

BOARD MEMBERS 2023

APPLICATION PACK





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WestVic Dairy Inc. Information for Board applicants

WestVic Dairy is the Regional Development Program of Dairy Australia (DA) in Western Victoria and is governed by a Board of farmers and dairy specialist members.

Dairy Australia is the research & development corporation for the dairy industry which is funded by farmer levies, matched by Commonwealth taxpayer funding, used to develop the industry. A portion of the national amount is allocated each year to WestVic Dairy to provide extension services to the industry in south-west Victoria.

The WestVic Dairy Board is made up of eight members whose role is to identify issues from the region and address them by developing and delivering projects using our levy-based budget. The Board strives to maintain diversity amongst its membership to reflect the various views of the dairyfarming community, with respect to age, gender, background/experience, location, farm system and skills. Non-farmer directors provide the opportunity to bring specialist skills to the overall skill-set of the Board.

Board membership is made up of:

- Six farmers minimum of one who is supported by the UDV
- Two independent members (non-farmer, specialists)

WestVic Dairy employs an Executive Officer, an administration team and extension officers to deliver extension, run projects and manage the WVD business.

The commitment:

The successful person will join the Board for a period of three years. During this time they will:

- Attend and contribute to approximately six Board meetings per annum (duration approx. six hours, plus additional pre-readings) and be remunerated at the DA standard rate for their time plus travel costs (see attached)
- Be available for on-line meetings and may be asked to sit on sub-committees of WestVic Dairy as required
- Be available to join the Board on training days/planning (approx two per annum) which may be held outside the region

What WestVic Dairy needs:

- A clear thinker who can read, analyse and discuss issues and projects from the point of view of a commercial dairy farmer or industry stakeholder
- A team player with sound knowledge of industry politics and the issues currently facing the industry
- A person who is decisive and not afraid to defend a position whilst at the same time listening and considering the other points of view
- Someone with ideas who is passionate to share them, develop them and see them come to fruition

What you get in return:

 A chance to participate in setting the strategic research, development and extension direction for the dairy industry in Western Victoria



- A chance to meet the innovators in our industry and exposure to leading edge information and practices
- The opportunity to discuss the future of the industry and new ideas within the industry with colleagues in dairying, researchers and technicians
- Appropriate induction and training for the role
- A network of industry leaders and exposure to leading industry processes and management

WestVic Dairy is a very rewarding team in which you can participate.

For more information: Contact Lindsay Ferguson, Executive Officer, WestVic Dairy on lindsay@westvicdairy.com.au or call 0418 545 580.

Want to apply? To apply simply fill in the details on the form and return to Lindsay (see above).



Application Membership of the WestVic Dairy Board 2023

Name:				
Please indicate which position you are applying for:				
Farmer member - supported by the UDV				
2. Farmer member - independent				
3. Specialist (non-farmer)				
I believe I can satisfy the requirements in relation to expertise and/or e	xperience in the industry.			
I am willing to attend an interview on Friday 1 September 2023 (date/ti	me to be confirmed).			
I have attached:				
Covering letter				
2. Resume				
3. Letter of support from UDV (if applicable)				
Signed				
Date/	Office use only Received:			
Date				
	Processed:			



Position Description

Position Title:	Board member
Organisation:	WestVic Dairy Inc.
Immediate Manager:	Chairman and the dairy industry in western Victoria
Position length:	3 years after a probationary 6-month period
Review:	Self review after each meeting
Annual assessment:	July each year
Salary/rates:	Sitting fees and expenses

About WestVic Dairy and the Dairy Industry

WestVic Dairy is the Regional Development Program of Dairy Australia (DA) in western Victoria and is governed by a Board of six farmers and two non-farmers. Western Victoria is currently the second largest dairy region in Australia, producing approximately 2.0 billion litres or 23% of Australia's milk.

Dairy Australia is the research & development corporation for the dairy industry which is funded by farmer levies, matched by Commonwealth taxpayer funding, used to develop the industry. A portion of the national amount is allocated each year to WestVic Dairy to provide extension services to the industry in south-west Victoria. WestVic Dairy's funding (based on milk volume) is used as leverage to attract additional funds from industry bodies, state government/agencies and other interested parties and helps our farmers access support, advice and programs.

WestVic Dairy Strategy

WestVic Dairy Vision

A vibrant, profitable and valued dairy region.

Mission

We strive to advance the industry by delivering programs that promote innovation, skills and sustainability for a successful dairying future.

Strategic Priorities

WestVic Dairy follows four strategic areas.

- **Profitable Dairy Farms** To support farm businesses to be more resilient to external impacts to remain productive, sustainable and profitable.
- Attract and Develop Great People for Dairy To support farm businesses in the recruitment, retention and transitioning of personnel and in their training and skill development and to recognise the importance of their health and well-being.
- Responsive Communication and Engagement Open interaction with farmers and other stakeholders in responsive communications through encouraging and responding to feedback.
- Promoting a Trusted and Valued Industry Contribute to an improved awareness by others
 of the value of the industry through demonstrating collaborative leadership and social
 responsibility.

Purpose of WestVic Dairy

The purpose of WestVic Dairy is to:

1. Advance the dairy industry in western Victoria by improving the productivity, profitability and sustainability of dairy farmers in the region



- 2. Develop and conduct programs which are both suited to, and benefit from a co-ordinated industry approach
- 3. Provide the industry with a better understanding of regional issues, needs and opportunities
- 4. Coordinate the investment of Dairy Australia and other funding for collective action
- 5. Provide the region with the capacity to develop and implement regionally focused research, development, extension, education and industry development activities
- 6. Attract and/or influence other funding for research, development, extension, education and industry development
- 7. Empower the local dairy industry and build leadership capacity across Western Victoria
- 8. Create knowledge of, and support for, dairy farmers' investment in collective action
- 9. Effectively meet corporate governance and management requirements
- 10. Account to all dairy farmers in the region and operate for the ultimate benefit of levy-paying milk producers and in the best interests of the western Victorian dairy industry
- 11. Encourage and maintain a balanced approach to industry development; and
- 12. Increase awareness and understanding of the role and achievements of Regional Development Programs (RDP's) in western Victoria and among regional industry and community stakeholders

Position Overview:

WestVic Dairy directors are collectively responsible for governing the advancement of the dairy industry in Western Victoria, in particular developing the strategic direction of the organisation and ensuring organisational performance.

The role includes:

Working across the region to:

- Ensure WVD understands the priorities of farmers in the region, allocates levy funds to those
 priorities, finds partners to accelerate the delivery of those priorities and manages projects
 addressing those priorities where there is market failure
- Prepare for and attend Board meetings and contribute to decision making
- Set the strategic direction for WVD and monitor its performance in achieving those goals
- Appoint the EO, develop and agree their work plans, monitor their performance
- Develop and utilise policies to govern WVD
- Support and promote WVD and the service levy
- Form and attend working groups/committees as agreed by the Board

Governing organisational performance:

- Milestones are met and investor expectations are delivered
- Financial/budget performance is achieved
- Project delivery enhances the reputation of WVD
- Review and development of the rules of WVD
- WVD complies with relevant regulations and law
- Audits are undertaken and high performances identified
- Risk management is undertaken

Key Result Areas:

- Monitoring of the WVD Annual Operating and Communication Plans
- Development and monitoring of the WVD Strategic Plans
- Development and building of strong industry networks
- Development of resources to attract investment to the dairy industry



Improving the capacity of WVD

Key Selection Criteria

- Demonstrates a passion for the dairy industry and its development
- Has the ability to work well in a team environment
- Demonstrate a sound understanding of the dairy industry
- Understands the role of governance
- Demonstrates organisational ability (planning, negotiating and execution)
- Skills that suit the needs of the Board

Experience and/or qualifications

- Current driver's license
- Governance training preferred (but not essential)
- For non-farmer directors, specialist skills that can contribute to good board performance

Personal Characteristics

- Excellent organisational skills including the ability to prioritise workload
- Excellent interpersonal communication skills

Terms and Conditions

- Remuneration is per Dairy Australia's directors sitting fee rates (updated from time to time)
- Probation period of 6 months
- The use of a vehicle will be required to attend WVD Board meetings and other appropriate events/functions/meetings – compensation is per current Dairy Australia guidelines
- All Board members to adhere to DA and WVD Code of Conduct, procedures and policies



To: TAX INVOICE

WestVic Dairy (ABN: 86 401 992 319)

5 Cressy Street

Camperdown Vic 3260

WestVic Dairy Sitting Fees and Travel Allowance

Name:					
Australian Business Number (ABN):			GST Registered	?	
Postal Address:					
		Phone:			
Postcode:		Email:			
Bank Details					
Bank:		Account Nar	ne:		
BSB:		Account Nur	nber:		
Committee					
Description:					
Location:		Date:			
1. Attendance Fees					GST exclusive \$
	Full Day			\$345.0	0
Rate: Attendee	Half Day			\$172.5	0
Teleconference (less than 2 hours)			\$80.0	0	
2. Motor Vehicle Allowance					
Engine Size:	Rate:	0.78	No of kms:		
		(current ATO rate, check for updates)			
3. Paid Expenses for Reimbursemen	t		GST Inclusive	GST	
Phone calls/faxes					
other Expenses (please list)					
Sub Total					
GST @10%					
				Total Clair	n
Cianatura of Claims and				Data: /	
Signature of Claimant:				Date:/	
WestVic Dairy Authorisation:				Date:/	





WESTVIC DAIRY STRATEGIC PLAN



INDUSTRY SNAPSHOT











\$756 million







SHARE OF NATIONAL MILK PRODUCTION

1 INTRODUCTION

Purpose of this document

This Strategic Plan sets WestVic Dairy's (WVD) broad strategic direction for the year 2020/21 and possibly longer, subject to the outcomes of the Australian Dairy Plan and the industry restructure. It was developed by the WVD Board and incorporates the priorities of the region's dairy farmers as checked recently with a specific survey.

The strategy will inform the Annual Operational Plan, which outlines and sets the activities for the year.

To ensure cohesion and consistency within the industry, WestVic Dairy's strategic plan aligns with the Australian Dairy Plan and the new Dairy Australia strategy.

Role of WestVic Dairy and Dairy Australia

- WestVic Dairy Inc. is Dairy Australia's Regional
 Development Program for western Victorian and is
 responsible for delivering dairy extension activities
 and programs. It is overseen by a regional Board of
 Directors, the majority being dairy farmers. It works
 closely with DA and local industry partners to facilitate
 technology transfer for the advancement of the sector.
- DA is the national services body for the dairy industry.
 Its role is to help farmers adapt to a changing environment in order to establish a profitable and sustainable industry. WestVic Dairy aims to accelerate the extent and rate of adoption by farmers of industry standard practices, proven new ideas and technology. As the industry is currently structured, both DA and WVD are precluded by their charter, from agri-political activity which is the role of representational bodies, such as Australian Dairy Farmers (ADF).
- In recent years, DA has supported WVD in the building up of its capability through the employment of additional professional staff to provide a wider range of services to its stakeholders.
- Background—the industry has developed since settlement from small family farms with numerous local producer co-operatives, to the modern industry it is today with larger farms and herd numbers, employing an ever-increasing level of on-farm technologies. Milk is processed in a very competitive environment, comprised of both internationally competitive mega-plants and boutique/specialist plants across the region.
- **Production**-The region has approximately 1,200 farms that support some 338,000 cows. Milk production totals just over two billion litres, representing 23 per cent of the national milk production and 25 per cent of Australia's dairy exports. This milk is valued at \$969 million when it leaves the farm. There are 5,500 people employed on-farm, but a total of over 9,900 working directly in the industry (full-time and part-time).

OUR VISION

A vibrant, profitable and valued dairy region.

OUR MISSION

We strive to advance the industry by delivering programs that promote innovation, skills and sustainability for a successful dairying future.



2 OPERATING ENVIRONMENT

Western Victoria has significant advantages over other regions due to favourable climate, affordable pricing of land and many opportunities for expansion. It has a wealth of expertise and services that supply farm inputs and numerous options for milk and meat processing. As such, WestVic Dairy operates in a dynamic economic, social and environmental context.

At the regional level, the industry faces challenges in the availability and capacity of people due to rural population decline and high levels of employment. Retirements and new entrants on the farms create on-going change that calls for training, planning and management. Public infrastructure supporting the industry needs on-going investment by government. Other changes are more unpredictable, such as technological advances, climate variability and market conditions. This same technology is allowing rapid and significant improvements in efficiency on farms. Farmers who collaborate and utilise shared knowledge seem to be able to advance their businesses, even in challenging times. Industry organisations need open and direct communications with the farmers, made increasingly possible with interactive forms of media, such as social media.

At the national and global level, the image and perceptions of the industry have an impact. Product safety, animal welfare, the environmental footprint and 'community trust' are all issues that need monitoring and are well-supported with research to justify industry practices.

Government policy, particularly in the area of workplace health and safety, labour, milk pricing, competition and consumer law, environmental regulations, trade and investment all directly impact farming and therefore advocacy by representational industry bodies on regulatory matters is important.

The number of dairy farms in the region continues to decline, many being consolidated into larger businesses. Yet other farms are falling out of dairy in favour of other enterprises (mainly grazing) which reduces the efficiency of the supply chain. Many farms continue to expand their employment levels. This is problematic with shortages of skilled staff and puts added pressure on farms to improve their level of business management to not only be compliant with labour and other regulations, but in order to be profitable and sustainable.

The variability in seasons and especially in milk price, continue to place pressure on the need for timely and competent decision-making. The services of Dairy Australia and WestVic Dairy are available to support levy-payers and other stakeholders in that decision-making.

The COVID-19 pandemic that arrived in early 2020 has had limited impact on farm operations to date (August 2020), despite initial concerns

The impact on extension and service delivery has been more significant, with DA staff and most organisations and their operatives switching to remote means such as phone calls, video conferencing and online delivery of information. The positive side of this has been that while general communications and delivery in this mode has been slowly developing, the circumstances necessitated a more rapid development to be able to continue operations.

This has been successfully achieved with an increasing offering of programs available by remote modes. Many farmers have also been interested and able to participate in this form of extension. However, our recent survey confirms that the most preferred extension formats are still those held 'face to face'; such as discussion groups, Focus Farms and field days. The increased capacity to both deliver and receive by remote means, will provide extension services of the future with more flexibility, however, the need remains to focus on the most popular of the face to face delivery methods.

Regional SWOT Analysis (Strengths, weaknesses, opportunities, threats)

Factors that were taken into account in the development of this Strategy.

