



Annual Report 2023



47 Fairlight Road, Garston

www.thefairlightfoundation.org

December 31, 2023

Executive Director Laura Koot

EXECUTIVE SUMMARY

This is the third Annual Report of The Fairlight Foundation, outlining its 2023 activities. It provides a summary of The Foundation, its 2023 internship programme and other key activities, outcomes and highlights, operational matters, and acknowledges contributors and supporters.

The Foundation's activities are managed by our Executive Director Laura Koot in close co-operation with Fairlight Station staff, under governorship of the Board of Trustees.

Be Professional is one of the Foundation's core values and we strive to live this mantra both in, and out of, the paddock. This value recognises that anyone, at any stage in their career, can be a leader and a role model. This core value acts as a reminder for our interns to act professionally when working at Fairlight, when representing Fairlight Station and the Foundation at industry events and workshops, and when socialising outside of the programme. Our interns know that you don't need a leadership title to be a leader, because our definition of a leader is simply someone that inspires others positively and supports others to achieve their goals.

Our education partnership with Land Based Training continues to flourish and we appreciate the flexible delivery and fit-for-purpose content that their qualifications deliver to our programme. This year we also started discussions with Land Based Training on how we could work together to deliver short courses that provide practical, operational farming skills to inexperienced shepherds already in employment. We will be developing this further in 2024.

Our focus on personal and professional development is something that differentiates us from other farm training programmes and in 2023 our interns completed a series of workshops with HALO Training. HALO's workshops focus on the human side of leadership, empowering people, teams and organisations to thrive in times of adversity. The increased confidence and professional aptitude the interns gained from these workshops was notable.

The deck, and plumbing and electrical services for the Smith Crane and Construction accommodation blocks were completed and council consent was issued this year. A group of vet tech students from Telford and their tutors were the first to use the accommodation blocks for 3 days while they took part in practical training with the Fairlight Station deer and sheep to gain valuable hands-on livestock experience for their diploma. We are privileged to have had these accommodation facilities donated to the programme by Smith Crane and Construction and they will be well utilised in the future to help us advance the careers of many aspiring rural professionals.

EXECUTIVE SUMMARY CONT.

Our interns travelled to Telford early in the year for their first shearing workshop and developed their basic shearing skills alongside the Telford students. Telford looked after and accommodated our interns for 4 days for this workshop and then also allowed their farm tutor Ken Payne to spend a further 4 days at Fairlight later in the year refining the interns shearing skills and teaching them butchery and fencing basics. We are thankful for the strong reciprocal relationship we have developed with Telford and are privileged that we get to work together to advance the rural careers of both Telford students and the Foundation interns.

A major landmark project that was completed in 2023 was the construction of a purpose built accommodation and workshop facility for The Fairlight Foundation, based on Fairlight Station. The 2024 interns will be the first to reside in this newly constructed premises and all future Foundation workshops and meetings will take place here. The Foundation building has been thoughtfully designed and constructed with a 100 year vision to not just accommodate the interns, but to also act as a multi-purpose building that can be used to host workshops, small events and conferences. Thank you to local building company Koota Construction for managing the build project.

The Fairlight Foundation Board and Executive Director would like to formally thank the Fairlight Station farming team as well as our sponsors and programme contributors. With their support, we have delivered another well-rounded internship programme in 2023 and look forward to expanding our programme and operations in years to come.

BOARD OF TRUSTEES

Peter Wilson, Chairperson

Doug Harpur, Trustee

Simon Wright, Trustee

EXECUTIVE DIRECTOR

Laura Koot



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CHAIRPERSON'S INTRODUCTION

Welcome to the third Annual Report of The Fairlight Foundation.

A key focus in 2023 has been enhancements to the internship programme, expanding the range of professional, personal, technical and practical training offerings, in parallel with further development of our network of contributors, supporters, sponsors and allied organisations, and consideration of future activities and direction for the Foundation.

