



Accelerating
progress and change

In 2020, we celebrated 10 years of us.

We gathered the AWDT whānau together – our founders, facilitators, team, partners and alumni – to reflect on a decade of profound change and share some of our 4,500 stories of growth and impact.

It was a moment to appreciate how far we've all come together. And where our purpose and commitment to each other and New Zealand's primary sector, will take us next.

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Cover image: Yvette Chard - Next Level graduate, dairy farmer and Connect Youth & Development Trust Chair - connects with Ravensdown Sustainability Manager Allanah Kidd at the 2020 Next Level Christchurch graduation.

Our vision:
Women are vital partners in world-leading New Zealand primary industries.

Our purpose is to empower women to accelerate progress and change in the primary sector and rural communities.

Inaugural AWDT participant Sue Brown (Escalator 2010), reconnects with AWDT Patron Mavis Mullins

Chair's report

Our 2020-2023 strategy, refreshed in 2019, reinforced our purpose of empowering women to accelerate progress and change in New Zealand's primary sector and rural communities. We also reviewed our core principles, including formalising our desire to be flexible and agile in responding to new problems and opportunities. Well, it would be fair to say that 2020 and Covid-19 certainly called for change and agility!

We celebrated our 10-year anniversary in 2020. It was great to be able to honour this milestone in person with our staff, partners, trustees, alumni, facilitators and supporters and to look back on the achievements since our Founder Lindy created this outstanding organisation. Over the past decade, 4500 vital partners in progress and change have been supported by AWDT! The celebration included a special presentation by AWDT Escalator Alumni Chair Nicki Mackay to Lindy, making her an honorary alumni member.

The Board was pleased with our ability to be flexible and innovative at an operational level, while continuing to review and plan for future programmes and funding by developing and retaining vital partnerships, and our employing our core 'research, design, deliver' principle. As a charitable trust, our cash flows are monitored closely as are costs. To still return a small surplus in 2020 was a pleasing result that will help AWDT continue to invest for the future.

I was, as always, humbled and grateful for the continued support of our partners even when they themselves faced the challenges of a pandemic and an uncertain future. This commitment, support and the acknowledgement that there was even a greater need now for AWDT, allowed us to continue to empower women to lead and influence positive change.

Looking ahead, we have several new research activities and programmes planned. We are also coming to the end of the RMPP programme of activity. From day one 10 years ago, our work has been based on research of the needs of our sector before we design and deliver any new programme. While this can stretch financial and staff resources, it is key to ensuring quality impactful programmes to meet the needs of the time.

We are committed to developing a Te Ao Māori perspective in our work. Although in the early stages of this journey of learning, our leadership programme pilot run in 2019/2020 - Wāhine o te Whenua - has formed a good base for next steps to assist Māori women.

I would like to thank our staff who worked through a year of massive upheaval as online content and delivery was quickly mobilised, and who postponed and changed face-to-face courses many, many, many times, all the time focusing on the needs of those attending. Our team did this while facing their own challenges of working from home and in some cases home schooling children. They communicated constantly with women to keep them informed and provide options, reacted instantly to schedule changes and kept smiling (mostly) through it all.



I also thank our facilitator family who pivoted and remained open and flexible to new dates, new ways of delivering and modified course content to allow this. Our suppliers continued to support us and were ready to go when we did come out of lockdown.

Thank you to the women themselves who continued to register for courses, read the multiple communications and who showed up either online or in person to focus on their own personal development still in a difficult year for the benefit of themselves, their farms and businesses, their communities and the sector.

To our Trustees, thank you for your support, guidance, asking the hard questions and looking to the future. At the end of our 2020 year in November, we saw our Board composition change. Jessica Smith and Damian Buckley resigned from the Board and AWDT Founder Lindy Nelson stepped down as a Trustee.

In Lindy's words she is moving from "control to influence" leaving her AWDT governance role while retaining her passion for the organisation as Founder and Strategic Advisor to the AWDT Board.

Finally, thank you to our Patron Mavis Mullins for your continued unwavering support in the background and your gentle guidance.