Strengths	Weaknesses
Availability of land and diversity of land types (including high rainfall and irrigation districts)	Limited labour availability-both in skills and numbers of farm staff
Good availability of and collaboration with service provider businesses (both technical and professional)	Limited vocational education training provision across the region
Good access to farm input resources (fertiliser, quarries, grain and fodder etc)	Lack of cohesion by some industry groups and negativity within the industry
A wide range of processing options	Poor image-a general lack of awareness and understanding of the industry's significance and opportunities
Good co-operation amongst stakeholders through the Industry Leadership Group and other organisational relationships	IT blackspots limit advances in technology areas
Relatively good level of IT adoption amongst the farming community allows for communication 'at a distance'	
Opportunities	Threats
Attraction of additional investment into the regional industry	Climate change and water security, especially lack of underground water in the Heytesbury area
Farm automation to reduce costs/improve lifestyle	Those opposing the 'right to farm' e.g. Animal activist groups
Helping farmers improve profitability through better farm management and other practices	Biosecurity issues-both people and livestock
Better communications and extension as technology advances	Deteriorating and increasingly inadequate transport and power infrastructure
Further improvements in communications through engagement with and feedback from farmers and other stakeholders	COVID-19 impacts on the workforce
Access to the Diluve acquifer for water security and irrigation	

Access to the Dilwyn aquifer for water security and irrigation

3 STRATEGIC DIRECTION

In order to achieve our mission, our strategic priorities are:

OUR VISION

A vibrant, profitable and valued dairy region

OUR MISSION

We strive to advance the industry by delivering programs that promote innovation, skills and sustainability for a successful dairying future

2 ATTRACT AND DEVELOP GREAT PEOPLE FOR DAIRY

To support farm businesses in the recruitment, retention and transitioning of personnel and in their training and skill development and to recognise the importance of their health and well-being

1 PROFITABLE DAIRY FARMS

To support farm businesses to be more resilient to external impacts to remain productive, sustainable and profitable

3 RESPONSIVE COMMUNICATION AND ENGAGEMENT

Open interaction with farmers and other stakeholders in responsive communications and through encouraging and responding to feedback 1 2

Strategic Priorities

3

4

4 PROMOTING A TRUSTED AND VALUED INDUSTRY

Contribute to an improved awareness by others of the value of the industry through demonstrating collaborative leadership and social responsibility (DA takes the lead in many activities in this priority)

Strategic investment by priority area

Our investments will be spread across the four areas in approximately the following proportions



Strategic Priority 1 Profitable Dairy Farms				
Focus area	Outcomes	Activity		
Productive Farms	Farmers supported to be more resilient and able to manage seasonal conditions, price and cost volatility	Delivery of regionally relevant extension programs in all technical areas including: Feedbase and Nutrition, Animal Health and Genetics and Farm Business Performance		
	Farm business decision-makers supported with systems and tools	DairyBase and specific business tools		
	Use of proven techniques of sharing skills and knowledge	Focus Farms and Discussion Groups		
	Clear and understood drivers of farm productivity and profitability	Promotion of benchmarks		
	Expanded range of risk management tools for price and cost volatility	Promotion of risk management tools		
Sustainable Farms	Reduced environmental impact	Programs to support the efficient and profitable use of land, water, carbon and energy resources which nurtures and sustains the natural environment		
	Adaption to a changing climate	As above		
Innovation and Technology	People inspired to greater use of technology and data	Extension and communication of research and innovation outcomes		
		Contribute ideas to help set research priorities and contribute to program development		
		Demonstrated use of high value technology on-farm, in all technical areas		

Strategic Priority 2 Attract and de	evelop	great people for dairy			
Focus area	Outcomes		Activity		
Accesserv		ter level of awareness of regional dairy as tractive and rewarding industry in which ork	Resources with information about careers and employment, such as kits, websites and online tools		
		ce providers	Programs about succession planning, pathways into the industry, share farming and leasing		
		r and supported skill development pathways	Provide access to extension activities. Work in with education and employment providers on all levels		
		n capability developed and supported	Young Dairy Network		
Training and Skills Development	Leadership capacity within the regional industry, developed at all levels		Mentoring programs. Awards, scholarships a leadership programs such as Leadership Gre South Coast; Gardiner Foundation programs		
			Opportunity and experience of leadership in industry bodies e.g. WestVic Dairy		
Health and Well-being	Improved health and well-being of our people, so they are productive, healthy and feel valued and supported		Support for others who run community- building activities such as Ladies' Luncheon, mens' health nights and relevant social/ community activities.		
Strategic Priority 3 Responsive Co	ommur	nication and Engagement			
Focus area		Outcomes	Activity		
Effective communications with farmers		Increased level of effective and timely communication, contact and engagement with farmers, to better understand their needs; openly receiving and responding to feedback	Director participation in farmer forums and events. Monitoring of regional industry information sources		
			Discussion Groups, Focus Farms and field days facilitation and attendance		
			Farm visits and farmer phone calls		
			Effective and targeted communications from the WVD office–newsletters, email, SMS, social media, podcasts and videos using good adoption of Customer Relationship Management (CRM) tools Maintenance of regional industry calendar		
Other Stakeholders		Improved collaboration and coordination o activities with service providers and other industry stakeholders	f Dedicated service provider communication 'campaigns'		
			Harnessing the resource of service provider feedback and referals		
			Coordination and cooperation in information sharing for farmers		
			Regular liaison with managers of key stakeholder organisations and the Regional Extension Committee		
Encouraging and responding to feedback		Programs and practices improved through feedback	Inviting, monitoring and responding to feedback as a standard part of extension and communications activities		
			Maintenance of the Compliments and Complaints register and reporting to the Board		

Strategic Priority 4 Promoting a Trusted an	d Valuable Industry				
Focus area	Outcomes	Activity			
Regional Economic Value	Contributions made to regional planning and development, and to investment attraction, helping to ensure on-going significance and appreciation of the value of the industry. Through:				
	Social Responsibility: Improved awareness, attraction of investors, recognition and respect of the industry in the region (in relation to its nature, practices, benefits, opportunities, impacts, health and well-being)	Actively contribute to community organisations–(including: Great South Coast Community Leadership Program, Natural Resource Management groups) through in-kind support of ideas, information and promotion			
		Provision of employment opportunities and career pathways across the region			
		Contribute information and relevancy to local policy debates—e.g. water policy, animal welfare, sustainability			
		Provide regular contributions to local media outlets			
		Support of people in the regional community			
		Provide specialist speaking engagements for external groups			
		Industry-wide events such as the Great South West Dairy Awards			
	Collaborative Leadership: Develop trust and demonstrate the capacity of the industry and the individuals in it through involvement in regional decision-making	Promote the south-west 'Industry Investment Profile'			
		[Without advocacy] influence the regional agenda through advisory input or membership of groups such as: the Local Learning and Employment Network SW Industry Leadership Group; SW Food and Fibre Council NRM Skills bodies/networks			

4 OPERATING PRINCIPLES

Organisational Values

Our Values underpin our behaviours and inform the way we do business in order to work towards our Vision and implement our Strategy.

We adopt Dairy Australia's Values of:

- Farm focused
- · One team
- Innovative thinking
- · Decisive action

Monitoring and evaluation process

WestVic Dairy is committed to regular monitoring and evaluation of its Strategy. This ensures good progress towards achieving its Mission through implementing the activities under each strategic priority. To be effective in this, WestVic Dairy will use a straightforward approach to monitoring and evaluation, which aligns with its annual reporting period.

Stakeholder collaboration

WestVic Dairy values its strong relationships with the region's farmers and their representative bodies, along with government organisations and all businesses in the dairy supply chain, recognising their various roles and importance.



Disclaimer

The content of this publication including any statements regarding future matters (such as the performance of the dairy industry or initiatives of Dairy Australia) is based on information available to Dairy Australia at the time of preparation. Dairy Australia does not guarantee that the content is free from inadvertent errors or omissions and accepts no liability for your use of or reliance on this document. You should always make your own inquiries and obtain professional advice before using or relying on the information provided in this publication, as that information has not been prepared with your specific circumstances in mind and may not be current after the date of publication.

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WESTVIC DAIRY ANNUAL REPORT

2021/22



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ABOUT WESTVIC DAIRY

WestVic Dairy Inc. (WVD) is Dairy Australia's Regional Development Program for western Victoria and is responsible for delivering extension activities and programs. It is overseen by a regional Board of Directors, the majority being dairy farmers. It works closely with Dairy Australia (DA) and local industry partners to facilitate technology transfer for the advancement of the sector.

DA is the national services body for the dairy industry. Its role is to help farmers adapt to a changing environment in order to establish a profitable and sustainable industry. WestVic Dairy aims to accelerate the extent and rate of adoption by farmers of industry standard practices, new ideas and technology. Both DA and WVD are precluded by their charter from agripolitical activity, which is the role of representational bodies, such as Australian Dairy Farmers (ADF) and its affiliates (e.g. United Dairyfarmers of Victoria).

DA provides WVD with centralised administrative functions, which allows WVD to focus on extension planning, co-ordination and delivery. We have now built up our capability to provide a wide range of services to our stakeholders.

VISION

A vibrant, profitable and valued dairy region.

MISSION

We strive to advance the industry by delivering programs that promote innovation, skills and sustainability for a successful dairying future.

SNAPSHOT

The western Victorian dairy region extends west from Geelong to the South Australian border, with the largest concentration of farms around the coastal area between Simpson and Koroit. It is one of Australia's biggest dairy producing regions, producing almost two billion litres in 2020/21. This figure equates to about 22% of Australia's milk volume.

The industry has benefited from good seasons through 2021/22. Good rains allowed for another good fodder harvest in 2021 and despite a dry summer most of the region received good autumn rain (albeit late) to kick off the winter pasture production. These conditions, along with a good milk price, have raised farmer confidence and enabled many farm businesses to improve their financial position moving forward.

COVID and global conflicts have disrupted manufacturing and supply chains for key inputs. Significant price rises for these and general inflationary pressure have dampened what might have otherwise been record profits in the region.

Industry Collaboration

WestVic Dairy works collaboratively with a wide range of organisations and individuals in order to deliver its services to industry. As a significant part of the regional economy and the community, working with other stakeholders is part of the way we operate. Key organisations with which we work are Agriculture Victoria and Regional Development Victoria, the UDV, the Catchment Management Authorities, Gardiner Dairy Foundation, local government, the Rural Financial Counselling Service, the Great South Coast Food & Fibre Council and the milk processing firms. Numerous other agencies, educators and private sector service provider businesses are an important part of this network. Much of this collaboration occurs through the regular meetings of the Industry Leadership Group. Considerable additional input on industry matters is provided by WestVic Dairy on issues such as regional strategy and action plans, infrastructure, water, sustainability, skills & employment, and health & wellbeing.

The 'average' western Victorian farm

Approximate herd size	285
Approximate production per cow	6,500 litres
Average grain fed per cow per year	1.6 tonnes
Seasonal calving herds	60%
Split calving herds	35%

Current herd size and production

1.1-2m



2.1-3m

3.1-4m

>4m



< 1m

CHAIRPERSON'S REPORT

Welcome to the WestVic Annual Report for the 2021/22 year. Please take the time to read through the report, which will provide a comprehensive overview of the organisation's activities, achievements and challenges of the past year.

As a region we have enjoyed relatively 'normal' seasonal conditions and solid milk pricing, which collectively engenders a more positive and optimistic outlook, with the one significant challenge being workforce. The WestVic Board and team are cognisant of this persistent impediment to both farm performance and farmer welfare. In a tight labour market – employment hitting rates not seen since the 1970s – workforce will remain a key focus for WestVic for the foreseeable future. This is why 'Capable People' is a central pillar and investment priority. However, we all have a role to play in promoting our industry to the community and potential new entrants – be they employees, new arrivals or new investors. How we "show-up", how we talk and engage matters!

The WestVic team is not immune to workforce challenges and for all the past year has continued to deliver on both our Strategic Plan and Annual Operating Plan with staffing levels less than optimal. Recruitment for new positions continues, however I would like to congratulate Libby Swayn on her elevation to the Lead Regional Extension Officer and also welcome Melissa Humphries as our Administration Coordinator. The coming year will see the implementation of new Dairy Australia initiatives in our region and we are pleased to see a greater focus on direct farmer engagement and projects that have a tangible impact at the farm gate.

While the scourge of the COVID-19 pandemic remains with us, defying predictions of a return to life as we knew it, WestVic continues to be flexible in the delivery of core activities whilst preparing to pivot quickly in the event of emerging issues. At the time of writing, significant biosecurity threats to agriculture are on our doorstep. Biosecurity protocols at all WestVic events have been activated, and advice, resources and assistance promoted to the region's farmers.

My thanks to the members of the WestVic Board for entrusting me with the leadership role. The Board is a committed and dedicated group of individuals who are solutions-focussed and collectively advocate for the continued improvement of services to the region. My thanks also to Lindsay Ferguson and the WestVic team for their work on our behalf over this past, sometimes trying, year!

As we look ahead to a year of record milk prices - albeit with record input costs - at WestVic we are committed to achieving our vision of a vibrant, profitable and valued dairy region - and look forward to your participation on the journey!

Jacqui Suares WestVic Chairperson



THE BOARD

WestVic Dairy is governed by a Board of eight Directors, made up of six farmers and two industry service providers.

The role of the Board includes ensuring that the levies collected from the region's dairy farmers are directed to relevant research and development and that the findings are communicated to all dairy farmers to increase the profitability and sustainability of the region's dairy industry.

All Board members bring their own set of skills to the team, which ensures that there is a diverse set of talents available to our stakeholders. In 2021/22 WestVic Dairy welcomed a new Chair, Jacqui Suares, and two new Board members, dairy farmer Bryan Dickson from Terang, in the role of Director and Lucy Collins from Dixie in the role of Associate Director.





Jacqui Suares Chair

Dairy Farmer, Colac





Brendan Rea Vice Chair

Dairy Farmer, Allansford



Daniel Parkinson

Dairy Farmer, Kirkstall



Brad Collins

Dairy Farmer, Dixie



Bryan Dickson

Dairy Farmer, Terang



Mike Huth

Service Provider, Cobden



Rhonda Henry

Agribusiness Manager, Warrnambool



Will McDonald

Dairy Farmer, Bessiebelle



Lucy Collins

Dairy Farmer (Associate), Dixie

REGIONAL MANAGER'S REPORT

The ongoing good seasons and the record milk prices are just what we all needed to pull us out of the COVID-19 glumness that has so complicated our lives, both on farm and off.

The latest surveys show a very positive level of confidence amongst farmers in our region. The downside is the inflationary pressures that are affecting inputs and the difficulty in finding farm staff.

All this makes for a dynamic industry, with some people now with their 'heads above water' for a long while and others forging ahead with land purchases and major capital expansions. Yet others, especially many babyboomers, are taking the opportunity to exit the industry for a well-earned retirement, capitalising on the high property prices.