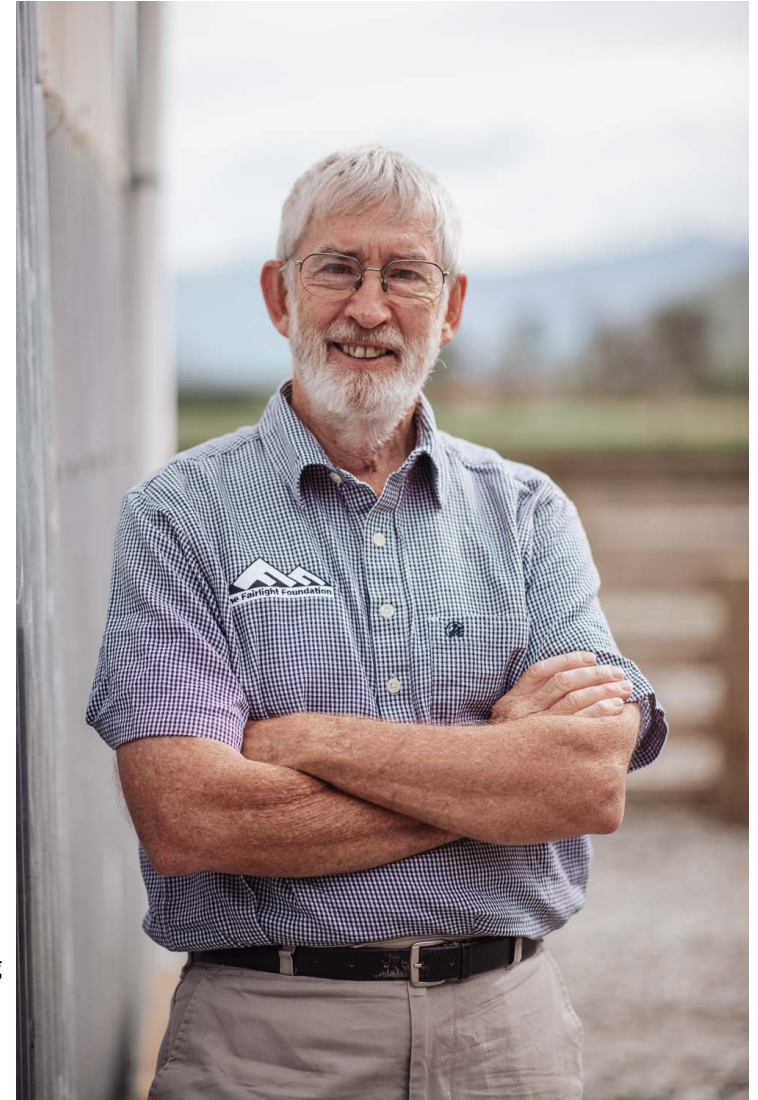
The Foundation is proud that its unique internship programme has now supported nine young women agricultural graduates into chosen career pathways. They have done so with confidence, knowledge and professional personal and practical skills that significantly surpass the norm for entry-level professionals in the agricultural industry. Achievements of our graduates will be monitored to track the Foundation's internship's impact on enhancing women's career pathways in the industry over a longer period.

Potential further development of the internship has been scoped, with input from present and past interns, in preparation for a review of the internship in the new year. Our Executive Director has also developed concepts for short courses which will broaden the Foundation's support of young people in the industry, utilising the donated modular accommodation facilities which have been commissioned this year.

The purpose-built intern accommodation and meeting/seminar facility has been completed and will be occupied by our three outstanding selected interns for 2024.

The Foundation once again acknowledges the support and generosity of the large number of agencies, businesses and individuals who have supported us financially, in-kind or in-person, as listed toward the end of this report.

I personally acknowledge the contribution and support of fellow trustees Simon Wright and Doug Harpur, Executive Director Laura Koot and Fairlight Station staff in contributing to such a successful and rewarding year. This, along with financial and staffing reorganisation, provide a solid base upon which to further our mission and vision into the future.



Peter Wilson BVSc, PhD

Emeritus Professor

OUR MISSION

To foster and support career advancement of women in the agriculture industry in New Zealand.

OUR VISION

More women as leaders in New Zealand's agriculture industry.

STRATEGIC INTENT

- Provide world leading, on-farm internships which deliver practical, personal, technical and professional skills and knowledge-based training, building confidence, competence and expertise, to underpin advanced careers in the agriculture sector.
- Identify and provide a range of additional activities designed to meet the needs of women entering or advancing careers in agriculture.
Develop a support network of agriculture sector stakeholders to foster career opportunities for women in agriculture.



