



The Fairlight Foundation

Advancing women in agriculture

Prospectus



Mission Statement

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

Vision

More women as leaders in New Zealand's agriculture industry

Core Values

Be Community Minded
Be Professional
Be Well
Be Proficient
Be Lifelong Learners

Strategic intent

- Deliver on-farm residential internships that provide practical, personal and professional skills and knowledge-based training while building confidence, competence and expertise in our interns.
- 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

About Fairlight Station

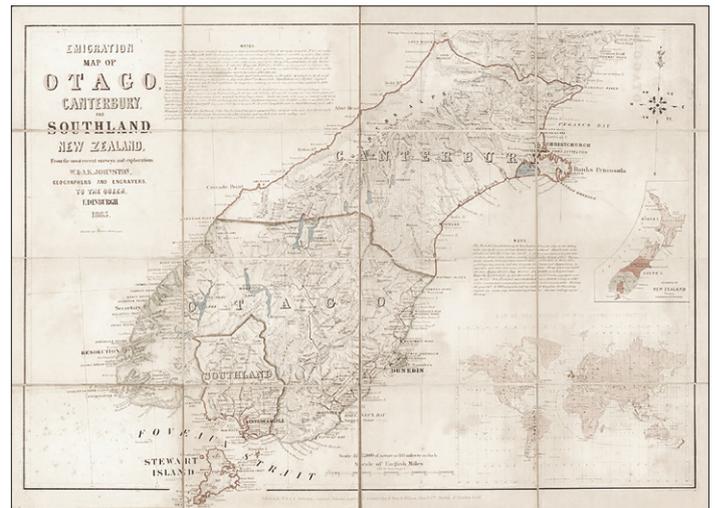
The internships are based at Fairlight Station, Kingston, Northern Southland.

Captain John Howell (1808-1874) from Fairlight, Sussex County, England purchased the original 12,000 ha property near Garston, in Northern Southland from his son-in-law, William Cameron in 1862, and named it Fairlight Station.

Subsequently, the Howell family developed the property into one of the first sheep and beef stations in New Zealand. It initially sold produce to gold miners in the Queenstown area. It was later subdivided, with the present station retaining its original name.

The two-story iconic Georgian style homestead at Fairlight, built by Captain Howell, is today a Heritage New Zealand property occupied by station managers Simon and Lou Wright and family.

Fairlight Station was purchased by Doug and Mari Harpur in 2002 as Fairlight Station Ltd. The Wright family became shareholders in 2016. With additional adjacent land purchases Fairlight Station is now 3,800ha consisting of 500ha of arable land, 2,000ha of hill country and a significant Douglas Fir Forest. Current livestock include 2,300 red deer hinds, 120 stags and 2,000 weaners, 620 beef cows, 25 bulls and 160



1865 map of Otago, Canterbury and Southland

calves, and 3,600 cross-bred ewes and 1,000 lambing hoggets.

Fairlight Station Ltd also owns Forest Creek comprising of 4,400ha running 7,500 ewes, 2,000 lambing hoggets, 600 fattening cattle, 300 velvet-genetic hinds, 520 velveting stags and a 1,800ha Douglas Fir forestry block. The company also has partnership interests in Pahia, a dairy farm in Southland, and Tararua, a sheep/beef/goat farm in the Hakataramea Valley in Canterbury.

Fairlight and Forest Creek are fully integrated for management purposes. The farming operation trades as Fairlight Station LLC.



About the Foundation

Fairlight's owners had been considering setting up a farm training programme based at Fairlight Station for some time. The concept progressed when Simon and Lou's daughter Holly started working for Laura Koot in 2019 at her nearby agritourism business Real Country. Laura, who is passionate about supporting women in agriculture, was running farm skills workshops for young and adult women to help build their confidence. After some passionate discussion between the Fairlight and Laura, The Fairlight Foundation was born and Laura was brought on board as Executive Director.

The Fairlight Foundation is a registered charity. It was established in 2020 with the purpose of advancing women in the agriculture industry in New Zealand. The Foundation is governed by a Board

of Trustees to ensure the integrity of its operations and to uphold the 100 year vision of its founders.

The Foundation recognises that women remain under represented in leadership roles in agriculture. It believes that to succeed in the rural industry today, aspiring rural professionals need well rounded practical expertise supported by formal qualifications.