All these big changes have an impact on the regional industry but have their origin in individual decisions on each farm. Good decision-making relies on good and well-researched information and that is where Dairy Australia/WestVic Dairy comes in. Whether the decisions be relatively small, such as changing pasture varieties or selecting a new line of herd genetics, right through to reviewing your business goals and how to manage succession, we are there to help. This information starts with the scientific or economic researchers doing their trials and simulations; then converted by developers into everyday language in understandable formats; then delivered by our extension team to you on-farm. That includes the flexible modes and online versions which have proved essential over COVID-19 and are still a very viable option for many people. Additional to that are the increasingly diverse ways of communicating and exchanging information, whether in a formal course, podcast/webinar or informally on chats and other social media.

In getting the type, frequency and location of extension across the region as good as possible, we appreciate the many farmers and stakeholders that respond to our surveys and contribute their thoughts and comments in other ways as well. We want to use your levy wisely and we do it best with your input. Your best advice encourages us to continue to focus strongly on our strategy of prioritising support for the 'People' and 'Business Management' aspects of the farm business.

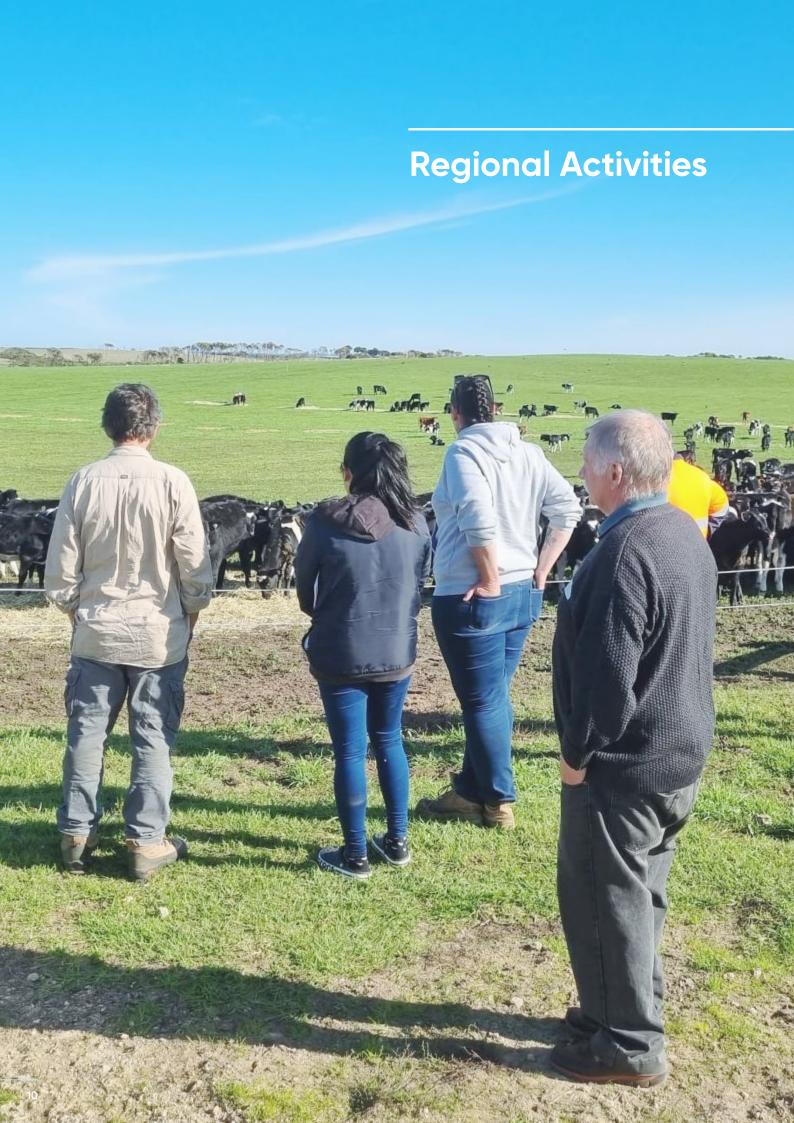
On that note, I also thank our farmer-led Board for its oversight and direction throughout the last year. Our Chair, Jacqui Suares, contributes considerable additional time to her role and we value her leadership. I also thank our team of professional staff who interact daily with the industry that we serve. As the largest milk producing region in the country, I'm pleased to say that our level of extension activity has matched that status. This year we have said farewell to Laurie, Rob, Nadine and Alexis and welcomed Melissa Humphries in administration and Michelle Seabrook (nee Muir), who has returned from maternity leave. Support from our colleagues in Dairy Australia and other regions has been appreciated and reflects our "One Team' values.

Many thanks to our sponsors, collaborators from across the industry and lastly to our region's farmers for your participation in our extension activities. We are always open to any suggestions or comments you have on our work. I hope to see you somewhere about the region over the next year.



Lindsay Ferguson Regional Manager





FARM BUSINESS MANAGEMENT

Assisting farmers in our region to run profitable and sustainable businesses remains the cornerstone of our extension activity and a key priority in our Strategic Plan 2020-2023:

Profitable dairy farms

To support farm businesses to be more resilient to external impacts to remain productive, sustainable and profitable.

As a result, Farm Performance is a key priority area, with a number of workshops, events and initiatives in place. Below is a snapshot of the main activities.

Workshops

Our Farm Our Plan

Good farm business management is as important when times are good as when they are tough. A good season can often mask inefficiencies in farm business management. It is considered critical by most observers to have a plan of where the business is going and to continually review that plan.

Dairy Australia has invested heavily in programs that offer opportunities to bring all the farm's business owners together to develop a plan.

Our Farm, Our Plan, developed by Dairy Australia with support from Gardiner Dairy Foundation and DairyNZ, aims to identify long term goals, improve business performance, and manage volatility.

Designed for Australian dairy farmers, Our Farm, Our Plan helps put big ideas down on paper and gets everyone on the farm on the same page. Using a simple 'Now, Where, How, Review' planning process and providing one-onone support for farmers over two years, it assists with putting their plan in place and into action.

Our Farm, Our Plan has seen participants meet in faceto-face forums and online deliveries, with glowing praise for the way that they have developed plans.



Dairy Farm Business Fundamentals

Farm Business Fundamentals shows farmers how to set up and use good record keeping systems, understand the difference between management and tax compliance and learn how to use the Standard Chart of Accounts.

Participants learn about business obligations - tax, banks, people, and the law, prepare an annual farm budget and be introduced to Dairy Australia's DairyBase.



Farm Business Analysis

Farm Business Analysis enables farmers to accurately interpret and analyse their data entered into DairyBase, thereby allowing participants to pull together meaningful financial and physical data about their farms that can be used to track performance over time and provide a solid base on which to make future decisions.

The program encourages calculation of the cost of production for a farm business and allows farmers to populate DairyBase with their own farm figures, leading to detailed analysis of the business.



Business Focus Farms: real farms; real conditions; real decisions

WestVic Dairy's Business Focus Farm project works with selected Focus Farms for a period of two years, enabling farmers to access the information relevant to their business and region, thus facilitating improved decision-making around business management, profitability, and sustainability.

Selected Focus Farms are supported by an experienced farm consultant and a support group of farmers and service providers.

This group is chosen by the Focus Farmers, based on previous relationships and relevant industry experience. We currently have three farms located across south-west Victoria in the program, as well as the Ondit Focus Farm which finished up this year.

Regular updates in newsletters and on social media, along with on-farm field days, help inform the wider region's farmers of how the farm is progressing and shine a light on the business decision-making process. Farmers are then able to use these same principles in their own business decisions.

Ondit Business Focus Farm

Farmer Dale and Karen Angus

Facilitator Laurie Hickey

Consultant Paul Groves (Farm Management

Consultant)

Farm size 347 cows, 290ha

Goals of the project:

- Reduce debt to explore the option of purchasing the farm
- · Improve herd fertility
- Reduce cost of production, particularly around livestock trading and bought in feed costs.

The farm made a significant profit since the start of the project and saw productivity and homegrown food increase at the same time. The herd has high fertility and the installation of collars with an automatic drafting system last year was aimed at reducing some of the workload on the owners. Significant genomic testing has resulted in better selection of replacement heifers and the access to the live export market with its good prices.

Jancourt East Business Focus Farm

Farmer Terry and Shannon Blasche

Facilitator Matt Wood

Consultant Cath Jenkins (Cath Jenkins Advisory)

Farm size 280 cows, 210ha

Goals of the project:

- Move from a year-round calving pattern to a single seasonal (autumn) calving
- Pasture renovation, potentially including drainage, to allow more home-grown feed to be produced
- Set cost of production goals for this new business to maintain tight control of financial position
- Employ labour, probably part-time, to reduce workload on Terry's dad and allow for quality family time.

This Focus Farm project commenced in May 2021, with a meeting of the Support Group at the Simpson Hotel, where the goals for the two years were finalised. Since then, the group has met most months and was lucky to be only minimally impacted by the various lockdowns. Work towards the project goal continues. A plan to transition to solely autumn calving has commenced. This will see a third calving take place in January for the next year or two, as the spring calving cows move towards a March/April calving date.

The majority of the milking platform has already been reseeded, with plans to renovate the remainder next season. Working with agronomist Glenn Cain, Terry and Shannon have certainly hit the ground running with their pasture production, with the farm growing a large amount of quality feed.

The Blasche family continue to carry out most of the farm work themselves, along with using contractors to carry out the majority of the field work. Employing a part-time employee continues to be a goal of the project and something that will be a focus in the second year of the project.

Terry and Shannon are willing to take on advice from the Support Group and have implemented several of the group's ideas, including increasing cow numbers, feeding fibre on a makeshift feedpad during winter, calf shed design and adopting certain calf rearing practices.

Following COVID delays, the first Field Day was held in November 2021, which introduced the Blasches' and their business to the broader farming community. Despite having to be held later than planned, when harvest was well and truly underway, attendance was good, with around 60 attendees enjoying the day.

Macarthur Business Focus Farm

Farmer Peter and Fiona Musson

Facilitator Debbie Twiss

Consultant June 2020 – Dec 2020 Paul Groves

(Farm Management Consultant) Jan 2021/22 Owen Rees (TRAC Total

Result Ag Consulting)

Farm size 766 cows, 310 ha milking platform

(730 hectares total)

Goals of the project:

- · Facilitate peer learning
- · Optimise herd management with cow collars
- Examine strategies to maximise consumption of home-grown feed.

From July 2021 to May 2022, the Macarthur Focus Farm project has continued to investigate options to improve quality and quantity of homegrown feed. The farm has struggled with the establishment and management of pasture in wet winter conditions. In 2021/22, continued investment in drainage and pasture renovation activities has resulted in the farm being able to set up a good pasture wedge for Spring 2022. The second Field Day, held in November 2022, gave farmers in the district an opportunity to see the impact drainage was having on paddocks around the dairy.

Following farm visits to see how other farmers are using cow shelters in the same region as the Focus Farm, the decision was made to proceed with a plastic roof cow shelter and to extend the feed pad. The extension of existing infrastructure and construction of a cow shelter will provide the focus farm with ability to manage herd feeding off-pasture in wet conditions. A final Field Day is planned in September 2022 when cow house construction is expected to be completed.



Bostock's Creek Focus Farm

Farmer Peter and Marnie Kerr

Facilitator Libby Swayn

Consultant Paul Groves (Farm Management

Consultant)

Farm size 300 cows, 282 ha – 182 ha milking

platform and 98 ha out paddock

Goals of the project:

- Improve water infrastructure to reduce reliance on town water and improve water supply throughout the farm.
- Improve time efficiency on farm by reducing time for daily chores including milking and feeding.
- Increase profitability through improved management of pastures, feeding and reproduction.
- Reduce debt and increase equity in the business to allow for future expansion.
- Form a support group that provides a valued network which shares relatable ideas, compares benchmark data and works towards achieving business goals.



Peter and Marnie Kerr joined the Focus Farm program in April 2022. The Kerr's share farmed for seven years at Bostock's Creek (5km south of Camperdown) before purchasing part of the milking platform. While share farming, Peter and Marnie built their herd of 300 Holstein cows through purchase and breeding. The farm is a total of 282 ha, of which 120 ha was purchased land.

Peter grew up in Melbourne and his interest in farming developed when he visited family friends at Simpson. He started dairy farming at Simpson as a trainee and has progressed to sharing farming and farm ownership in December 2021. Marnie, who grew up on a sheep and cropping farm near Lismore, is a nurse at the Camperdown Hospital. Peter and Marnie have two young children, 3-year-old Jack, and 1 year old Amelia.

The focus farm commenced in April 2022 with a support group meeting at the Cobden Hotel. The support group is made up of approximately 30 farmers and service providers. The farm requires several infrastructure improvements to reduce the time spent on daily chores including upgrading the dairy and upgrading the water supply to the farm. The Kerr's are looking for the support group to guide and advise them as they make investments on their farm.

The Kerr's employ one full-time employee and have a part-time milker on a Saturday. They do most of the work on farm themselves. One of the major goals of the project will be to reduce the amount of time spent on the daily chores. They are keen cattle breeders with a stud, breeding under the prefix Rookery Holsteins. The Kerr's hope that their involvement in the project will improve their efficiencies on farm to ease their workload and enable them to have more family time.



PEOPLE

The 'People' aspect of our extension is an increasingly important area of focus, with ongoing work in the Young Dairy Network, Career Development and Workforce Planning & Action spaces. People are a significant priority in the Strategic Plan 2020–2023:

Attract and develop great people for dairy

- Support farm businesses in the recruitment, retention and transitioning of personnel and their training and skill development and to recognise the importance of their health and wellbeing.
- training and skill development and to recognise the importance of their health and wellbeing.

Young Dairy Network

The Young Dairy Network (YDN) continues to provide networking, self-development and social interaction opportunities to young people working in the dairy industry. With this social focus, the various lockdowns affected the smooth running of the YDN, particularly in the first half of the year. With these restrictions hopefully now a thing of the past, the YDN can look forward to going from strength-to-strength next year.

Despite the frustrations and disruptions of COVID, the YDN sought to follow its strategic plan as much as possible. This plan includes monthly meetings, alternating between on on-farm Field Days and Happy Hour evening events held at a venue. The topics for each meeting are decided by the YDN Coordinator in conjunction with the Leadership Team.

The Leadership Team consists of young industry people, representing a cross-section of the YDN cohort. It continues to help grow the membership base, along with planning relevant, meaningful and engaging events for members.



Team members for this year:

- · Xavier Parkinson Farm owner, Kirkstall
- · Rachael McGrath Farm manager, Orford
- · Matt Grant Farm owner, Cowleys Creek
- · David Weel Share farmer, Simpson
- Pip Bruce Nutritionist, Colac
- · Liam Allan Share farmer, Terang
- Isaac Hose Farm employee, Garvoc
- Tess Blake Farm lessee and agronomist, Deans Marsh
- Esmee de Loof Farm Consultant, Woolsthorpe

In total, three Happy Hour and three Field Day events took place this year.