When I reflected on 2020 and the response of everyone involved in AWDT, including myself, I came back to that driving passion and belief in what we do and why we do it. In some of our programmes we help women to find their leadership 'why' and ask "what is the change we want to see in our sector, on farm, in communities?"

Giving women the confidence, skills and connections to find that 'why' and make that change is to me what it is all about.

Linda Cooper

General Manager's report

Tēnā koutou katoa

In a year that challenged us in ways none of us anticipated, AWDT's culture of supported growth held fast. We adapted and improvised to empower 926 women and men to contribute fully in their farming businesses, communities and across the value chain.

While often scary and uncertain, 2020 reinforced the critical position of our food and fibre sector in New Zealand's prosperity, and the role of women as vital partners in leading change from the ground up.

Agility and flexibility to deliver

2020 was a true team effort and one we can all be proud of. Our small staff and facilitation team delivered through lockdowns, swift moves online and countless logistical changes. Their tenacity and commitment to the people we serve was nothing short of outstanding.

Despite the disruption, our community of learners chose to still prioritise growing their skills, confidence and connections. We were heartened by their trust in us and their decision to invest time, funds and energy into our programmes.

In 2020, 447 women graduated from Understanding Your Farming Business (UYFB) and Wāhine Māia Wāhine Whenua programmes across 37 locations. A further three UYFB programmes ran entirely online.

It's all about YOU supported the personal development of 77 women in six locations. Demand for this gem of a programme, regularly described as 'life-changing', will see it scaled up to reach 140 women in 2021.

Fortuitous timing allowed the relatively smooth running of two Next Level leadership and governance programmes for 26 women. This pan-sector programme is now financially sustainable and is being extended in 2021 to meet growing demand.

The journey of the 2020 Escalator cohort was extended until April 2021, with support added to help sustain connection during lockdown. Escalator will take 2021 off and resume in 2022, allowing time to review and re-position the programme at the pinnacle of AWDT's growing suite of offerings.

A review of quality systems saw the development of a new quality framework for continuous improvement through our circular research, design, deliver principle.

Thanks to ongoing investment by our partners and careful cost control, we achieved a financial surplus of \$30,800. Audited financial statements and the statement of service performance are available separately.

In August, our office relocated from Eketahuna to Masterton. We are grateful for the support of the Tararua community while based there, especially Mayor Tracey Collis.

Thank you to Linda Cooper for her leadership and support when she acted in my role when I took time out from February to May. Linda's governance and management experience, and care for people, contributed significantly to the year's success.



Innovation to meet needs

A measured approach to adapting learning online saw UYFB developed and delivered online and tested in mixed in-person/online models. Feedback was positive and UYFB is now well-positioned to meet the needs of those who prefer to learn online.

That said, AWDT's primary delivery mode will continue to be in-person, backed by online learning, connection and coaching. With programmes centered on human skills through facilitated group learning, much of the magic that happens in a classroom and on marae does not translate online.

Together with Beef + Lamb New Zealand and with support from Farmstrong and Ravensdown, we developed and delivered a new, two-part online workshop - "Know your Mindset Grow your Influence". This will be adapted and offered more widely in 2021 with support from MPI.

Our three-year Sustainable Farming Fund research project concluded with completion of the pilot leadership programme for Māori women. Further investment by AGMARDT will help us extend development to this group in the future, and separately, to young women entering the primary sector from tertiary study.

2020 finished with the adaption and delivery of Wāhine Māia Wāhine Whenua as a three-day wānanga for the first time. It was a great privilege for our team to live and learn alongside wāhine on the beautiful Ōhaki Marae in Pawarenga.

Looking ahead

AWDT will continue to focus where we can make the biggest difference – empowering women to lead change from the ground up, at all levels, across the primary industries.

With the Red Meat Profit Partnership finishing in March 2021, we are planning the future structure and funding of our farming business programmes, including the extension of these to other sectors.

We look forward to building on our work with our family of partners and collaborating with others to leverage our respective strengths to create impact.

Manāki tangata, manāki whenua. Haere whakamua. Care for the land, care for the people. Go forward.