2023 Interns from Left to Right

Monique Mellow, Mikayla Beaumont and Lily Priest

OUR FOUNDERS

Fairlight Station was purchased by Doug and Mari Harpur in 2003. Simon and Lou Wright, who are now shareholders, have been managing the station since 2003. Doug and Mari have a genuine and long-standing passion for advancing women not just in the rural industry, but also in the area of scientific research as seen by their internship programme at The Kenauk Institute in Canada. The Kenauk internship programme aims to advance women with a keen interest and passion for the biological sciences.

The Fairlight Foundation on-farm training programme has been a vision that the Harpurs and Wrights have had for many years.

THE 2023 FAIRLIGHT TEAM

A supportive culture, the vision and direction from founders Doug and Mari Harpur, together with the patience and willingness of the 2023 Fairlight farm staff; Simon and Lou Wright (Farm Managers), Alec Chapman (Stock Manager,) Emily Colenso (Shepherd), John Graham, (General Hand), and Rick Reriti (General Hand,) to share their knowledge and skills has without a doubt ensured that the 2023 interns thrived, living, working and learning at Fairlight Station.

From left to right

Peter Wilson, John Graham, Lily Priest,
 Lou Wright, Monique Mellow, Mikayla Beaumont,
 Laura Koot, Simon Wright, Rick Reriti,
 Emily Colenso, Alec Chapman, Charlie Brown (Director)
 Billie (Simon's heading dog)



KEY ACTIVITIES AND ACHIEVEMENTS

The Foundation has had a productive 2023 and has made developments in several areas of the programme. While a number of highlights are presented elsewhere in this report, the key activities and achievements are:

The 12-Month Internship Programme

Three recent agricultural university graduates were selected for the 2023 internship programme. This was a full-time residential programme with the interns accommodated on-farm. They were provided with a stipend to support them for the “learning” component of the internship, supplemented by a modest wage to recognise their contribution to Fairlight Station while honing skills in a casual worker capacity. Interns participated in all activities during the annual farming cycle, developing and practising an extensive range of practical skills to a level of competency. This was supplemented by professional skills and knowledge development delivered by workshops from a range of experts, attendance to a number of off-farm events, conferences and workshops, and completion of the Land Based Training animal production programme at Level 5 and practical Level 3 qualifications. Interns also participated in a number of personal and professional skills development workshops.

The internship was subject to one formative internal and one summative external review, resulting in additions and developments based on feedback and experiences during the year. This has contributed significantly to establishing confidence in the design and delivery of this programme for 2024 and beyond.

Funding

Our sponsorship strategy has been developed to underpin endeavors to achieve a range of financial support from commercial and philanthropic sources. An encouraging level of cash and in-kind support continues to create a sustainable financial base for future internships, and other expanded activities. Special mention must be made to Doug and Mari Harpur whose generous endowment fund continues to support our development. Other significant financial donations in 2023 were received from John and Judy Collis, MPI, Contiki, AAT Kings, FMG, Ballance and Findex. We again thank Smith Crane and Construction for their significant contribution by donating the relocatable accommodation blocks, and the internship also financially benefited from our partnership with qualification provider Land Based Training due to the TEC funding we receive from this partnership.

KEY ACTIVITIES AND ACHIEVEMENTS CONT.

Staffing

The Foundation's Executive Director, Laura Koot, is responsible for management activities for the Foundation including, internship programme development and implementation involving coordination of the large number of external contributors to professional and personal development workshops, networking, sponsorship, facilities development and planning future direction and activities. Internship practical skills tuition is undertaken by Fairlight Station staff under the direction of its managing director, Simon Wright, complemented by external expertise in targeted areas.

Facilities

Construction was completed on the new Foundation building which will become the interns' residence. Its purpose-built meeting room and open plan living and dining area will host a number of the internship programme's technical, personal and professional development workshops and further short-term activities in future. The building has been designed with a 100-year vision in mind and will act as a multi-purpose facility. Thank you to local company Koota Construction for undertaking this project and completing the build for the Foundation.

The deck, plumbing and electrical services for the Smith Crane and Construction accommodation blocks were completed and council consent was issued this year. These accommodation blocks will be used to house small groups, like the Telford vet tech students, when they visit Fairlight for short farm experience and training programmes.