Internships are the foundation's signature programme, aiming to enhance career pathways by immersing women for twelve months in working station life so they learn a broad range of practical farming skills, while also completing nationally recognised formal industry and/or academic qualifications with our tertiary training partners.





About our Programmes

The Fairlight Foundation's flagship programme is our 12-month internship which is tailored to the individual, immersing the interns in working station life, at the same time as providing the opportunity to achieve NZQA recognised qualifications through practical skills certification and academic advancement through courses associated with our tertiary agricultural partners.

The interns reside in accommodation provided by The Foundation on Fairlight Station. The internship covers associated costs including travel, accommodation and fees for agreed courses. In addition, interns receive a modest weekly stipend for food and incidentals and are provided with some farm clothing and personal farm equipment.

The Foundation also has a mandate to facilitate activities and programmes outside our internships. We work with other community and industry

groups, education providers and agricultural organisations to promote New Zealand's agricultural industry and rural career pathways.

The Foundation has established a broad network with industry stakeholders including Rural Women NZ and Agri-Women's Development Trust; industry representative organisations such as Federated Farmers, Beef and Lamb, Deer Industry New Zealand and Dairy NZ; agribusiness companies including FMG, Farmlands, Ballance and PGG Wrightson, NZ Merino as well as other education providers to collaborate offerings, share networks and work together to create more opportunities in the industry.

The Foundation anticipates expanding its activities as we grow and is focused on creating additional opportunities to advance more women in New Zealand's agricultural industry.

The Team



Peter Wilson

Peter Wilson, Chairperson

Our Chairperson, Peter Wilson BVSc, PhD, is an Emeritus Professor in the School of Veterinary Science, Massey University. Peter has had a distinguished veterinary career, starting as a rural general practitioner. After completing postgraduate studies, he entered an academic clinical, teaching, research and consulting career, both here and internationally. His career focus has been on holistic approaches to animal health and production, specialising in deer but integrating with sheep and cattle. He has an extensive local and international research and academic publication record in diseases, disease prevention, epidemiology, reproduction, nutrition, welfare and animal remedies. This background, combined with his on-farm clinical practice and consulting experience, provides him with a deep understanding of livestock production systems and the need for a professional, skilled and knowledgeable agriculture sector workforce. He is a director of Fairlight Station Ltd and LLC.



Doug Harpur

Doug Harpur, Trustee

Doug and Mari Harpur are majority shareholders of Fairlight Station Ltd and LLC. Doug is chairman of North Oaks Investments LLC, a private personal holding company owned by members of the Harpur family that manages a group of approximately 50 companies including forestry, farming, land development and associated industries, with operations in Alberta and Quebec, Canada, and Oregon and Minnesota, USA. While based in the Northern Hemisphere, Doug has NZ parentage and has NZ citizenship. He spends a significant amount of time in this country.

Fairlight Station was purchased in 2002, signaling a significant diversification from northern hemisphere operations into Douglas Fir forestry and livestock farming in New Zealand. Doug has a passion for achieving top performance in his farming and forestry enterprises, and has invested heavily in establishing Fairlight Station Ltd, and LLC as among the larger and highest performing mixed sheep/cattle/deer farming operations in NZ. Doug places high value on knowledge and evidence-based farming and forestry. Establishing the Fairlight foundation complements similar ventures in Canada and the USA aimed at fostering opportunities for young, often professional people, in a range of largely ecological contexts.



Simon Wright

Simon Wright, Trustee

Born and bred into farming, Simon grew up on his parents' farm which was a government ballot farm in the Te Anau Basin. Simon was educated at Waitaki Boys High and then attended Flock House, a farm training facility in the Rangitikei District. Shepherding jobs followed, working on Stations in Marlborough and the Upper Clutha before returning to Te Anau to go share farming with his parents and then into a farming partnership with his brother near Manapouri.

In 1997 Simon and his wife Lou took up a Farm Managers position on a merino property at Tarras. In 2003 Simon, Lou and their 3 children moved to Fairlight Station where Simon took on the position of General Manager for the farming businesses. They are now shareholders of Fairlight Station and Simon is the Managing Director.