Lisa Sims

Board of Trustees

AWDT is governed by a Board of eight appointed Trustees with diverse backgrounds, connections and experience in leadership, governance and management in the primary sector. Board members live in both rural and urban New Zealand communities. The Board meets four times per year in person with conference calls as needed at other times.

The newly established Associate Trustee position saw Escalator Alumni member and Beef + Lamb New Zealand Global Market Innovation Manager, Lee-Ann Marsh serve in that role during 2020. The board and management appreciated and valued the strategic and marketing perspectives Lee-Ann brought to discussion and decision making.

In November 2020 Jessica Smith and Damian Buckley resigned from the Board and AWDT Founder Lindy Nelson stepped down as a Trustee. Lindy retains her passion for the organisation as Founder and as Strategic Advisor to the Board.

AWDT is fortunate to have continued support and guidance from Patron Mavis Mullins.



Linda Cooper,
Chair



Lindy Nelson MNZM
Founder/Trustee



Dr Scott Champion
Trustee



Jenni Vernon
Trustee



Murray Donald
Trustee



Fi Dalgety
Trustee



Jessica Smith
Trustee



Damian Buckley
Trustee



Lee-Ann Marsh
Associate Trustee



Mavis Mullins MNZM
Patron

Our partnerships

Shared values and common goals underpin our strategic partnerships with AGMARDT, ANZ, Beef + Lamb New Zealand, DairyNZ, FMG, Ravensdown and the Red Meat Profit Partnership.

Likewise, with our programme partners Farm Focus (formerly CRS Software) and Ministry for Primary Industries through the 2017-2020 Sustainable Farming Fund project, alongside sponsors KPMG and Farmers Weekly.

Long-term relationships with these partners who share our vision have provided certainty for AWDT's operational delivery over the past 10 years and continued to do so in 2020 in the Covid-19 environment.

This investment reduces barriers to women's participation and ensures programmes are readily accessible to women from every part of New Zealand, regardless of where they live or work.

The programmes and networks that drive the AWDT community simply would not happen without the investment and involvement of our partners.



John Bennett of ANZ speaks at the AWDT 10th anniversary celebration in November. Alongside its financial investment in women's development, ANZ provides invaluable support and wonderful hospitality at its Wellington offices for AWDT events and Wellington-based programmes and meetings.



The Ravensdown team connected with our 2020 Christchurch Next Level graduates in September - from left: Learning and Development Manager Claire Williamson, Director Nicky Hyslop, Next Level graduate Taylor McHugh, Group Marketing Manager Phil Power and Sustainability Manager Allannah Kidd.

Where we are going

The AWDT 2020-2023 strategic plan is focused on ensuring primary sector women are equipped to respond to a rapidly evolving primary sector that is facing disruption from its traditional modes of operating. We are focused on three key strategic priority areas.

- Priority 1 Equip and empower primary sector women:** Investing in insights-driven high impact programmes that meet the needs of primary sector women, equipping and empowering them with the right mindsets and skillsets to be valuable contributors in the primary sector today and into the future.
- Priority 2 A high impact, leveraged pan-sector network:** Creating a high value collaborative network of AWDT alumni and key partners that can be leveraged to create mutual value and amplify AWDT's impact across the sector.
- Priority 3 Future-proof AWDT:** A relevant and high-performing organisation with sustainable funding streams that is well positioned to support the needs of primary sector women.

Our goals

What does success look like?

- AWDT is a trusted partner and advisor across the primary sector
- AWDT alumni are confidently leading and influencing change on and off farm
- Globally recognised training and development programmes
- Strong strategic partnerships and sustainable funding
- AWDT is a trusted partner for primary sector women including wāhine Māori

Our principles

How do we respond to opportunities and challenges?

- Form vital partnerships through collaboration and creating mutual value
- Research, design, and deliver programmes that meet real needs
- People, profit, planet, and progress underpin our impact focus
- Flexibility and agility in responding to new problems and opportunities
- Develop a Te Ao Māori perspective in our work

Our values

What do we believe in?
How do we behave?