Networking, On-Line Presence and Industry Awareness

The Foundation continues to develop a presence and links with a range of industry representational groups along with organisations with a common interest in advancing women in agriculture. Governmental agencies supporting industry skills development have been approached to ascertain future support options. The Foundation Facebook and Instagram pages have created a significant following, complementing a wider media presence through farming and local news media, such as regular radio interviews on the Rural Exchange radio show thanks to our Mediaworks sponsors. We also featured on Jimmy Doherty's Great NZ Escape TV series that aired in New Zealand and the UK. Laura has attended various industry events such as the New Zealand Primary Industry Awards and Summit in Wellington as a finalist in their Emerging Leader category. Laura also delivered presentations at Lincoln and Massey Universities and at an Impact 100 event charity to share the Foundation's mission and details of its programme.

2023 SELECTED PROGRAMME HIGHLIGHTS

(in no particular order)

Garston Sheep Dog Trials

Held in the last weekend of February, the local Garston Sheep Dog Trials is a highlight on our calendar every year. It is the intern's first volunteer opportunity and a great way for them to get a taste of what is involved in the sport of dog trialing. This event also introduces the interns to the wider rural and working dog community which allows them to start developing their networks.

Shearing Course

Ken Payne has been instructing shearing for nearly two decades at Telford and his time at Fairlight teaching our interns how to take wool off a sheep was one of the interns biggest highlights this year. We thank Telford and Ken for their support helping us deliver shearing, fencing and butchery skills at a high standard to our interns.

Sheep Dog Training Opportunities

Kerry Chittock and Jackie Sarginson are both respected local working dog trainers and sheep dog trial competitors. They each gave up significant amounts of their time to spend with the interns to help them bring on their own heading dog pups and huntaways. Simon Wright and Andrew Wright also dedicated countless hours guiding the interns and helping them with their young working dog teams.

Generation Next Beef and Lamb Series

The interns all attended this worthwhile workshop series with Beef and Lamb NZ. They travelled to Gore and Dunedin to network with other young farmers and thoroughly enjoyed the learning components of the programme.

ANZ Financial Literacy and Farm Investment Workshop

Steve King and Lee Hodsell from ANZ visited Fairlight to hold a workshop with the interns covering a range of financial topics including basic investing, tools and techniques for saving, how create a bank lending proposal and stock and land leasing models. Steve and Lee were very engaging and the interns financial literacy and confidence improved significantly after this session.

The Team Building Company Personality Profiling Workshop

Jenny Gray from the Team Building Company provided a comprehensive DiSC personality profiling and team communication workshop at Fairlight. The interns and Fairlight team were able to better understand what their personal strengths and weakness are, improve their ability to communicate thoughtfully and effectively and understand how their behaviour affects those that work with them.

Open Day

We held our Open Day on the 24th June and it was well attended by potential applicants for the 2024 programme as well as many local supporters and sponsors. It was the first opportunity the interns had to have a go at speaking publicly and they did brilliantly.

2023 SELECTED HIGHLIGHTS CONT.

Zoetis Workshop Series

Once again this year the Zoetis workshops run by Victoria Chapman and Clive Bigham were a highlight of the programme. Victoria and Clive presented a range of technical animal health workshops that were informative, engaging and thoroughly appreciated by the interns. We thank Zoetis, Victoria and Clive for donating their time and expertise.

HALO Leadership

The interns attended 10 planning and coordination leadership workshops with HALO Training throughout the year. Based in Queenstown, these workshops challenged the interns to perform outside of their comfort zone, build confidence and develop key leadership attributes to advance them both personally and professionally.

Deer Industry New Zealand Next Generation Conference

The interns travelled to Ashburton in August to meet with other aspiring deer industry professionals to better understand our deer industry by visiting a range of deer farming operations and taking part in several industry specific and professional development workshops. Thank you to Deer Industry New Zealand for this opportunity.

Headwaters Field Day at Forest Creek

The interns travelled with the Fairlight farming team to Fairlight's partner station at Forest Creek to attend a Headwaters Field Day. The Field Day was attended by other Headwaters suppliers and specialist agronomy team Presentations and workshops covered included updates on supply contracts for Lumina Lamb and chicory management at Forest Creek with Agricom.