Laura and friends

Laura Koot, Executive Director

Laura grew up on a sheep and deer farm in Northern Southland and after completing a Bachelor of Science and Masters in Business Administration at Otago University, she started her career as an analyst for the corporate finance division at Deloitte in Wellington. Laura then spent 6 more years in various roles and industries within the corporate world, both in NZ and overseas, until she moved back to Southland in 2016 to set up Real Country, her own agritourism business. Laura is an entrepreneur, an advocate for the rural industry, is passionate about building confident, capable and practical women, and through her social media, community involvement, speaking engagements and ladies-only farm skill workshops, she continues to mentor and inspire others to pursue their own passions.

Chairperson's Note

The Fairlight Foundation recognises the evolving role of women as gender-equal partners in all aspects of New Zealand's agriculture industry. The agriculture industry, from pasture to plate, is highly complex and will become more so. Its future relies on ever-increasing practical, technical and professional expertise at all levels and aspects from the farm to the marketplace.

The Foundation addresses a need for greater support for women in achieving their aspirations and potential in the agricultural industry. While its first and signature programme is internships based at Fairlight Station, the Foundation foresees a range of additional activities to enhance women's careers in agriculture as it grows and establishes networks with, and support from industry stakeholders.

On farm cadetships offered elsewhere for young people entering a career in farming develop a range of practical skillsets. The point of difference for The Fairlight Foundation internship is that it targets women, particularly those transitioning from tertiary education into agricultural employment, or those already in an agricultural career. The internship programme would suit those who wish to enhance their opportunities by taking a supported year out to broaden their practical, personal and professional capabilities, as a stepping-stone to future career horizons.

Through these programmes, The Fairlight Foundation aims to achieve a greater participation by women in leadership roles in agriculture, be they at farm, agribusiness, corporate, or industry representational levels.

– Peter Wilson

The Internship Curriculum

Our curriculum is broad to ensure our graduates will obtain a well-rounded education in a variety of species and farming disciplines.

The curriculum integrates on-farm practical skills with training and study toward NZQA recognised agricultural qualifications at a tertiary level through our partnership with Land Based Training. Land Based Training Limited is an innovative Tertiary Education Provider with its head office based in Whanganui. A range of academic and professional study options are available to suit the individual intern and their specific goals.

The stock handling and management curriculum follows the annual farming calendar where interns will jump right into learning on the job and are actively engaged during busy times like weaning, mustering, calving, lambing, tagging, winter grazing and shearing.

The 'off-stock' skills curriculum has three main categories; Machinery, General Farm and Management. Interns will get hands-on experience in areas such as tractor operations, fencing, butchery, vehicle and machine maintenance, chainsaw use, creating farm budgets, pasture management, animal health and working dog handling.

In addition to livestock farming, Fairlight Station has an extensive commercial Douglas Fir forestry operation and interns take part in a Forestry workshop to learn about the industry and forestry operations relevant to farmers such as riparian planting, production forestry and shelter belts.

Additional workshops are also organised throughout the year to help the interns achieve specific technical, practical, professional or personal skills that will help them advance their careers



Practical Skills Training

Below are some examples of the farm skills our interns will experience during their internship either as part of normal farming operations at Fairlight Station or via organised workshops. As the internship programme can be tailored to suit the interests of the interns, this is not an extensive list and other farm skills workshops and experiences such as dairy farming, and regenerative and organic agricultural practices can be added to the programme.

Stock Handling

Sheep

- Lambing
- Weaning
- Shearing
- Crutching
- Drenching
- Vaccinating
- Tailing
- Mouthing

Cattle

- Calving
- Weaning
- Tagging
- Castrating
- Drenching
- Vaccinating

Deer

- CarLA Testing
- Weaning
- Velvet removal
- Tagging
- Vaccinating
- Drenching
- Weighting
- EID recording

Machinery

- Machine operation health and safety
- Truck, tractor, side by side and 4WD basic operations
- Truck, tractor, side by side and 4WD basic maintenance
- Off road driving skills with truck and side by side
- Feeding out with tractor using front end loader and silage wagon
- Working and cultivating paddocks with tractor (direct drilling, topping, heavy rolling)

General

- Killing and butchering an animal
- Fencing (high tensile and electric fence systems)
- Basic welding
- Power tool use
- Chainsaw use
- Water systems including trough repair and identifying water issues
- Horse communication and riding
- Working dog training, handling and care (huntaway and heading dog)

Management

- Pasture, soil and crop management including fertilizer types and their purpose
- Feed budgeting
- Factors affecting wool and meat production including genetics
- Animal health
- Farm budgets
- On farm health and safety protocols and management tools
- HR and employment best practices and legislation
- Team management and conflict resolution
- Forestry operations
- Farm environment planning

Professional and Personal Skills

A number of programmed events and educational workshops will be provided both on and off the farm to advance the intern's personal and professional skills. The format of these workshops and events can be either in-person or via video conference seminars.