- Standing shoulder to shoulder
- Keeping it real: to meet today's needs from the farm to the boardroom
- Creating confidence: to learn, connect and take action
- Being curious: always learning, open to new opportunities
- Inspiring hearts and minds

Our vision:
Women are vital partners in world-leading New Zealand primary industries.

Our purpose is to empower women to accelerate progress and change in the primary sector and rural communities.

Women are vital partners in the Fit for a Better World vision

We are committed to meeting the greatest challenge humanity faces; rapidly moving to a low carbon emissions society, restoring the health of our water, reversing the decline in biodiversity and at the same time, feeding our people.

We will own our part and lead the change that comes with it, starting now.

The principles of Taiao define our relationship with nature.

Alongside innovative science and technology, we are designing modern regenerative production systems fit for a better world.

Within a generation they will be the foundation of our prosperity and the way we, produce high-quality, trusted and healthy food, drinks and fibres. These outstanding products will speak of our land, oceans and people. They will be enjoyed by people all over the world, fulfilling their desires for functionality, wellbeing and aesthetics.

Taiao, and the health and wellbeing of our communities and children for generations to come, will be the benchmark of how we measure success.

Source: Fit for a Better World - Aotearoa Primary Sector Strategy

10 YEARS of empowering primary sector women

For 10 years, the Agri-Women's Development Trust has stood shoulder-to-shoulder with the primary sector and rural communities. Hundreds of programmes and thousands of graduates later, **we look back at how far we've all come.**



2035 VISION
Women are vital partners in a thriving New Zealand primary sector that leads the world.

Meeting women where they are...

and 144 locations in between!



4500 GRADUATES

VITAL PARTNERS FROM THE FARM TO THE BOARDROOM **ACROSS 13 PROGRAMMES**



BUILD CONFIDENCE

"I feel empowered & more confident to have critical conversations & have a much better understanding of our farming business."

UYFB graduate



WORK TOGETHER

98%

Future Focus graduates who improved the farming business through better partnership.



CONNECT AND LEARN

1500+

Graduates connected across 16 regional hubs.



LEAD & GOVERN

1 in 2

Escalator & Next Level graduates step-up to new governance positions.



LIVE WITH PURPOSE

"The course by far exceeded my expectations and was without a doubt, life changing"

It's All About You graduate



Escalator

14 women (graduated April 2021)

"Our lives changed forever as we wove our stories together. But little did we know that Covid was just around the corner, changing our world forever. We stayed connected through evenings of Zoom, our networks across screens and learning from those who had gone before us. Finally re-united in Wellington, our bonds held fast."



Next Level

26 women

"It dawned on me that I think a lot in my head, have a vision & a plan. But what I realised is that I need to have a plan to take my team and organisation on the journey with me. I started using the tools and coaching and immediately got significantly different results. I started to believe in myself again, as the barriers to progress opened up."



Understanding Your Farming Business (UYFB)

419 women

"Brilliant course, very well run by all facilitators. Would highly recommend it to any female who is struggling to understand their farming business or who requires the confidence to step up within it! Has definitely helped my confidence to become more of a critical farming member within my family farming business."



Wāhine Māia Wāhine Whenua

34 wāhine Māori

"The wānanga has been three full-on amazing days. I have a background in dairy farming for the past 12 years. We've recently sold up and I'm keen to give my skillset in a governance role for Māori farming. I'm passionate about the primary industry and I think Māori have the potential to do really neat things and help with whānau aspirations for our people." – Bettina Reid



It's all about YOU

77 women

"Confidence – absolutely! I had some very new, positive revelations about myself on It's all about YOU. I have since presented in front of 120 of my peers, entered a half marathon and am about to apply for a new job."