2023 Interns from Left to Right

Lily Priest, Mikayla Beaumont and Monique Mellow

THE FAIRLIGHT FOUNDATION 2023 INTERNS

Lily Priest

Lily grew up on the south coast of the Wairarapa, which is where she developed her passion for farming. This passion led her to study a Bachelor of Agriculture at Lincoln university, focusing on animal, plant and soil science. Lily saw The Fairlight Foundation as the perfect next step to grow her practical on-farm skills and professional career. Lily is starting a shepherding role in January 2024 with Willowbank Farm in the North Island which runs 2000 Highlander ewes, 150 Angus cows and a Missouri Fox Trotters horse stud.

Mikayla Beaumont

Mikayla grew up in rural Auckland where this small taster to farming led her to study a Bachelor of Agricultural Science at Massey University. Mikayla applied for the Fairlight Foundation as she saw this opportunity to be the best way to bridge the gap from university to a on farm career. Mikayla has obtained a role as a shepherd with Auckland Council across their multiple farms and starts in January 2024.

Monique Mellow

Monique is originally from the a small town in the Waikato, but after completing 5 years in the South Island she considers South Island home. Being surrounded by dairy farmers and having undertaken agricultural science at school, Monique went to Lincoln University and completed a Bachelor of Agricultural Science with honours to chase the agricultural dream. Monique applied for Fairlight to build her confidence, her skill set and knowledge and to cement her theory based studies in a practical sense. Monique will be starting a shepherding role at Billa Kalina Station near Adelaide in Australia in February 2024 and is excited to be travelling as well as building on the skills she developed at Fairlight.



2023 Interns from Left to Right: Monique Mellow, Mikayla Beaumont and Lily Priest

OUR 2023 SPONSORS AND CONTRIBUTORS

The Fairlight Foundation programme wouldn't be possible without the support from our very generous and passionate sponsors and contributors. We thank and acknowledge the generous support of:

Financial Sponsors

D & M Harpur	FMG
MPI	Ballance
J & J Collis	RD Petroleum
Findex	Jarden
Stag Valley	
Travel Corporation (Contiki and AAT Kings)	

Product Sponsors

Smith Crane and Construction	Farmers Weekly
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Mediaworks	Alliance
Whistle and Pop	
Natural Hound	
Victory Knives	
Wear on Earth	
Royal Canin	

Workshop Sponsors and Internship Contributors

Land Based Training—Agricultural Qualifications Partner and TEC Funding Provider

Telford, Ken Payne—Shearing, Fencing, and Butchery Workshops

Zoetis, Victoria Chapman and Clive Bigham—Animal Health Workshops

Landpro, Kate Scott—Environmental Farm Planning Workshops

Jackie Sarginson—Dog Training Workshops

Kerry Chittock—Dog Training Workshops

Andrew Wright—Stock and general farm skills development

ANZ—Steve King and Lee Hodsell, Financial literacy workshop

NZ Merino, Peter Scarlett—Wool Industry Workshop

Southern Forestry, Josh Cairns—Forestry Workshop

Vet South, Fleur Barker—Animal Health Discussion

Nancy Ford—CV, Cover Letter and Interview Training

Alison Broad—End of Year Independent Programme Reviewer

Cheyenne Wilson—Maori Agribusiness and Career Pathway Workshop

Beef and Lamb NZ—Generation Next Workshop Series

Deer Industry NZ—Next Generation Conference

Rural Women NZ—Subscription to Services

Ballance, Jarrod Lindsay—Fertiliser workshop

Ag First, Erica van Reenen—Agri-Consultant Career Pathway Zoom

Silver Fern Farms, Megan Van de Sandt and Tyla Toheriri—Stock Agent Career Pathway Workshop

NZ Veterinary Association—Subscription to Services

HALO Training Ltd—Leadership and Confidence Building Workshops

The Team Building Company, Jenny Gray—Personality Profiling Workshop

Agri Women's Development Trust—Generation Change and Know Your Mindset Course

MediTrain—First Aid Course

Mike Hurring Contractors—Chainsaw Course

ICL, George Collier and Rachael Buttar—Farm Accounting Workshop

Ministry for Primary Industries
Manatū Ahu Matua



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