At the start of July, wedged in between lockdowns, the group met at the Parkinson family farm at Kirkstall. The day looked at succession and career pathways, with consultant Chris Hibburt leading the discussion – along with farm investor Chris Proctor and host Xavier Parkinson.

The first Happy Hour evening session was held in Terang and focused on silage – the importance of making quality silage, along with best practice for making and conserving this important feed source.

For the group's Christmas break-up, it headed to the Philp's family farm at Garvoc. The main topics covered were the recently adopted 10 in 7 milking system, three-way cross cows and the new rotary dairy. The event was well attended and enjoyed by all, including a BBQ dinner provided by UDC.

Next was a Field Day held at the Place family farm, Pomborneit. The Place's have had cow activity monitors for four years. Grant took the group through how they use the system, all the benefits he has seen, as well as the few small issues they have encountered.

Two Happy Hour events then followed. The first looking at nitrogen. With prices increasing rapidly, agronomist Andrea Roberts discussed effective and economic fertiliser use. Graham Clay then presented the group with an alternative to synthetic nitrogen, when he showed the Biolink 4 Plants product he has developed.

In May, international management consultant Nollaig Heffernan visited western Victoria. The YDN was fortunate enough to have Nollaig present her Influencing your dairy career session. The evening was highly motivating and gave attendees some great insights into how they can progress their career in dairy.

The input of young dairy farmers and service providers remains essential to the YDN. Working together and with other industry partners such as Gardiner Dairy Foundation, DemoDAIRY and UDV, the YDN will continue to provide opportunities, services and inspiration for young dairy industry people.

New Generation Skills Project

The New Generation Skills (NGS) project has run for the past two and a half years and wound up in June 2022. Jim Burrell was employed as the Career Development Coordinator for the project. A replacement program will run in 2022/23.

Broadly, the objective of the project was to actively promote and assist in identifying and supporting career pathways into the industry supply chain, which included farms, service sector business and the education & training sector. Program initiatives included:

- Neil Porter Legacy (Careers Teachers)
- SWLLEN participation
- Guest speakers at schools promoting dairy careers
- · Coordinating dairy farm visits for schools

- SWTafe and RIST liaison
- · Deakin University liaison
- Developing applicable resources to better place students on farm, in school-to-work opportunities
- · Gap Year Project
- GALS (Deakin Uni. Girls in Leadership and STEM)
- The Clontarf Foundation/Warrnambool College visit
- Cows Create Careers
- The Careers Teachers STEM Showcase, funded by Gardiner Dairy Foundation
- · Working with Agriculture Victoria on the Culturally and Linguistically Diverse (CaLD) project.



Workforce Planning and Action

The 2021/22 financial year saw the lack of suitable, available labour become the main issue facing farmers in our region. This problem had been developing over some time, with overall low unemployment in south-west Victoria, along with competition from other industries. However, the pandemic and associated lack of immigration across all skill levels has exacerbated the situation.

Farmers are having to do more and more themselves, which is only sustainable for a limited time. Some farmers are delaying plans to expand or are scaling back in order to make the workload more bearable. In some cases, the labour issue is causing farmers to sell up or move to other enterprises, such as beef and sheep.

WestVic Dairy and Dairy Australia are aware of the huge impact this is having on the region's dairy farmers and are putting more resources towards helping attract and retain good people to the industry.

During the lockdowns experienced earlier in the year, several online sessions were offered to the region's farmers. Two Farm Fitness Checklists – People webinars, along with an HR Pulse Check drop-in session, were held.

This financial year saw three Employment Essentials workshops delivered throughout the region in Warrnambool, Colac and Timboon, presented by farm consultant Daryl Poole. Daryl covered the basics of employing people in the dairy industry, focusing on navigating and utilising the Employment Starter Kit initiative (ESKi) and the People in Dairy website, along with giving an overview of requirements for compliance and employer obligations.

The ESKi and The People in Dairy website have become standard resources that are used by many dairy farm businesses and service providers. They are frequently updated with changes to National Employment Standards and the Pastoral Award.

A one-off Leading my team workshop held in Colac saw former Geelong Cats captain Cameron Ling pass on his experiences of leading a successful team to victory. The session was enjoyed by all attendees, with great feedback and a request for more similar events in the future.

With more and more farmers looking to overseas workers to fill their workforce needs, an information session was planned for Camperdown in November. However, due to changing lockdown rules, this event had to be moved to a webinar format. A panel consisting of Fadi Malek (Immigration Agent and Director of GSES), Stephen Hoy (DAMA Officer at Warrnambool City Council) and Adrienne Ritchie (FIP Group) each presented and then took questions from the audience. The event was well subscribed and shows the demand for more information on this subject.

The online platform, Dairy Passport, was discontinued this year, with users of the service given help to move over to a digital program of their choosing. Later in the year a commercial platform, Safe Ag Systems was unveiled as the platform of choice by Dairy Australia. This platform is available for all dairy farmers at a discounted rate and offers a more user-friendly experience. All previous Standard Operating Procedures that farmers have drawn up can be used in Safe Ag Systems, as well as a huge library of other resources that can be individualised to personal needs and requirements.

For those that prefer hard copy records, the Farm Safety Manual and Farm Safety Starter Kit continue to be available to farmers to help them put in place procedures and identify safety 'hotspots' on their farms.

WestVic Dairy worked with other organisations to help promote services that are available to farmers. This included assisting the Victorian Farmers Federation to help roll out the Making our farms safer program. A collaboration with the National Centre for Farmer Health saw WestVic Dairy produce a video interview highlighting its Campfire initiative. This is an online program that helps farmers with their general wellbeing and mental health.

In March, WestVic Dairy welcomed international employment consultant Nollaig Heffernan back to the region. Nollaig has presented to farmers in south-west Victoria previously and has a well-deserved reputation as an excellent and inspiring presenter. On this visit three Employer of Choice workshops were delivered by Nollaig – in Colac, Cobden and Warrnambool. These sessions prompt farmers to consider how they interact with their employees. They learnt how becoming an 'employer of choice' can have great rewards for their businesses.

An unexpected opportunity arose in May to have Nollaig visit the WestVic region again. This opportunity was taken and saw Nollaig present another Employer of Choice workshop, this time in Camperdown, along with a session for the Young Dairy Network. The feedback from all of these sessions was excellent with many farmers saying how valuable they were.

A number of resources have been developed with support from WestVic Dairy and are available to download from The People in Dairy website, including:

- Share Dairy Farming in Australia; Model Code of Practice
- Leasing Dairy Assets Resource Pack
- Shared Equity Arrangements Resource
- Farm Safety Starter Kit
- Farm Safety Manual
- Employment Starter Kit initiative (ESKi)

Support is available for farmers to access and utilise these employment resources. From July 2022, there are two extension officers working in this area that can field phone call enquiries and provide in-person, one-on-one assistance as required. This service is well utilised, with around twenty queries answered and several farm visits performed a month.



FEEDBASE

Top Fodder

In July 2021, WestVic Dairy ran a freshly revised Top Fodder program. The updated program used a flipped classroom model. This is where course participants work through some online modules at home, in their own time and at their own pace. After the participants did the prelearning, they attended the Cobden Golf Club for a 2-day workshop to cement in their learnings and ask any follow-up questions. Frank Mickan, widely regarded as the best fodder conservation specialist in the country, delivered the program and was supported by Peter Gaffy. Some of the activities at the 2-day workshop explored topics such as selecting the right crop, improving the quality of the silage made, evaluating the role of silage in the system, and reducing losses and wastage.

Feeding Pastures for Profit (FPFP)

Two Feeding Pastures For Profit groups concluded during the year in the Purnim and Timboon areas. This included on-farm Spring and Summer days. Traditionally, the program commences each year in Autumn with two classroom days, where participants learn the theory of good pasture management and profitable feeding. This theory is then put into practice during five on-farm practical days which are run to prepare participants to manage their pasture and feeding in Autumn, Winter, early Spring, late Spring and finally Summer. A new FPFP group was formed in May 2022 with industry expert Phil Shannon returning to the region to deliver this program.

Profitable Feeding Systems (PFS)

The Profitable Feeding Systems Steering Committee met in December 2021 to help guide extension activities in the Feedbase area. Each season can deliver unique challenges and the PFS program, under the guidance of the industry based steering committee, helps to tailor information to assist farmers to improve their farming feeding systems. It also has the scope to help farmers respond to seasonal challenges. The WestVic Dairy Board and staff would like to recognise the valuable contribution that Janet Hunter, Jarrod Mead, William Mc Donald, and Graeme Ward contribute to the PFS steering Committee.

The committee identified one of the significant challenges facing growers this year was the rising cost of nitrogen-based fertilisers. Industry Analysist John Droppert from Dairy Australia provided insights into the causes and current trends impacting on-farm input costs.

Then dairy farming consultant Matt Harms described the practical decision-making process that farmers and advisors could use to find the best value feed source as the situation evolved. This included making reasonable assumptions about response rates to urea and pasture utilisation rates. These assumptions helped to calculate the breakeven cost of Urea in comparison to alternative sources of feed.

Nutrition Fundamentals

Nutrition Fundamentals was run in the Ballarat region in May 2022. The foundations of the program are drawn from historical extension programs like Target 10, Feeding Dairy Cows and Agriculture Victoria's Introduction to dairy cow nutrition. This updated course looks to provide the foundational knowledge of dairy cattle nutrition for farmers, service providers and anyone involved with the feeding of dairy cows. This program was delivered by Debbie Twiss and Peter Gaffy. The first two days were held at the Golden City Hotel in Ballarat. The third day was held at Lynette Greenwood's farm, with the aim of providing participants with the opportunity to put into practice what they have learnt at the first two days and to start to develop the keen observation skills that are so important to getting herd diet right. Nutrition Fundamentals will be run again in the year ahead.

Advanced Nutrition In Action (ANIA)

Advanced Nutrition In Action was run at Deakin University's Warrnambool campus this year. The course is made up of three units, each running for a period of 6-8 weeks, during which time each participant works through the online modules and activities relating to that unit. The participants then meet over two days to discuss and identify opportunities to improve nutritionbased outcomes on farm. Pip Gale delivered Units 1 and 2 and Mark Burgemeister delivered Unit 3 with the support of Pip. The purpose of the training is to better equip farmers and service providers with the skills, tools, and strategies to help make effective changes to their nutrition management. Once the group has completed all three units of the course, they then have 5-6 months to apply their Nutrition Change Strategy. The final session is an opportunity for participants to share their progress with the group, discuss what actions and outcomes have occurred and what they'd like to do next. ANIA will be run by West Vic Dairy in 2023/24.



ANIMAL PERFORMANCE

Delivery of effective extension in 2021/22 has been achieved through collaboration across subject areas and regions. As well as considerable skills within the WestVic Dairy team, we are fortunate to have our animal performance extension programs delivered and supported by subject matter experts from DataGene and skilled local service providers in the dairy industry.

Rearing Healthy Calves

The Rearing Healthy Calves (RHC) program has been redeveloped in collaboration with Dairy Australia's Leads in Animal Performance (AP) and Regional Extension Officers (REOs) from other regional development programs (RDPs). The redevelopment of this program better supports farmer discussion and provides an opportunity to engage with calf rearing operations on farm as part of the learning process. As part of the project, a new shed guide resource has been developed to support calf rearing teams to monitor calf health and treat common calf health problems.

The RHC Fundamentals program was piloted in Larpent with support from Dairy Australia's Leads in Animal Performance and Animal Welfare, Dr Stephanie Bullen and Dr Sarah Bolton, along with Donna Gibson, an REO from GippsDairy. The RHC fundamental program has subsequently been delivered across dairy regions in Western Australia, New South Wales, Gippsland and here in south west Victoria.



Cups On, Cups Off

The Cups On, Cups Off program has been delivered across the region in football clubs and community halls from Macarthur to Larpent, by Dr Zoe Vogels, Dr Shane Lyons and Dr Stephen Jagoe. This has increased farmer access to this fundamental milk quality program. The program is being reviewed and presenters will be delivering an updated program with new resources in 2023. WestVic Dairy responded to request from Ballarat Discussion Group for an on-farm session to review current mastitis management practices with Dr. Zoe Vogels.

Healthy Hooves

Dr Tom Loughnan and Mr Paul Dunn participated in the delivery of several hoof health workshops, sharing practical tips, tricks and skills to assist with hoof treatment, helping upskill the next generation of dairy farmers. Healthy Hooves continues to be a well-attended extension program across the south-west region.

Other workshops

Animal welfare and the legal requirements for humane euthanasia were discussed in workshops held at Wangoom Community Hall in December 2021. Attendees came away with an appreciation for practical aspects that must be accounted for when dealing with injured livestock.

The new Genomics extension program provided opportunities for farmers to discuss the application of genomic testing to herd management with Peter Williams and Peter Thurn of DataGene. Peter Williams and Bruce Officer also demonstrated genomic sampling techniques at a workshop held on Neil Dickson's farm in Bookaar.

Small group extension workshops focused on specific issues (calf rearing and hoof health management) have been delivered on farm to provide seasonal refresher training for farm teams. Digital programs developed during 2020/21 have provided useful resources for the online delivery of animal management extension when presenters have been forced to isolate with recent waves of COVID infection.



LAND WATER CLIMATE

Fert\$mart

Two Fert\$mart programs were delivered across the region, one in collaboration with the Corangamite Catchment Management Authority (CCMA) and the other with Glenelg Hopkins Catchment Management Authority (GHCMA). These projects were supported by funding from the Australian Government's National Landcare Program.

The CCMA's Sustainable Agriculture program was a collaboration between AgVic, the CCMA and ourselves and covered a number of topics in addition to the Fert\$mart program, in a four day course is called Sustainable Dairies. The program was fully subscribed with fifteen farms participating. This year we were able to return to face-to-face delivery for the full program, albeit with masks on for a couple of the workshops. Agriculture Victoria's Rachael Campbell presented to the group on effluent management, Lisa Miller from Southern Farming Systems presented on soil acidification and Graeme Ward presented on soil carbon. The final workshop was a field day in Simpson with soil biology expert Dr Pauline Mele, who spoke about the key aspects of soil biology and undertook a quick Visual Soil Assessment (VSA) in the field.

The GHCMA Fert\$mart program was oversubscribed this year, with 11 farms completing the course. This program included a two-day Fert\$mart program and participants were invited to take part in the CCMA Field Day.

Farming Sustainably for Future Generations

In December, the Doolan family at Brucknell hosted a field day to showcase the sustainability practices they have implemented on farm. The Doolan family were the winners of the 2020 Great South West Dairy Awards Natural Resource and Sustainability Management Award. Over 90 farmers, service providers and industry representatives attended the field day to view some of the innovations the family has adopted.

The Doolan family has installed a number of energy saving technologies on their farm as they work towards net-zero carbon farming. The farm has a 90kV solar system and with the use of technical monitoring systems connected to smart phones they are able to use the solar energy at peak times as it is produced.