Wāhine o te Whenua (pilot)

12 wāhine Māori

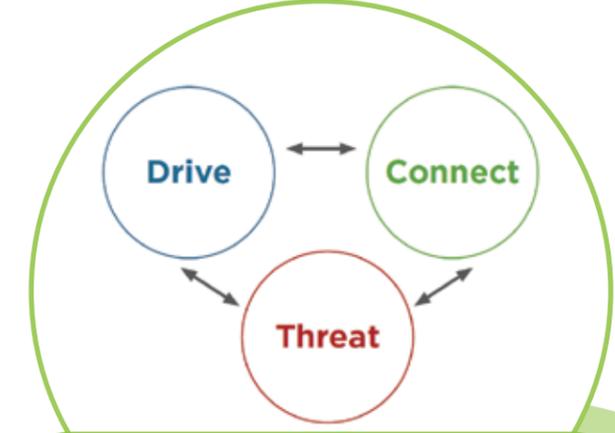
"There are so many changes I have made as a result. Building confidence in my knowledge and who I am, collating techniques that I can apply in different situations, being able to engage with like-minded people who are not only dealing with similar issues at a professional level, but also at a personal level."



Future Focus

220 farmers - women & men

Sheep, beef and dairy farming partners co-designed their farming futures, explored their values and set their visions for the future. Using financial and performance indicators, they understood where their businesses are at now and created action plans to reach business and family goals, along with systems for staying on track.



**Know your Mindset
Grow your Influence**

124 farmers – women & men

"I spent time with my partner doing the workshops – it was revealing and surprising how much he engaged. Revisiting my values helped me understand the current disruption I am experiencing. Made me more aware of my unhelpful behaviours when under stress which helps me find a more helpful way of moving forward."

Pan sector **impact**

AWDT's core personal development, leadership and governance programmes Escalator, Next Level and It's all about YOU continued to empower diverse groups of women to take new directions, connect more widely and map pathways to reach their goals.

Ten years on from AWDT's inaugural Escalator programme, Escalator Alumni members continue to lead progress and change from the farm to the boardroom - across the primary sector and rural communities. In 2020, new appointments and achievements of this group included:

- Angela Darke - South Island Technical Specialist Soil, PGG Wrightson
- Anne Marie Broughton - Director, Whanganui & Partners
- Claire Nicholson - NZAGRC Science Program Advisory Group & Stakeholder Advisory Group. Member, MBEI Precision Antimicrobials Industry Advisory Group. Director, Carrs Supplements NZ. Director, PKW Farms
- Carla Muller - Senior Consultant (Economics) Perrin Ag
- Dani Darke - Director, Ballance Agri-Nutrients. Partner, Coach Approach Rural
- Dawn Sangster - Director, Alliance Group Ltd (re-elected)
- Hinerangi Edwards - Chairman, Primary Industries Workforce Development Council Interim Establishment Board. Director, Korou Digital Agency
- Jen Scoular - Director, Produce Marketing Association, Australia & New Zealand
- Jo Back - North Island Project Lead, Extension Services MPI
- Julia Jones - Board Member, Meat the Need
- Kathryn de Bruin - Director, Te Tai Tokerau Water Trust
- Karen Middelberg - NZ Deer Farmers Association, Executive Committee Member
- Karen Schumacher - Board Member, QEII National Trust
- Karen Williams - Vice President, Federated Farmers NZ
- Lee-Ann Marsh - Associate Trustee, AWDT
- Libby Tosswill - Trustee for Central Hawkes Bay Consumer Power Trust, Connect Youth Development Trust and Central Hawkes Bay Community Trust. Vice Chair, Pōrangahau Catchment Group
- Linda Cooper - Fellow, Chartered Accountants Australia & New Zealand
- Louise Cullen - Director, AgResearch
- Nicola Luxton - Solicitor, New Plymouth District Council
- Parmindar Singh - Trustee, Trust Waikato
- Pattie O'Boyle - Council Member, Wellington Interim Regional Skills Leadership Group
- Rebecca Smith - Director, The Whole Story
- Tracy Atkin - CEO, Marlborough Capital
- Tracy Brown - Nuffield Scholar
- Vanessa Winning - Chief Executive, Irrigation NZ



2020 Next Level (Palmerston North) graduates from left: Megan Mounsey-Smith, Emma Stephenson, Angela Strawbridge, Katy Jones, Lauren-Jane Nevill, Kirsty Aldridge, Kate Stewart, Katie Ramlose, Moira Haddrell, Jayne Adams, Sally Rutherford and Stacey Beattie.

