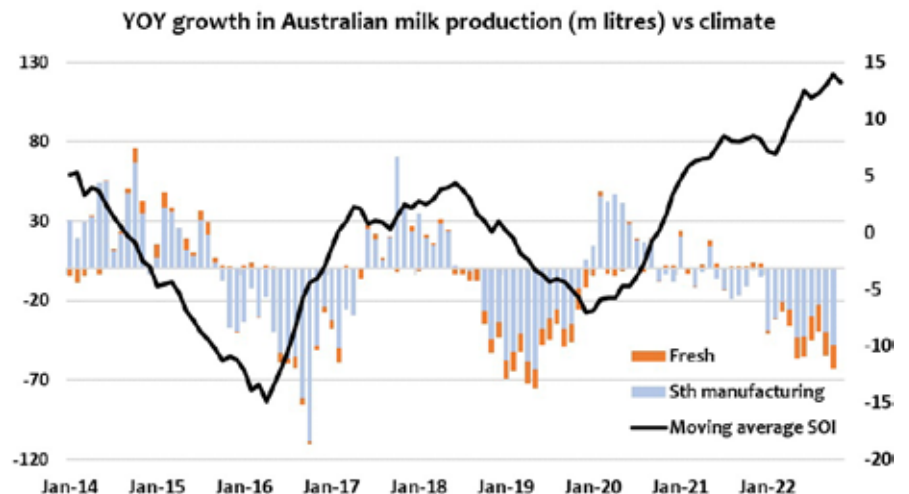


ADC Research Report - Can the long-term decline in Australian milk production be reversed?

As an independent, respected and non-political body, the ADC also commissions research from time to time to prompt industry discussions and debate on strategic issues on topics that are of significant interest and importance to the industry. The ADC has previously commissioned papers on optimising returns from the farmgate, industry advocacy and leadership.

In August 2022, ADC facilitated an industry workshop involving selected farm consultants working at the coalface, together with leading, profitable farmers from across Australia. The workshop was developed by the ADC Board in consultation with John Mulvaney and with support from Dairy Australia (DA). The workshop included representation from farmers and consultants from all Australian dairying regions and was attended by over 30 participants.

As well as offering background on industry conditions that prompted the workshop, this summary seeks to draw out national insights from discussions on the day.



Why has Australian milk production fallen and can the trend be reversed?

There are many factors that have affected Australia's milk productions over the past two decades including market and climate volatility, competition for land and other resources from other agricultural and non-agricultural users. In addition, farmer confidence has been significantly impacted by processor claw-backs in 2015/16 and \$1 per litre milk strategies employed by major supermarkets.

Now, with successive seasons featuring favourable weather conditions and historically high prices, milk production

continues to decline. The question is increasingly being asked, if the industry cannot grow under these conditions can this production decline be reversed in the future?

The workshop participants agreed there is no "silver bullet" when it comes to reversing the decline in national milk output. At an individual farm level, decisions about whether to increase production are dependent on many factors, including:

- Availability of labour and the likelihood of succession
- Attitude to risk and ability to mitigate risk
- Farm profitability and access to finance

- Lifestyle preferences
- Climate and water availability

While there were issues that could be region-specific these factors tended to feature across the country in dairy farming operations. Decisions about investment and growth are being made in a wider context of strong prices for other agricultural commodities such as beef, which are less labour-intensive and high land values that offer opportunities to exiting farm families.

One of the key issues identified by the workshop was the replacement of these exits, given the high capital hurdle and lack of a pathway faced by potential new entrants.

New business models and a different type of corporate investor could play a part in the future development of the industry.

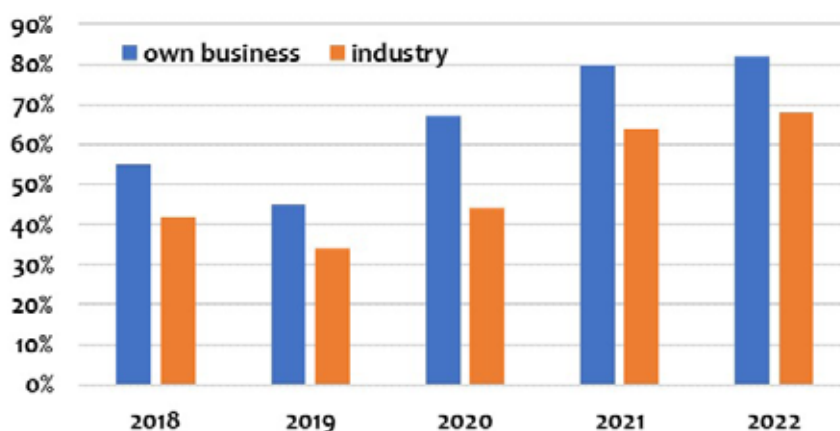
Skilled people are integral to the industry's future and there was recognition from the workshop participants that competition for staff will remain intense. Investing in people, through education and training that addresses the needs of farm businesses, rewards employees and lifts the professionalism of the industry will be critical. As the complexity and climate challenges of dairy farming

increase in future, the ability to **successfully adopt new technologies and manage risk** will be vital.

Along with skilled labour, one of the common themes from the workshop related to **attitude and industry "culture"**. It was recognised by the workshop that the ability to build wealth in the dairy industry is not discussed enough, and the tendency is to "talk the industry down". While hard to harness and quantify, it undoubtedly plays a part. Who determines the culture?

A strong message from the workshop discussion is that it is up to everyone in the industry, farm owners, service providers, institutions and organisations like the Australian Dairy Conference to foster a positive culture.

5 yr trend in sentiment
% of farmers who are positive



Source: Nat Dairy Farmer Survey, Dairy Australia

What next?

The workshop discussions have heavily informed the "The growth conundrum" session at this year's Conference, while issues such as disruption and succession will be covered in other sessions.

The Australian Dairy Conference board acknowledges the contribution of Workshop participants – farmers, consultants and researchers - to this important industry conversation.

A full report with the detailed regional workshop findings and recommendations for future work will be available on the Australian Dairy Conference website in March 2023.





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