Alerts to signal peak energy production allow them to crush grain, pump and heat water during the day to utilise the power produced. A number of energy saving upgrades have been installed in the dairy, including new plate cooler, chiller, underground chilled water storage tank and a heat pump system. On-farm energy specialist, Gabriel Hakim, presented to the audience on 'Easy Ways to Start' to reduce energy costs on farm.

Jade Killoran, Heytesbury District Landcare Network, also spoke to the attendees on the research the network is undertaking on cover cropping.

Smarter Irrigation for Profit Project (SIP2)

Dairy Australia's 3 year SIP2 project concluded with the end of the irrigation season in Autumn. The project, 'What's my yield gap? Maximizing water productivity', investigated opportunities to increase irrigation productivity and profit through trial and demonstration of cost-effective management practices and technologies which increase water, energy and labour efficiencies. The project was supported by funding from the Australian Government Department of Agriculture, Water and the Environment as part of its Rural R&D for Profit program and by Dairy Australia.

Local consultant Graeme Ward facilitated the project and worked with WestVic Dairy staff. The research site at Mepunga had regular data collected to measure yield, water use, energy use and overall irrigation system performance. The site was supported by an active group of farmers and service providers.

Findings from the research highlighted the importance of monitoring soil moisture to inform the irrigation schedule, maintaining Readily Available Water (RAW). The 7-day rainfall and evaporation forecasts provided a guide to likely pasture water use and irrigation requirements. Energy was the most expensive variable cost in dry matter production, varying between \$38 and \$58/tDM depending on the demand for irrigation.

The project concluded with a field day in April with guest speakers including Nick O'Halloran, Senior Irrigation Officer with Agriculture Victoria at Tatura; David O'Donnell, Irrigation Consultant from Bega; Tim Powell, Irrigation Consultant from Penola; Cath Lescun, Dairy Australia's Technical Lead – Soils and Irrigation; and Graeme Ward, local SIP2 Site Coordinator.

Silage Plastic Recycling Trial

Around 8,800 tonnes of silage plastic is used each year in Australia. Most is landfilled, while some is burnt or buried. Only a very small amount is currently recycled. With support from the Commonwealth Government's National Product Stewardship Investment Fund, Dairy Australia is developing a national collection and recycling scheme to better manage this waste.

After a year of feasibility studies, stakeholder engagement, and planning, a silage plastic recycling trial started in western Victoria in April 2022. The trial is designed to test different options for collecting, transporting, and recycling used silage plastic – gathering feedback from farmers and other supply chain stakeholders along the way. The trial collection period will continue through to January 2023 and the outcomes will be used to develop recommendations for a nationwide scheme.

Western Victoria was chosen for the trial due to its high rates of silage use, variety of farm types and sizes, spread of farm locations, supportive local councils, supportive regional team and relative proximity to current recycling outlets.

Farms utilising silage were invited to complete a short survey on their habits. Almost 150 responses have been received to date, with 80 farms initially selected to take part in the trial.

In May and June, purpose-built bins and liners were delivered to each farm selected. Many participants had stockpiled their bale wrap and pit cover in preparation for the trial. Participants have the option of taking their plastic to one of the 5 participating council transfer stations (Killarney, Peterborough, Alvie, Naroghid and Simpson) or requesting an on-farm collection. Collected materials will then be transported and recycled at a range of plastic re-processors in Victoria.

The scheme has been initiated by Dairy Australia in respond to widespread concerns from farmers around the lack of sustainable disposal options and to support the industry's target of implementing a system that collects and recycles 100% of silage wrap in the dairy industry by 2030.

The initial intake of farms for the trial is now full. However, depending on trial outcomes and budget, there is potential for the trial to be expanded to additional farms in the coming months.



SPECIAL EVENTS

Great South West Dairy Awards

The Great South West Dairy Awards (GSWDA), now in their 15th year, were held again in 2022. While the categories have changed over time, what has remained constant is the celebration of the very best of the dairy industry across the WestVic Dairy region.

The Gala Night took place on 12 May in the new Matilda Room at the Warrnambool Racecourse.

Adam Jenkins was the MC for the night, with special guest footballer Jonathan Brown joining us to celebrate the winners of the 2022 Awards. Jonathan reminded us all that it is important to celebrate the small wins in life and to plan for our futures. The night also celebrated the Milk Quality Award Winners of the south west.

The 2022 winners were:

- Farm Business Manager of the Year Maryke Roux, Yambuk Dairies, Yambuk
- Employee of the Year Liz Mackley, Aurora Dairies, Hawkesdale
- Natural Resource Manager of the Year John and Rochelle Pekin, Simpson
- Young Dairy Leader of the Year Renata Cumming, Scotts Creek
- Service Provider of the Year Meaghan Johnston, Bega Cheese, Koroit
- · Farm Photo of the Year Karen Angus, Ondit
- 2022 Western Victoria Dairy Industry Honour Board inductee – Mark Billing, Larpent.

In total there were 42 nominations for the 2022 Awards, as well as 69 photos entered into the photo competition.

Ladies' Luncheon

The popular South West Dairy Ladies' Luncheon again proved to be a big success even with the challenge of COVID, which prompted the decision to host the event over two venues with reduced numbers at each.

On the 25 November, the first event was held at Deakin University, Warrnambool campus, with 174 people in attendance. The second event was held at the Colac Bowls Club by the Lake, with 144 people in attendance, totalling 314 people at the events.

In the morning we heard from a panel hosted by Panel Facilitator Renata Cumming, founder of Farm Garden Table, a 'life on the land' themed Instagram account.

The three panellists were Anne Roslin of Great Ocean Road Paddock2Plate Cordial syrups, Belinda Cardinal of Caprotek and Jodi Clarke of Great Ocean Ducks. Panellists shared their journeys to develop businesses and their hopes to inspire other women to follow their dreams.

Keynote speaker and world record holding marathon swimmer Tammy van Wisse is sheer inspiration. She has swum one-and-a-half times around the planet, setting six world records – five of which are still current. 'There are no boundaries,' says Tammy. 'Once you have the right mindset, whatever your goal, you can get there.' Her never-give-up world champion stories were enlightening, entertaining and powerfully motivating.

Gardiner Dairy Foundation and Westpac bank were the major sponsors of the day, with further support from many local businesses and organisations.

The Ladies Luncheon is organised and co-ordinated by a committee of women in the south-west with support from WestVic Dairy.



DAIRY DISCUSSION GROUPS

Port Campbell Discussion Group

The year commenced with the Annual General Meeting at the Port Campbell Hotel. This saw Matt Grant and Mat Whitehead step down as Leader and Vice Leader. Linda Whiting took over as the group's leader, with Ash Gristede the new Vice Leader.

Group activity was low during the first half of the year as members made it clear they were not interested in online events and discussions during COVID. Several times onfarm days were planned but then had to be cancelled due to COVID restrictions. Once face-to-face meetings were possible and the late harvest completed, the group met most months.

For something different, the group held its Christmas meeting as an evening event on the Diprose farm managed by Simon and Rachael Richardson. The topics for the night were the export heifer market, genomics and copper deficiency in young stock.

The Annual Dinner again took place at the Timboon Golf Club. The evening was well attended, with members enjoying a three-course meal and an after-dinner speech from DS Derek Verity from the Rural Crime Squad.

The first on-farm meeting of 2022 was held at Ash and Michelle Gristede's farm, where fertiliser was the main topic of conversation. The Gristede's have used a tow and fert system, which uses less nitrogen, for two years. Members also looked at the new calving barn that is under construction.

April saw the group visit the Loveday's farm at Laang, where they looked at the impressive infrastructure that Fred and Jacinta have constructed in the time they have been on the property.

Adrian and Vickie Bond invited the group to visit for the May meeting. With their son Max now home on the farm, the Bond's are looking to the future, with plans to build a brand-new rotary dairy on a greenfield site.

The year concluded with the annual planning and social evening, which this year was held at the Ball and Chain hotel in Simpson.

Whilst each farm visit has a particular topic to focus on, it is the general farm walk and talk that the group enjoys the most and finds most valuable.

Cooriemungle Discussion Group

The Cooriemungle group did not hold its first standalone meeting until December due to restrictions and the harvest commitments of its members. This meeting for the Christmas break-up was again held at the Ball and Chain Hotel, Simpson, with members and their families enjoying the evening.

Meetings are generally hosted by group members on-farm. However, the group has also worked in with other extension events, such as the Jancourt East Focus Farm Field Day in November and Discussion Groups as appropriate.

The new year saw Tyson Sinclair take over the leadership role from Andrew Crole. Tyson then hosted the first meeting of 2022 on his property in Simpson, which included the annual planning session, as well as a general farm walk and discussion.

March saw the group visit Dan and Tanya Campbell's farm. The Campbells moved to the region from north east Victoria two years ago in order to grow their business.

The next meeting was held at the Whiting's farm to look at multi-species cropping along with the new SOILKEE machine that had just been delivered.

The important subject of succession planning was then covered during a visit to the Crole's farm in May. Led by consultant Chris Hibburt, a panel consisting of a banker, lawyer and accountant talked attendees through the succession process.

An informative visit to the Vogel's new cow housing system on one of their three farms concluded events for the year.

Lakes and Craters Discussion Group

It was a quiet year for the Lakes and Craters group. A lack of desire to run any online sessions during lockdowns and the on-farm demands of the group members meant only one meeting took place.

That meeting was the Christmas lunch at the Hampden Hotel in Camperdown. The session also included a presentation from Peter Abernathy on how genomics can be used to improve the genetic merit and subsequent productivity on dairy farms.

Glenelg Hopkins Discussion Group

The Glenelg Hopkins Discussion Group met to discuss farm safety assessment services available through VFF, with Richard Versteegen presenting at Rachel and Dale McLean's dairy farm. In May, Martin Knowles hosted the group on farm to discuss preparation for June 2022 calving.





FINANCIAL STATEMENTS

FOR YEAR ENDED 30 JUNE 2022 WESTVIC DAIRY (NON-REPORTING) INC.

Your directors present this report on the company for the financial year ended 30 June 2022.

Directors

The names of the directors in office at any time during or since the end of the year are:

- Jacqui Suares Chair
- Brendan Rea Vice Chair
- Rhonda Henry Treasurer
- · Daniel Parkinson
- · Michael Huth
- Bradley Collins
- Will McDonald (appointed 5 October 2021)
- Lucy Collins (appointed 5 October 2021)
- Bryan Dickson (appointed 5 October 2021)
- Simone Renyard (retired 5 October 2021)
- Jo-Anne Fife (retired 5 October 2021)

Directors have been in office since the start of the financial year to the date of this report.

Board meeting attendance

Board Member	WestVic Dairy Board Meetings (total 10)
Simone Renyard	2
Jacqui Suares	10
Brendan Rea	9
Rhonda Henry	9
Daniel Parkinson	10
Mike Huth	8
Will McDonald	7
Brad Collins	10
Jo Fife	2
Lucy Collins	6
Bryan Dickson	5

DIRECTORS' REPORT

To the members

Your Directors submit their Report, together with the Audited Financial Statements of the Association for the year ended 30 June 2022.

Directors

The names of the Directors in office at any time during or since the end of the financial year and up to the date of

Jacqueline Suares (Chair); Brendan Rea (Vice-Chair), Rhonda Henry (Treasurer); Daniel Parkinson; Michael Huth; Bradley Collins, Will McDonald (appointed 5 October, 2021), Lucy Collins (appointed 5 October, 2021), Bryan Dickson (appointed 5 October, 2021), Simone Renyard (retired 5 October, 2021); & Jo-Anne Fife (retired 5 October, 2021).

Principal activities

The principal activities of the Association during the year was as the Regional Development Program (RDP) for the Western Victorian dairy region, and the delivery of dairy extension activities and programs. There were no significant changes in the nature of these activities during the year.

Review and result for the year

The net surplus for the year was \$103,426 (2021 - \$162,227).

Dividends

No dividends have been paid since the date of the last report and no dividends are recommended to be paid out of profits for the year ended 30 June 2022.

Future developments and results

The Directors wish to note that the 2021/2022 year has been another unusual year which has had some financial impact on these Financial Statements.

The restrictions brought about by the COVID-19 pandemic have continued to significantly affect the usual operations of the organisation with the inability to conduct extension meetings and activities as anticipated in the annual operating plan. Delivery by a combination of face-to-face and online methods remained necessary.

Intermittent lockdowns were a feature of the year for the regional business community and have resulted in disrupted activities and some underspend of anticipated expenses. The future is likely to include an element of online delivery and we continue to explore alternative ways to deliver on our strategy.

The Board is confident that the reported surplus, along with its prudent approach of setting aside contingencies in the Reserves, will allow for responsible financial management in what will be another uncertain year in 2022/23.

The Association intends to retain its present business structure and operations and there will be no likely developments in the operations of the Association in future financial years that would affect future financial results.

Environmental regulation

The operations of the Association are not subject to environmental regulations.

Directors' and executives' benefits and contracts

During or since the end of the previous financial year, no Director or Executive of the Association has received or became entitled to receive a benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by the Directors shown in the accounts, or the remuneration of an employee of the Association), by reason of a contract made by the Association with the Director or Executive or with a firm of which he is a member or with a Company in which he has a substantial financial interest.

Indemnification and insurance of office and auditor

During the year, the Association paid insurance premium to insure the Directors named in this report.

This report is made in accordance with a Resolution of the Board and is signed for and on behalf of the Directors.