Taking leadership to the Next Level

In its second year, the six-month leadership and governance programme, Next Level, saw 26 women from the dairy, apiary, sheep, beef, banking, technology, agri-support and professional services industries set their sights on making positive impact.

These dynamic, diverse groups of women explored their individual 'leadership why' and setting their direction as a positive force for others.

2019 and 2020 Next Level graduates appointed to new roles during 2020 included:

- Amie Griffiths - Agri Manager Livestock Improvement Corporation (LIC)
- Amy Blaikie - Beef + Lamb New Zealand Farmer Councillor, Southern South Island
- Bron Anderson - Consultant, Business Success Partners
- Cheyenne Wilson - Board Member, Meat the Need, Regional Vice-Chair, NZ Young Farmers Tasman
- Heidi Sixtus - Owner Summit Business Solutions. Trustee, Nga Tawa Diocesan School
- Jenna Smith - Board Member, Dairy Women's Network
- Kate Stewart - Regional Chairperson, (Taranaki Manawatu) NZ Young Farmers

Confidence to create a career

Knowing that the decisions she would make in the coming years would echo throughout her career - Kate saw Next Level as a chance to genuinely pause, reflect on her strengths, form a network and chart a path that would deliver for her, and the industry she loves.

In Kate's words, "I was ready to put in the work to really understand myself and how I could make a positive impact. I needed the self-confidence to stop worrying about what others were saying and doing, and just walk my own path."

"I have a checklist now to vet any new opportunities that come my way. It's called the 'is this what Kate wants and is good at' checklist."

- DairyNZ Consulting Officer, Kate Stewart



2020 Next Level (Christchurch) graduates from left: Nikki Cameron, Bron Anderson, Anna Harris, Amanda Bissett, Yvette Chard, Kate Menzies, Taylor McHugh, Carmen Foster, Karen Prue, Hannah Blakey, Amelia Wood, Jessica Ruddenklau, Jessica Hollever and Lucie Jopp

Stronger farming businesses

Continued investment by the Red Meat Profit Partnership saw 447 women equipped with the skills and confidence to lift the performance of their farming businesses – through our Understanding Your Farming Business and Wāhine Māia Wāhine Whenua (WMWW) programmes. A further 220 farming partners, women and men, complete the Future Focus programme – crafting shared values, vision and a plan for the future.

In total, 568 women registered for 2020 Understanding Your Farming Business programmes, with 447 (78%) graduating. This number of graduates represents 70% of the total target of 640 women.

Programme drop-offs were primarily due to the disruption and anxiety caused by Covid-19, with some impact from long-standing reasons for non-completion e.g. childcare or changing circumstances.

Future Focus saw 69% percent of the original annual target of 320 people achieved, largely due to cancelled or merged programmes during lockdown.

2020 programme highlights include:

- UYFB online was piloted and generally well received. The AWDT team worked quickly to move all modules online and graduates noted that the new format resulted in more flexibility to pick-up modules that might have been missed/deferred in the in-person model.



James and Michelle Hindmarsh made their future feel real at Future Focus Napier - bringing along their newest family member.

- Across UYFB and WMWWthe programmes, 77 dairy farming women participated (meeting the 20% set allocation for that sector).
- Adding a 'user pays' element to Future Focus did not appear to impact participation.
- Graduation formats changed several times in response to Covid levels - from an evening event, to online and finally as an afternoon event.

In 2021, we'll be exploring how Understanding Your Farming Business, Future Focus and Wāhine Māia Wāhine Whenua could evolve. Our focus will be on ensuring these programmes stay relevant to the changing needs of primary sector women, remain accessible to as many people as possible and how new partnerships could increase programmes' impact across the sector.



Graduates of the Feilding Understanding Your Farming Business programme were some of the first to return to face-to-face learning after lockdown.



Wāhine Māia, Wāhine Whenua

Five Wāhine Māia Wāhine Whenua programmes were delivered to 34 women in 2020. These wāhine added to their kete with new plans, skills and confidence to grow and sustain whenua, businesses, ahuwahenua trusts and whānau.