Examples may include taking part in the Beef and Lamb Generation Next workshops series, the Agri-Womens Development Trust Next Level programme, a team building and personality profiling workshop, a CV, cover letter and interview workshop, a governance course, mindfulness and mental health workshops, as well as attending a range of industry specific conferences.

Personal and professional skills we encourage our interns to develop are:

- Networking
- Communication
- Team management
- Problem solving
- Conflict resolution
- Self-confidence
- Self-awareness
- Healthy life management practices

Community Volunteer Opportunities

The interns will have the opportunity to take part in a variety of community organisations and club events to develop their social networks in the area and give back to the local rural community.

This may include joining Young Farmers, the Kingston Fire Brigade, the Garston Sheep Dog Trial Club, the Athol Hunting and Fishing Club and local sport teams.

Volunteer opportunities such as helping out at dog trials, taking part in local fundraisers to support our community clubs and schools and helping out at industry events such as the Telford Taster Camps will be offered throughout the year.

Industry Expertise

The Foundation will recruit the participation of various industry experts and professionals to share their specialised experience and knowledge with our interns in targeted areas such as fencing, butchery, crutching, pasture management, welding, budgeting and animal health and anatomy, environment, sustainability and biodiversity, personal skills and wellbeing, etc. The aim is to have interns achieve practical proficiency underpinned by broad knowledge and understanding.

The Fairlight Way

Spending one year at Fairlight Station is not just about the practical training and on-farm work. As well as being capable and confident agricultural professionals themselves, we also want our graduates to inspire other women into New Zealand's agricultural industry.

Our core curriculum values are:

Be Community Minded

Stronger rural communities create a stronger industry. Interns will be expected to volunteer in local community organisations such as the Garston Dog Trials Club, Kingston Volunteer Fire Brigade, the local Young Farmers Club and the Athol Hunting and Fishing Club where they will be able to give back to the locals and strengthen bonds within the community. Being a contributing member in rural New Zealand is vitally important, not just for the mental health and wellbeing of the individual but also to ensure that our rural communities survive and thrive.

Be Professional

Acting in a professional manner at all times, both in and out of the paddock, is another mantra The Fairlight Foundation has. We aim to foster our intern's professional attitude along with capabilities, practical expertise and confidence, and high expectations for themselves and others. Self-respect and respect for others are fundamental traits of successful rural leaders which we aspire our interns to be. Our course graduates will become role models and industry mentors themselves.

Be Well

We all need to look after ourselves and the traditional 'she'll be right' attitude toward our mental well-being isn't good enough anymore. The Fairlight Foundation incorporates a health and wellness program into the programme that allows our interns to develop robust habits that will help them better manage stress, uncertainty and promotes a healthy work life balance.

Be Proficient

If it is worth doing, it is worth doing well. Our interns will graduate with a practical knowledge and proficiency in farming systems, underpinned by professional knowledge so they can confidently pursue any career in the agricultural industry and continue to build on their training foundations.

Be Lifelong Learners

We expect our interns to be lifelong learners. Being passionately committed to the industry requires continuous practical, personal and professional development to keep abreast of advances and developments in all sectors of their future endeavours.





Life at Fairlight Station



Fairlight Station is located in Northern Southland, just a 45-minute drive south of Queenstown. We are part of a very close-knit rural community and are fortunate to have some of the best spots for hunting, fishing and hiking right at our doorstep.

We are surrounded by some of the biggest sheep and beef stations in the South Island so there are plenty of like-minded rural professionals to meet and connect with.



Applications

For information on the application and selection process please visit our website www.thefairlightfoundation.org.

Eligibility Criteria

- Be female, aged 21 and over
- Be a NZ citizen or permanent resident
- Have obtained, or will this year graduate with a tertiary level agricultural, agri-business or animal science qualification.



Contact Details

Please direct all queries and email completed applications to:

Laura Koot

Executive Director

Fairlight Station

47 Fairlight Road, Garston, Southland

E: laura.koot@thefairlightfoundation.org

M: +6421310613

W: thefairlightfoundation.org



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