Jacqui Suares WestVic Chairperson

ad Lues

12 September 2022

INCOME AND EXPENDITURE STATEMENT

FOR YEAR ENDED 30 JUNE 2022

	Note	2022	2021
		\$	\$
Income			
Events		9,845	-
Extension course fees		16,500	-
Interest received		895	2,968
Other income and refunds		34,310	8,274
Project income		487,272	416,901
Program funding		940,000	940,000
Total income		1,488,822	1,368,143
Expenditure			
Audit and accounting fees (2021 and 2022 included in 2022 year)		9,300	4,785
Advertising, promotion and marketing		23,870	16,546
Bank charges		1,646	1,354
Board fees and development	13	29,149	31,921
Catering costs		8,199	9,153
Contractors		155,022	144,462
Consumables		4,586	2,315
Depreciation		4,692	5,263
Donations and gifts		6,857	5,705
Electricity and gas		3,524	3,093
Extension costs		79,441	26,785
Insurance		9,389	9,008
Interest expense		777	1,287
Employment costs	2	872,188	835,361
Lab tests (soil, plant, animal)		13,531	1,539
Motor vehicle expenses		72,926	19,445
Newspapers and magazines		395	279
Postage		3,783	6,265
Printing and stationery		13,208	13,032
Property - Depreciation of right of use asset	10	33,899	31,200
Repairs and maintenance		3,542	3,332
Sponsorship		-	1,909
Staff development		1,575	10,945
Subscriptions		1,798	2,794
Sundry		2,866	767
Telephone and technology		10,854	3,797
Tools and equipment (under \$700)		2,203	1,870
Travelling and accommodation		16,176	11,704
Total expenditure		1,385,396	1,205,916
Not operating current year curplus attributed to members		107 / 24	140 227
Net operating current year surplus attributed to members		103,426	162,227

STATEMENT OF FINANCIAL POSITION

FOR YEAR ENDED 30 JUNE 2022

	Note	2022	2021
ASSETS		\$	\$
Current assets			
Cash and cash equivalents	3	1,157,173	1,101,767
Trade and other receivables	4	45,006	28,420
Total current assets		1,202,179	1,130,187
Non-current assets			
Property, plant and equipment	5	31,340	36,032
Right of use asset	9	59,801	91,001
Total non-current assets		91,141	127,033
Total Assets		1,293,320	1,257,220
LIABILITIES			
Current liabilities			
Trade and other payables	6	22,382	27,773
Carried forward funding	7	-	30,711
Lease liabilities		31,537	31,223
Total current liabilities		53,919	89,707
Non-current liabilities			
Trade and other payables	6, 10(a)	25,000	25,000
Lease liabilities		29,187	60,725
Total non-current liabilities		54,187	85,725
Total liabilities		108,106	175,432
NET ASSETS		1,185,214	1,081,788
Equity			
Retained surplus		936,462	833,036
Extension committee	10(a)	8,752	8,752
Reserves	10(b)	240,000	240,000
Total equity		1,185,214	1,081,788

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2022

	Note	Retained earnings	Extension Committee (Note 11b)	Minimum reserve (Note 11a)	Total
Balance at 1 July 2020		670,809	8,752	240,000	919,561
Surplus/(Deficit) for the year attributable to members of the entity		162,227	-	-	162,227
Transfer to/(from) reserves		-	-	-	-
Balance at 30 June 2021		833,036	8,752	240,000	1,081,788
Surplus/(Deficit) for the year attributable to members of the entity		103,426	-	-	103,426
Transfer to/(from) reserves		-	-	-	_
Balance at 30 June 2022		936,462	8,752	240,000	1,185,214

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2022

	Note	2022	2021
		\$	\$
Cash flows from operating activities			
Receipts from customers		1,440,630	1,371,646
Interest received		895	2,968
Payments to suppliers		(1,352,196)	(1,320,594)
Net cash (used in)/generated from operating activities	8b	89,329	54,020
Cash flows from investing activities			
Payment for plant and equipment		-	-
Cash flows from financing activities			
Movement in lease liabilities		(33,923)	(30,911)
Net increase/(decrease) in cash held		55,406	23,109
Cash at the beginning of the financial year		1,101,767	1,078,658
Cash at the end of the financial year	3	1,157,173	1,101,767

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

Note 1 Statement of significant accounting policies

Financial reporting framework

The financial statements are special purpose statements prepared for distribution to the members of WestVic Dairy Inc. in order to satisfy the reporting requirements of the Associations Incorporation Reform Act (VIC) 2012. The board has determined that the association is not a reporting entity.

Statement of compliance

The financial report has been prepared in accordance with the Associations Incorporation Reform Act (Vic) 2012, the basis of accounting specified by all Australian Accounting Standards and Interpretations, and the disclosure requirements of the following Accounting Standards:

- · AASB 16: Leases
- AASB 101: Presentation of Financial Statements
- · AASB 107: Cash Flow Statements
- · AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors
- · AASB 1031: Materiality
- · AASB 1054: Australian Additional Disclosures

Basis of preparation

The financial statements have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

(a) Income tax

The Association is income tax exempt.

(b) Property, plant and equipment

Each class of property, plant and equipment are carried at cost or fair value, less, where applicable, any accumulated depreciation and impairment losses. The carrying amount of plant and equipment is reviewed annually by the Board to ensure it is not in excess of the recoverable amount of these assets. The depreciable amount of all fixed assets is depreciated on a diminishing value basis over their useful life commencing from the time the asset is held ready for use.

Class of fixed assets Depreciation rate

10%-100% Plant and equipment Leasehold improvements 10%

(c) Impairment of assets

At the end of each reporting period, the Board reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the statement of profit or loss and other comprehensive income.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

(d) Employee provisions

All employees working on the activities of WestVic Dairy (Non-reporting) Inc are employees of Dairy Australia. Dairy Australia on charge WestVic Dairy (Non-reporting) Inc for the cost of employing these employees. Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period and is included in the liability to Dairy Australia (Payables) for annual leave. The obligation for the payment of long service leave lies with Dairy Australia as advised in the 2021 Financial Year. Long service leave provision was initially brought to account as a liability of Westvic Dairy for the first time in the 2018 financial year, however the provision was reversed in the 2021 year upon the advice of Dairy Australia.

(e) Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provision are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(f) Cash on hand

Cash on hand includes cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

(g) Accounts receivable and other debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors/funding providers. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(h) Revenue and other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Revenue from the sale of goods is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and cessation of all involvement in those goods.

Interest revenue is recognised using the effective interest method.

Revenue in relation to the rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the state of completion of the services is used to determine the appropriate level of revenue to be recognised in the period. If the outcome can not be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable. Revenue from training services is generally recognised once the training has been delivered. Revenue for training not delivered at balance date is carried as an unearned income liability on the statement of financial position.

All revenue is stated net of the amount of goods and services tax..

(i) Leases

At inception of a contract, the association assesses if the contract contains or is a lease. If there is a lease present, a right -of-use asset and a corresponding lease liability is recognised by the association where the association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the association uses the incremental borrowing rate.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the association anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

(i) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

(k) Accounts payable and other payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(I) Comparative figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(m) Economic dependence

WestVic Dairy (Non-reporting) Inc is dependent on Dairy Australia for the majority of its revenue used to operate the business. At the date of this report the Board has no reason to believe Dairy Australia will not continue to support WestVic Dairy Inc.

(n) Key estimates

- (i) Impairment: The Board assesses impairment at the end of each reporting period by evaluating conditions and events specific to the Association that may be indicative of impairment triggers.
- (ii) Plant and Equipment: As indicated in note 1 b, the Association reviews the useful life of plant and equipment on an annual basis.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

Note 2 Expenses

		2022	2021
		\$	\$
The disclosure of the following expense items is relevant in e	explaining the financial p	performance of the Assoc	iation:
Employment			
Wages	12	737,358	747,124
Superannuation		76,442	74,867
Travel allowance		5,030	3,522
Increase/(decrease) in employee provisions		53,358	9,848
		872,188	835,361

All employees working on the activities of WestVic Dairy (Non-reporting) Inc are employees of Dairy Australia. Dairy Australia on charge WestVic Dairy (Non-reporting) Inc for the cost of employing these employees. Employment related expenditure as recorded in these Financial Statements represent payments to Dairy Australia. Workcover and Payroll tax expense relating to expenditure is paid for by Dairy Australia and not on charged to WestVic Dairy. Dairy Australia is responsible for employees Long Service Leave.

Note 3 Cash and cash equivalents

		2022	2021
		\$	\$
Extension Committee account	10A	35,904	35,707
ANZ transaction account		529,976	475,493
ANZ cash management account		340,685	340,397
NAB term deposit	10B	250,608	250,170
		1,157,173	1,101,767

A - Funds are held separately in this bank account on behalf of the Extension Committee. Also refer to note 10A relating to Reserves and Statement of Changes in Equity.

Note 4 Trade and other receivables

	2022	2021
	\$	\$
Trade debtors	21,395	28,420
Prepayments	2,907	-
Other	20,704	-
	45,006	28,420

Note 5 Leasehold improvements, plant and equipment

	2022	2021
	\$	\$
Plant and equipment		
Plant and equipment at cost	12,083	39,729
Less accumulated depreciation	(11,689)	(39,155)
Net plant and equipment	394	574

B - \$240,000 (plus capitalised interest) is held with NAB as a Term Deposit as required by the Reserves Policy - refer note 10B.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

Leasehold improvements			
Leasehold improvements at cost		45,000	45,000
Less accumulated depreciation		(14,054)	(9,542)
Net leasehold improvements		30,946	35,458
Total leasehold improvements, plant and equipment		31,340	36,032
Note 6 Trade and other payables			
		2022	202
		\$	\$
Current liability			
Trade creditors		4,600	18,660
Other creditors - ATO		7,525	5,369
Credit cards		10,257	3,744
		22,382	27,77
Non-current liability			
Share of Extension Committee funds - AgVic and REC	10A	25,000	25,000
Note 7 Carried forward funding		2022	202
		\$	70.71
Project carried forward funding		-	30,71
		-	30,71
Note 8 Cash flow information			
		2022	202
		\$	
(a) Reconciliation of cash. Cash at the end of the financial year as related items in the Statement of Financial Position as follows:	s shown in the Statement	of Cash Flows is reconcil	ed to the
Cash assets		1,157,173	1,101,767
(b) Reconciliation of the net cash increase from operating activities	s to the net profit/(loss) a	is shown in the Income Sto	atement
Net surplus/(deficit) for year		103,426	162,22
Add Depreciation		38,591	36,463
Change in assets and liabilities			
(Increase)/decrease in receivables		(16,586)	13,06
Increase/(decrease) in unearned income		(30,711)	(6,596
Increase/(decrease) in payables		(5,391)	(93,271
Increase/(decrease) in provisions		-	(57,870)
Net cash increase from operating activities		89,329	54,020

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

Note 9 Right of use asset

	2022	2021
	\$	\$
Leased building	153,402	153,402
Accumulated depreciation	(93,601)	(62,401)
Total right of use asset	59,801	91,001
AASB 16: Related amounts in the statement of expenditure		
Depreciation charge related to right-of-use assets	33,899	31,200
Interest expense on lease liability	777	1,087

Note 10 Reserves

a) Extension Committee reserves

Funds are held in a separate Extension Committee bank account. Previously WestVic Dairy was part of the Target10 group together with AgVic and Regional Extension Committee (REC). This project was completed with funds retained and controlled by the REC. An estimate of \$25,000 share was owing to AgVic and Rec and was taken up as a non-current liability in 2018. This remained for the 2022 financial year.

b) General reserve

A general reserve is maintained by the Association according to its Reserves Policy, which requires that reserves are maintained at a level to ensure that the Regional Development Program's (RDP) core activity could continue during a period of unforeseen difficulty and to meet obligations in the event of the RDP being wound up. The Reserve should be held in a readily realisable form. Refer note 3B.

Note 11 Events occurring after the balance sheet date

At the date of this report, and subject to the comment below regarding Covid-19, the Directors are not aware of any other matters or circumstances that have arisen since the end of the financial year which have significantly affected or may affect, the operations of the Association, the results of those operations, or the state of affairs of the Association in subsequent financial years.

Covid-19 and the resultant lockdowns and restrictions had some some impact on the Association's ability to deliver direct services and undertake activities during parts of the 2022 financial year.

Note 12 Related party transactions

During the year the Association paid the following amounts to the Board:

	2022	2021
	\$	\$
Sitting fees	29,149	31,921
Travel allowance	6,170	4,936
Wages and superannuation	12,833	10,950

Note 13 Entity details

The registered office of the association is: WestVic Dairy Inc 5 Cressy Street CAMPERDOWN VIC 3260 The principal place of business is: WestVic Dairy Inc 5 Cressy Street CAMPERDOWN VIC 3260

ANNUAL STATEMENTS GIVE TRUE AND FAIR VIEW OF FINANCIAL POSITION AND PERFORMANCE OF INCORPORATED ASSOCIATION

We, being members of the Board of WestVic Dairy (Non-reporting) Inc, certify that:

- the financial statements, as set out on pages 1 to 11, present a true and fair view of the financial position of WestVic Dairy (Non-reporting) Inc as at 30 June 2022 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements, the requirements of the Associations Incorporation Reform Act (VIC) 2012.
- · at the date of this statement, there are reasonable grounds to believe that WestVic Dairy Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board, and is signed for and on behalf of the Board by:

Jacqui Suares WestVic Chairperson

Rhonda Henry WestVic Treasurer

12 September 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WESTVIC DAIRY (NON-REPORTING) INC.

Opinion

We have Audited the financial report of WestVic Dairy (Non-reporting) Inc, which comprises the statement of financial position as at 30 June, 2022, the statement of income and expenditure, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Board's declaration.

In our opinion the accompanying financial report gives a true and fair view, in all material respects, of the financial position of WestVic Dairy (Non-reporting) Inc as at 30 June, 2022, of its financial performance and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Reform Act 2012.

Basis for opinion

We conducted our Audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our Audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the Audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter - Basis of accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the registered entity's financial reporting responsibilities under the Associations Incorporation Reform Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibility of the Board [and those charged with governance] for the financial report

The Board of the registered entity is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Associations Incorporation Reform Act 2012 [and the needs of the members]. The Board's responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board is responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Board either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the Audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an Audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an Audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the Audit. We also:

 Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform Audit procedures responsive to those risks, and obtain Audit evidence that is sufficient and appropriate to provide a basis for our opinion.
 The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the Audit in order to design Audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- Conclude on the appropriateness of responsible entities' use of the going concern basis of accounting and, based on the Audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the Audit evidence obtained up to the date of our Auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the Audit and significant Audit findings, including any significant deficiencies in internal control that we identify during our Audit.