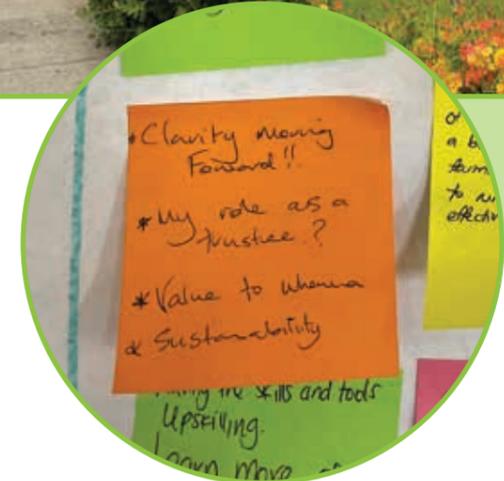
Previously delivered over a three-month period, the programme was piloted as a three-day wānanga over a long weekend in November at the beautiful Ōhaki Marae, Pawarenga (above).

We sincerely thank and acknowledge the manu whenua of Pawarenga, especially our facilitator Melanie Sweet and marae Chair Maraea Herbert-Pickering, for working alongside us in this initiative. Kōrero tahi, mahi tahi.

An independent review of the wānanga pilot recommended that the programme continue to be delivered as a marae-based wānanga, an approach AWDT plans to take forward. The review concluded: "The words of two of the participants aptly describe the power of the kaupapa and the power of this being convened as wānanga at a marae: 'It's not about myself, this is better than beautiful.' 'It was all there, but we have moved our headspace forward.'"



"The programme gave me a boost to gather my whānau and share a vision for the future of the whenua as kaitiaki. I gained the courage to learn about agriculture and am confident knowing that I now have the tools in my kete to go and ask the right questions." – Maraea Herbert-Pickering (left) - Chair, Ōhaki Marae



Our team – keeping it real

In exceptional circumstances the AWDT facilitation team of 25, supported by the Masterton-based office team of five, continued to deliver quality programmes throughout Aotearoa in 2020.

Early in 2020 we welcomed Jo Kerslake to the office team. Later in the year, Jo took up the newly-created Development Manager position and Diane Falconer joined us to manage programmes across the business.

With Understanding Your Farming Business moving online, our facilitators upskilled in turn – demonstrating their flexibility when required to pivot back to face-to-face delivery. With dates constantly changing, this team pitched in and filled gaps.

Programme evaluations strongly re-iterate that AWDT facilitators consistently create a safe environment for participants to share experiences and learn together.

“Fantastic facilitators who were able to answer questions, help us work through barriers and kept the sessions interactive and fun.”

“Facilitators were awesome. I enjoyed their rural background stories and how they could relate their experiences to what they were teaching us.”

We commissioned and completed a review of the quality framework to ensure high standards and consistency are maintained.

A facilitator training day held in Wellington in November provided a welcome chance for some of



AWDT Facilitators and Escalator Alumni members Wendy Coup and Pattie O'Boyle reconnect at the AWDT 10-year celebration.

the team to reconnect in person and build facilitation skills, share new tools and techniques and discuss the quality framework.

We continued with our model of identifying and recruiting talent from programme graduates and look forward to supporting several new facilitators who will add tikanga Māori, psychology, and leadership depth to our team in the future. Others will develop as facilitators across a wider programme range in 2021.



Celebrating 10 years - AWDT office team members Rebecca Atkinson, Rachel Morgan, Diane Falconer and Keri Holmwood (absent, Jo Kerslake)