FELICITY MELICAN PRINCIPAL

Dated this 13 September, 2022

257 Timor Street Warrnambool VIC 3280



WEST VIC DAIRY TEAM



Lindsay Ferguson Regional Manager



Amanda Heard Project Support Officer



Libby Swayn Lead Regional Extension Officer



Liza Fahey Project Officer



Matthew Wood Regional Extension Officer



Peter Gaffy Regional Extension Officer



Laurie Hickey Regional Extension Officer



Michelle Seabrook (nee Muir) Regional Extension Officer



Debbie Twiss Regional Extension Officer



Nadine Markham Regional Extension Officer



Michelle Leech Marketing and Communications Officer



Jim Burrell Career Development Coordinator



Rob Muirhead Young Dairy Network Coordinator



Alexis Grinton Young Dairy Network Coordinator



Danielle Nipe Farm Plastics Recycling Trial Coordinator



Melissa Humphries Administration Coordinator

ACKNOWLEDGEMENTS

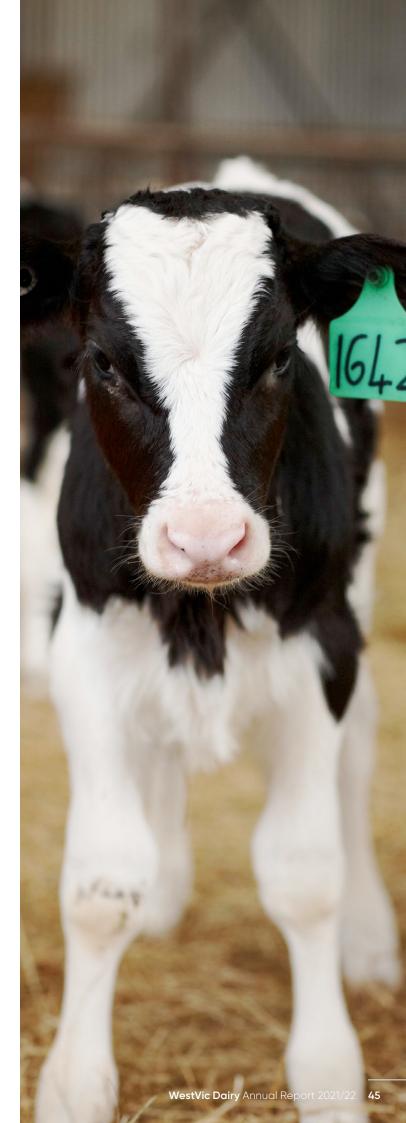
WestVic Dairy sincerely appreciates the support and financial assistance of many people and organisations. During 2020/21 we again worked closely with the Gardiner Dairy Foundation on several events and training opportunities. We particularly value its willingness to invest in the training and development of young dairy people in our region and we look forward to working together in the year ahead.

We would like to extend our thanks to:

- · All dairy farmers in western Victoria
- · Dairy Australia
- · United Dairyfarmers Victoria (UDV)
- Australian Dairy Farmers
- · Agriculture Victoria
- The seven other Regional Development Programs across Australia: GippsDairy, Murray Dairy, DairySA, Western Dairy, DairyTAS, DairyNSW and Sub Tropical Dairy
- The milk factories that source western Victorian milk
- The regional Catchment Management Authorities: Corangamite CMA and Glenelg Hopkins CMA
- The local shires: Corangamite Shire, Warrnambool City Council, Moyne Shire, Colac Otway Shire, Glenelg Shire, Surf Coast Shire, Southern Grampians Shire and those around Ballarat
- · Local dairy farm consultants and service providers
- South West LLEN
- RIST and SWTAFE
- Wimmera and South-West Rural Financial Counselling Service
- · Great South Coast Food and Fibre Council
- Our project facilitators
- Our sponsors of: Great South West Dairy Awards and Ladies' Luncheon.

CONTACTS

Westvic Dairy Incorporated 5 Cressy Street Camperdown, Victoria 3260 T (03) 5557 1000 E info@westvicdairy.com.au westvicdairy.com.au







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Disclaimer

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Statement of Purpose and Rules



September 2020

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STATEMENT OF PURPOSE

The purposes of WestVic Dairy are to:

- 1. Advance the dairy industry in western Victoria by improving the productivity, profitability and sustainability of dairy farmers in the region
- 2. Develop and conduct programs which are both suited to, and benefit from a co-ordinated industry approach
- 3. Provide the industry with a better understanding of regional issues, needs and opportunities
- 4. Coordinate the investment of Dairy Australia and other funding for collective action
- 5. Provide the region with the capacity to develop and implement regionally focused research, development, extension, education and industry development activities
- 6. Attract and/or influence other funding for research, development, extension, education and industry development
- 7. Empower the local dairy industry and build leadership capacity across western Victoria
- 8. Create knowledge of, and support for, dairy farmers' investment in collective action
- 9. Effectively meet corporate governance and management requirements
- 10. Account to all dairy farmers in the region and operate for the ultimate benefit of levy-paying milk producers and in the best interests of the western Victorian dairy industry
- 11. Encourage and maintain a balanced approach to industry development
- 12. Increase awareness and understanding of the role and achievements of Regional Development Programs (RDP's) in western Victoria and among regional industry and community stakeholders

Solely for the purpose of furthering the purposes set out above, WestVic Dairy shall have power to:

- (a) Purchase, take on lease or in exchange, hire and otherwise acquire any lands, buildings, easements or property, real and personal, and any rights or privileges which may be requisite for the purposes above. Where WestVic Dairy takes or holds any property which may be subject to any trusts, WestVic Dairy shall only deal with the same in such manner as is allowed by law having regard to such trusts.
- (b) Enter into any arrangements with any Government or Authority that are incidental or conducive to the purposes above and the exercise of the powers of WestVic Dairy; to obtain from any such Government or Authority any rights, privileges and concessions which WestVic Dairy may think it desirable to obtain; and to carry out, exercise and comply with any such arrangements, rights, privileges and concessions.
- (c) Appoint, employ, remove or suspend such managers, clerks, secretaries, servants, workmen and other persons as may be necessary or convenient for the purposes of WestVic Dairy.
- (d) Construct, improve, maintain, develop, work, manage, carry out, alter or control any houses, buildings, grounds, works or conveniences associated with the advancement of the interests of WestVic Dairy and to contribute to, subsidise or otherwise assist and take part in the construction, improvement, maintenance, development, working, management, carrying out, alteration or control thereof.
- (e) Invest and deal with the money of WestVic Dairy not immediately required in such manner as may

from time to time be thought fit.

- (f) Take, or otherwise acquire, and hold shares, debentures or other securities of any company or body corporate.
- (g) Borrow or raise money either alone or jointly with any other person or legal entity in such manner as may be thought proper and whether upon fluctuating advance account or overdraft or otherwise to represent or secure any moneys and further advances borrowed or to be borrowed alone or with others as aforesaid by notes secured or unsecured, debentures or debenture stock perpetual or otherwise, or by mortgage, charge, lien or other security upon the whole or any part of the incorporated association's property or assets present or future and to purchase, redeem or pay-off any such securities.
- (h) Draw, make, accept, endorse, discount, execute and issue promissory notes, bills of exchange, bills of lading and other negotiable or transferable instruments.
- (i) Sell, improve, manage, develop, exchange, lease, dispose of, turn to account or otherwise deal with all or any part of the property and rights of WestVic Dairy.
- (j) Take or hold mortgages, liens or charges, to secure payment of the purchase price, or any unpaid balance of the purchase price, of any part of the property of WestVic Dairy of whatsoever kind sold by WestVic Dairy, or any money due to WestVic Dairy from Purchasers and others.
- (k) Take any gift of property whether subject to any special trust or not, for any one or more of the objects of the funds of WestVic Dairy but subject always to the proviso in paragraph (a).
- (I) Take such steps by personal or written appeals, public meetings or otherwise, as may from time to time be deemed expedient for the purpose of procuring contributions to the funds of WestVic Dairy, in the shape of donations, annual subscriptions or otherwise.
- (m) Print and publish any newspapers, periodicals, books or leaflets that WestVic Dairy may think desirable for the promotion of its objects.
- (n) Amalgamate with any one or more incorporated associations having objects altogether or in part similar to those of WestVic Dairy and which shall prohibit the distribution of its or their income and property among its or their Members to an extent at least as great as that imposed upon WestVic Dairy under or by virtue of the Rules.
- (o) Purchase or otherwise acquire and undertake all or any part of the property, assets, liabilities and engagements of any one or more of the incorporated associations with which WestVic Dairy is authorised to amalgamate.
- (p) Transfer all or any part of the property, assets, liabilities and engagements of WestVic Dairy to any one or more of the incorporated associations with which WestVic Dairy is authorised to amalgamate.
- (q) Make donations for patriotic, charitable or community purposes in exceptional circumstances (and where there is benefit to the dairy industry).
- (r) Create and disseminate Intellectual Property for the benefit of the Western Victorian dairy industry.
- (s) Do all such other things as are incidental or conductive to the attainment of the objects and the exercise of the powers of WestVic Dairy.

RULES

NAME

1. The name of the incorporated association is WestVic Dairy Incorporated.

INTERPRETATION

2.1 In these rules, unless the contrary intention appears:

"Dairy farmer" means anyone who practices as a dairy farmer on a day-today basis.

"Associated Member" has the meaning give to that term in Rule 3.1.

"WestVic Dairy" means WestVic Dairy Incorporated.

"Committee" means a subgroup appointed by and working on behalf of WestVic Dairy.

"Executive" means the board of management of WestVic Dairy.

"Financial year" means the year ending on 30 June.

"Full Member" has the meaning given to that term in Rule 3.1.

"General Meeting" means a general meeting of Members convened in accordance with Rule 10 "Intellectual Property" means any registered or unregistered intellectual property rights including, without limiting the generality of the foregoing, patents or any rights concerning any discovery, invention, process, improvement, procedure, manufacturing method, technique or information regarding the chemical composition of materials (whether patentable or not); trademarks; copyright; registered or registrable designs; plant breeder rights or other proprietary information concerning genetic or biological material or engineering processes; eligible layouts or protectable computer programs and all other rights resulting from intellectual activity in the industrial, scientific, literary or artistic fields;

"Insolvency Event" means the happening of any one or more of the following events:

- a corporation is unable to pay all its debts as and when they become due and payable or has failed to comply with a valid demand, whether a statutory demand as provided in section 459F(1) of the Corporations Act or otherwise;
- a meeting of directors or governing body of a corporation is convened for purposes which
 include considering a resolution that the party become an externally administered body (as that
 phrase is defined in the Corporations Act) or the corporation is otherwise placed under external
 administration;
- an application is made to a court for a corporation to be wound up and the application is not formally objected to within one month or formally dismissed within one month;
- the appointment of a controller (as defined in the Corporations Act) of any assets of a corporation; or
- a corporation proposes to enter into or enters into any form of arrangement (formal or informal) with its creditors or any of them, including a deed of company arrangement.

"Member" means a member of WestVic Dairy Board (Director)

"Ordinary Member" means a Member of WestVic Dairy who is not an officer of WestVic Dairy under Rule 19.1.

"Provider" means a person or organisation that provides services to WestVic Dairy.

"Purchaser" means person who or organisation which procures services for WestVic Dairy.

"Selection Panel" means the panel appointed by the Executive pursuant to Rule 3.3

"The Act" means the Association Incorporation Reform Act (VIC) 2012.

"The Regulations" means regulations under the Act.

"Confidential Information" has the meaning given to that term in Rule 29.1.

"Grievance Committee" means a committee consisting of the Chairman, Executive Officer and two Members appointed by the Executive from time to time.

- 2.2 In these rules, a reference to the Secretary of WestVic Dairy is a reference:
 - a) Where a person holds office under these rules as Secretary of WestVic Dairy, to that person.
- 2.3 Words or expressions contained in these rules shall be interpreted in accordance with the provisions of the Acts Interpretation Act 1958 and the Act as in force from time to time.

APPLICATION FOR MEMBERSHIP

- 3.1 There are two categories of Members, being "Full Members" and "Associate Members". Both categories of membership are identical, except that Associate Members do not have voting rights.
 - There will be eight Full Members:
 - a) Six selected on the basis of being dairy farmers (of which a minimum of one is a member of United Dairy Farmers Victoria (UDV) in the region);
 - b) Two non-farmer members

All Members must be nominated by the Selection Panel (as described in 3.3) and the Executive. The Executive may specify the skills and experience that it considers desirable in candidates having regard to existing Members and the activities of WestVic Dairy.

- The Selection Panel must advertise vacancies publicly
- 3.2 The Executive may adopt or select up to one Associate Members. An absent Full Member may ask an Associate Member to act as a proxy in their absence.
- 3.3 The Selection Panel will be appointed by the Executive and will consist of the Chair of the Executive or nominee, a representative of UDV (who is not a sitting member of the Executive), and one representative from either Dairy Australia, Agriculture Victoria, or one of the regional tertiary institutions involved in agriculture teaching or research.
- 3.4 An application by a person for membership of WestVic Dairy:
 - a) Shall be made in writing; and
 - b) Shall be lodged with the Executive Officer of WestVic Dairy.
- As soon as is practicable after the receipt of an application for membership, the Executive Officer must refer the application to the Selection Panel.
 Applicants under consideration for membership, including re-election shall be interviewed by the Selection Panel
- 3.6 The Selection Panel will recommend suitable applicants for approval by the Executive. Upon the candidates being approved by the Executive, the Executive Officer shall notify the nominee in writing that he/she is accepted for Membership of WestVic Dairy.
- 3.7
- a) The Executive Officer shall record the names of all Members in a Members Register as soon as advised by the Executive of the Member's appointment
- b) Membership shall be for a period of three years
- c) Members shall be eligible for re-appointment at the expiration of their term
 - d) Membership is limited to 3 terms (3 x 3 years), a maximum total of 9 years.
- 3.8 Subject to section 23 of the Act WestVic Dairy shall consist of the officers and Ordinary Members of WestVic Dairy.

ENTRANCE FEE AND ANNUAL SUBSCRIPTION

4. There shall be no entrance fee or annual subscription fee.

REGISTER OF MEMBERS

5. The Secretary or nominee shall keep and maintain a register of Members in which shall be entered the full name, address and date of entry of the name of each Member and the register shall be available for inspection by Members at the address of the Secretary.

RESIGNATION, VACANCY OR EXPULSION OF A MEMBER

- 6.1 For the purposes of these rules, an Ordinary Member or office of an officer of WestVic Dairy becomes vacant if the officer or Member:
 - a) Ceases to be a Member of WestVic Dairy as in 6.2; or
 - b) Becomes an insolvent under administration within the meaning of the Corporations Act 2001 (Cth) or subject to an Insolvency Event.
- 6.2 A Member may resign by first notifying the Chairman of the Executive and giving one month's notice in writing to the Executive Officer or nominee of his/her intention to resign and upon the expiration of that period of notice, the Member shall cease to be a Member.
- 6.3 Upon the expiration of a notice given under sub-rule (6.1b), the Executive Officer or nominee shall make in the register of Members an entry recording the date on which the Member by whom the notice was given, ceased to be a Member.
- 6.4 If the Members see fit to appoint a person to a vacancy (no matter the reason for the vacancy), it is free to do so. The proviso being the person so appointed must apply for a Member position at the next formalised interview and appointment process under sub-rule 3.1.