Our partners

Strategic partners



Programme partners



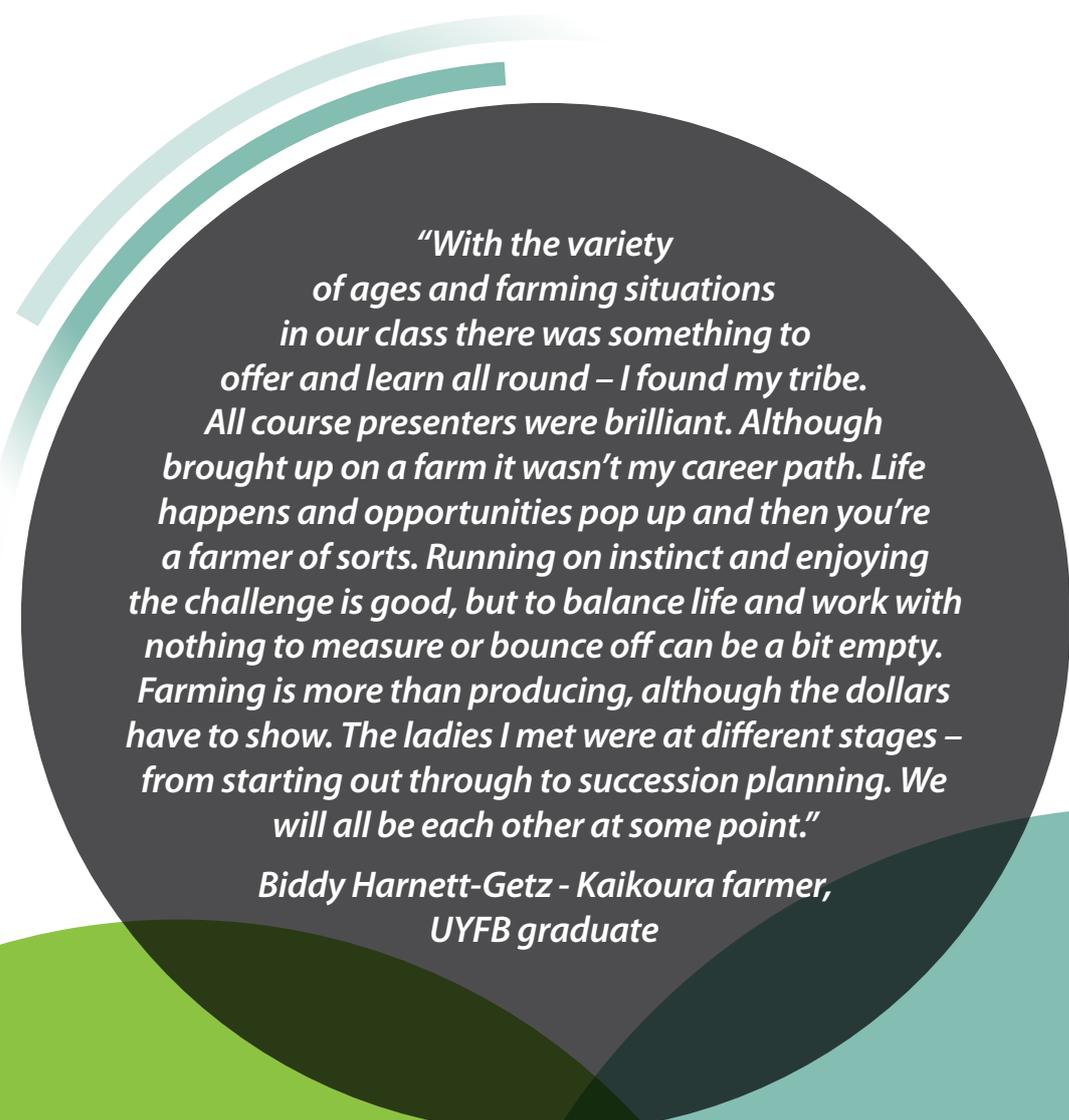
Sponsors



 Agri-Women's Development Trust (AWDT)  @AWDTNZ

 Agri-Women's Development Trust

www.awdt.org.nz



"With the variety of ages and farming situations in our class there was something to offer and learn all round – I found my tribe. All course presenters were brilliant. Although brought up on a farm it wasn't my career path. Life happens and opportunities pop up and then you're a farmer of sorts. Running on instinct and enjoying the challenge is good, but to balance life and work with nothing to measure or bounce off can be a bit empty. Farming is more than producing, although the dollars have to show. The ladies I met were at different stages – from starting out through to succession planning. We will all be each other at some point."

*Biddy Harnett-Getz - Kaikoura farmer,
UYFB graduate*