GRIEVANCES

- 7.1 Subject to these rules, a Member may be expelled permanently or suspended for a specified period, if the Grievance Committee resolves unanimously that the Member:
 - a) Has refused or neglected to comply with the rules;
 - b) Has been guilty of conduct unbecoming a Member or prejudicial to the interests of WestVic Dairy;
 - c) Has, during the first twelve months of that Member's membership of WestVic Dairy, had new conflicts of interest arise, has not attended a satisfactory number of general meetings, or has not made a satisfactory contribution
- 7.2 The Executive may refer the conduct of a Member to the Grievance Committee.
- 7.3 A resolution made pursuant to sub-rule 7.1 does not take effect:
 - a) Unless the Grievance Committee confirms its resolution at a meeting held not earlier than fourteen (14) and not later than twenty-eight (28) days after the service on the Member of a notice under sub-rule (7.4); and
 - b) If the Member exercises a right of appeal, unless 80% of members vote in person by a secret ballot to confirm resolution at a meeting held in accordance with sub-rule 7.8.
- 7.4 Where the Grievance Committee passes a resolution under sub-rule (7.1), the Secretary shall, within 14 days cause to be served on the Member a notice in writing:
 - a) Setting out the resolution of the Grievance Committee and the grounds on which it is based
 - b) Stating that the Member may address the Grievance Committee at a meeting to be held not earlier than fourteen (14) and not later than twenty-eight (28) days after service of the notice
 - c) Stating the date, place and time of that meeting; and
 - d) Informing the Member that he or she may do one or more of the following:
 - (i) Attend the meeting:
 - (ii) Give to the Grievance Committee before the date of that meeting a written statement seeking the revocation of the resolution, which details the reasons why the resolution should be revoked; and
 - (iii) Lodge with the Secretary a notice to the effect that he / she wishes to appeal to WestVic Dairy against the resolution.
- 7.5 At a meeting of the Grievance Committee to confirm or revoke a resolution passed under sub-rule 7.1, the Grievance Committee must:

- a) Give to the Member, or his or her representative, an opportunity to be heard
- b) Give due consideration to any written statement submitted by the Member; and
- c) Determine by resolution whether to confirm or revoke the resolution.
- 7.6 If at the meeting of the Grievance Committee confirms the resolution, the member may, not later than 48 hours after that meeting, give the Secretary a notice to the effect that he or she wishes to appeal to the WestVic Dairy in general meeting against the resolution.
- 7.7 If the Secretary receives a notice under sub-rule 7.6, he or she must convene a General Meeting to be held within 21 days of receipt of the notice.
- 7.8 At a General Meeting convened under sub-rule 7.7:
 - a) No business other than the question of the appeal may be conducted
 - b) The Grievance Committee may place before the meeting details of the grounds for the resolution and the reasons for passing the resolution
 - c) The Member, or his or her representative, must be given an opportunity to be heard; and
 - d) The Members present must vote by secret ballot to confirm or revoke the resolution. The resolution will only be confirmed if 80% of Members vote in person in favour of the resolution

DISPUTES AND MEDIATION

- 8.1 The grievance procedure set out in this Rule 7.2 applies to disputes under these Rules between:
 - a) A Member and another Member; and
 - b) A Member and WestVic Dairy
- 8.2 The parties to the dispute must meet and discuss the matter in dispute, and, if possible, resolve the dispute within 14 days after the dispute comes to the attention of all parties to the dispute.
- 8.3 The parties to the dispute must, in good faith, attempt to settle the dispute by mediation.
- 8.4 If the parties are unable to resolve the dispute at the meeting or if a party fails to attend that meeting, then the parties must, within 10 days, hold a meeting in the presence of a mediator.
- 8.5 The mediator must be:
 - a) A person chosen by agreement between the parties; or
 - b) In the absence of agreement:
 - (i) In the case of a dispute between a member and another member, a person appointed by the Grievance Committee; or
 - (ii) In the case of a dispute between a Member and WestVic Dairy a person appointed by the Dispute Settlement agency of the Victorian Government (however named).
- 8.6 The mediator, in conducting the mediation, must:
 - a) Give the parties every opportunity to be heard;
 - b) Allow due consideration by all parties of any written statement submitted by any party; and
 - c) Ensure that natural justice is accorded to the parties to the dispute throughout the mediation process.
- 8.7 The mediator must not determine the dispute.
- 8.8 If the mediation process does not result in the dispute being resolved, the parties may seek to resolve the dispute in accordance with the Associations Incorporation Reform (VIC) Act 2012 or otherwise at law.

ANNUAL GENERAL MEETING

- 9.1 WestVic Dairy shall convene an annual general meeting of its Members between 30th June and 31st October of each year.
- 9.2 The annual general meeting shall be specified as such in the notice convening it.

- 9.3 The ordinary business of the annual general meeting shall be:
 - a) To confirm the minutes of the last preceding annual general meeting
 - b) To receive reports upon the transaction of WestVic Dairy during the preceding financial year and
 - To receive and consider the statement submitted by WestVic Dairy in accordance with section 30
 (3) of the Act.
- 9.4 The annual general meeting may transact special business of which notice is given in accordance with these rules.
- 9.5 The annual general meeting shall be in addition to any other general meetings that may be held in the same year.
- 9.6 The rules and procedures relating to general meetings that are set out in rules 11.1 to 19.2 apply to annual general meetings in the same way as they apply to other general meetings.

GENERAL MEETING

- 10. All meetings other than the annual general meeting shall be called general meetings.
- 11.1 The Executive of WestVic Dairy may, whenever it thinks fit, convene a special general meeting of WestVic Dairy and, where more than fifteen months would lapse between annual general meetings, shall convene a special general meeting before the expiration of that period.
- 11.2 WestVic Dairy shall, on the requisition in writing of Members representing not less than 4 Members of the total number of Members, convene a general meeting of WestVic Dairy.
- 11.3 The requisition for a general meeting shall state the object of the meeting and shall be signed by the Members making the requisition and be sent to the address of the Executive Officer or nominee and may consist of several documents in a like form, each signed by one or more of the Members making the requisition.
- 11.4 If WestVic Dairy does not cause a general meeting to be held within one month after the date on which the requisition is sent to the address of the Executive Officer, the Members making the requisition, or any of them, may convene a special general meeting to be conducted as per proceedings at meetings (See Rules 14, 16, 17, 18 & 19).
- 11.5 A general meeting convened by Members in pursuance of these rules shall be convened in the same manner as nearly as possible as that in which those meetings are convened by WestVic Dairy and all reasonable expenses incurred in convening the meeting shall be refunded by WestVic Dairy to the persons incurring the expenses.

NOTICE OF MEETING

- 12.1 The Executive Officer or nominee of WestVic Dairy shall, at least fourteen days before the date fixed for holding a general meeting of WestVic Dairy, cause to be sent to each Member of WestVic Dairy at his/her address appearing in the register of Members, a notice by pre-paid post and/or email stating the place, date and time of the meeting and the nature of the business to be transacted at the meeting.
- 12.2 A Member desiring to bring any business before a meeting may give notice of that business in writing to the Executive Officer or nominee, who shall include that business in the notice calling the next general meeting after the receipt of the notice.

URGENT MEETING

- 13.1 In cases of urgency, a meeting can be held without notice being given in accordance with rule 12.1 provided that a minimum of 48 hours (2 days) notice is given to each committee member by the quickest means practicable.
- 13.2 Any resolution made at the meeting must be passed by an absolute majority of the Board.
- 13.3 The only business that may be conducted at the meeting is the business for which the meeting is

convened.

PROCEEDINGS AT MEETINGS

- 14.1 Four Full Members personally present (of which at least 3 are farmers) constitute a quorum for the transaction of the business of a general meeting.
- No item of business shall be transacted at a general meeting unless a quorum of Members entitled under these rules to vote is present during the time when the meeting is considering that item.
- 14.3 If within half an hour after the appointed time for the commencement of a general meeting, a quorum is not present, the meeting, if convened upon the requisition of Members shall be dissolved and in any other case shall stand adjourned. If at the adjourned meeting the quorum is not present within half an hour after the time appointed for the commencement of the meeting, this meeting will be cancelled.

Chair's absence:

- 15.1 The Chairman, or in his absence, the Vice-Chairman or nominee, shall preside as Chairman at each general meeting of WestVic Dairy.
- 15.2 If the Chairman and the Vice-Chairman are absent from a general meeting, the Members present shall elect one of their number to preside as Chairman at the meeting.

Adjournment of meeting:

- 16.1 The Chairman of a general meeting at which a quorum is present may, with the consent of the meeting, adjourn the meeting from time to time and place to place, but no further business shall be transacted at an adjourned meeting. With the agreement of Members, designated agenda items and other unfinished business from the meeting, at which the adjournment took place can be carried over to the next meeting.
- Where a meeting is adjourned for fourteen days or more, notice of the adjourned meeting must be given in accordance with rule 12.1.
- 16.3 Except as provided in rules 15.1 and 15.2, it is not necessary to give notice of an adjournment or of the business to be transacted at an adjourned meeting.

Voting / questions arising:

- 17.1 A question arising at a general meeting of WestVic Dairy shall be determined on a show of hands and unless before or on the declaration of the show of hands a poll is demanded, a declaration by the Chairman that a resolution has, on a show of hands, been carried or carried unanimously in the Minute Book of WestVic Dairy is evidence of the fact, without proof of the number of proportion of the votes recorded in favour of, or against, that resolution.
- 17.2 Upon any questions arising at a general meeting of WestVic Dairy a Member has one vote only.
- 17.3 All votes shall be given personally.
- 17.4 In the case of an equality of voting on a question, the Chairman of the meeting is entitled to exercise a casting vote.

Polling:

- 18.1 If at a meeting a poll on any question is demanded by not less than three Members, it shall be taken at that meeting in such manner as the Chairman may direct and the resolution of the poll shall be deemed to be a resolution of the meeting on that question.
- A poll that is demanded on the election of a Chairman or on the question of an adjournment shall be taken forthwith and a poll that is demanded on any other question shall be taken at such time before the close of the meeting as the Chairman may direct. The Members may agree to hold a secret ballot with the Executive Officer or nominee acting as the returning officer.

Use of Technology:

19.1

Any secure technology may be used to help with the conduct of general meetings or committee meetings, such as teleconference, videoconference or online video communication.

19.2 For the purposes of this Part, a member participating in a meeting as permitted under sub-rule (19.1) is taken to be present at the meeting and, if the member votes at the meeting, is taken to have voted in person.

OPERATION OF WESTVIC DAIRY

- The affairs of WestVic Dairy shall be managed by its officers and Ordinary Members.
- 20.1 The officers forming the Executive of WestVic Dairy shall be:
 - a) A Farmer Chairman
 - b) A Farmer Vice Chairman
 - c) A Treasurer; and
 - d) An Ex-Officio Executive Officer non-voting
- 20.2 The Executive:
- a) will control and manage the business and affairs of WestVic Dairy;
- b) may, subject to these Rules, the Act and the Regulations, exercise all such powers and functions as may be exercised by WestVic Dairy other than those powers and functions that are required by these Rules to be exercised by general meetings of the members of WestVic Dairy; and
- c) subject to these Rules, the Act and the Regulations, has power to perform all such acts and things as appear to the Executive to be essential for the proper management of the business and affairs of the WestVic Dairy.
- 20.3 The Executive has the power to appoint subcommittees as required and set the terms of reference and reporting structures to be followed by those subcommittees from time to time.

Subcommittees:

- a) The Executive may establish subcommittees as it sees fit and in establishing a subcommittee must determine the membership and Terms of Reference of the subcommittee and give directions as to reports it must make to WestVic Dairy
- b) The Executive may appoint Members or appropriately qualified or skilled third parties (external nominees) to subcommittees
- c) The Executive may confer on or delegate to a subcommittee, functions and powers necessary to carry out its Terms of Reference; and
- d) The Executive will appoint one subcommittee member to chair appropriate subcommittees as required. These subcommittees will operate within the charter of their Terms of Reference.
- e) The Executive can appoint Members to subcommittees for short-term projects to operate under WestVic Dairy direction
- 20.4 The Executive must appoint a person as Secretary, most likely Executive Officer, of WestVic Dairy.
- 20.5 Each officer of the Executive of WestVic Dairy shall hold office for a period of one year. Following his/her election he will take office at the meeting immediately following the annual general meeting and retire immediately following the annual general meeting one years after his/her election, but is eligible for re-election.
- 20.6 In the event of a casual vacancy in the Executive of WestVic Dairy, WestVic Dairy may appoint one of its Members or a person with desired skills to the vacant office and the Member so appointed will hold office during such time only as the vacating officer would have held the same if the vacancy had not occurred.
- 20.1 No WestVic Dairy Member may hold more than one position on the Executive of WestVic Dairy.
- 20.2 Nominations of candidates for election as officers of WestVic Dairy shall be:
 - Nominated verbally and accepted at a general meeting immediately after the annual general meeting or as soon as possible after this.
- 20.3 If the number of nominations exceeds the number of vacancies to be filled, a ballot shall be held taking account of Rule 18.2.
- 20.4 The ballot for the election of officers shall be conducted at the general meeting in such usual and proper manner as WestVic Dairy may direct.

20.5 Meetings of the Executive

- a) The Executive must meet at least three times in each year at such place and such times as the Executive may determine.
- b) Special meetings of the Executive may be convened by the Chairman or by any 4 members of the Executive.

20.6 Notice of Executive meetings

- a) Written notice of each Executive meeting must be given to each member of the Executive at least two business days before the date of the meeting.
- b) Written notice must be given to members of the Executive of any special meeting specifying the general nature of the business to be conducted and no other business may be conducted at such a meeting.

20.7 Quorum for Executive meetings

- a) Any three members of the Executive constitute a quorum for the conduct of the business of a meeting of the Executive.
- b) No business may be conducted unless a quorum is present.
- c) If within half an hour of the time appointed for the meeting a quorum is not present—
 - (i) in the case of a special meeting—the meeting lapses;
 - (ii) in any other case—the meeting shall stand adjourned to the same place and the same time and day in the following week.
- d) The Executive may act notwithstanding any vacancy on the Executive.

20.8 Presiding at Executive meetings

At meetings of the Executive:

- a) The Chairman or, in the Chairman's absence, the Vice-Chairman presides; or
- b) If the Chairman and the Vice-Chairman are absent, or are unable to preside, the members present must choose one of their number to preside.

20.9 Voting at Executive meetings

- a) Questions arising at a meeting of the Executive, or at a meeting of any subcommittee appointed by the Executive, shall be determined on a show of hands or, if a member of the Executive requests, by a poll taken in such manner as the person presiding at that meeting may determine.
- b) Each member present at a meeting of the Executive, or at a meeting of any subcommittee appointed by the Executive (including the person presiding at the meeting), is entitled to one vote and, in the event of an equality of votes on any question, the person presiding may exercise a second or casting vote.

20.10 Removal of an Executive member

- a) The Executive of WestVic Dairy in general meeting may, by resolution, remove any member of the Executive before the expiration of the member's term of office and appoint another Member in his or her place to hold office until the expiration of the term of the first-mentioned member.
- b) A member of the Executive who is the subject of a proposed resolution referred to in sub-rule (a) may make representations in writing to the Secretary or Chairman of WestVic Dairy (not exceeding a reasonable length) and may request that the representations be provided to the members of the Executive.
- The Secretary or the Chairman may give a copy of the representations to each member of the Executive or, if they are not so given, the member may require that they be read out at the meeting.

20.11 Minutes of meetings

The Secretary of the Executive must keep minutes of the resolutions and proceedings of each general meeting, and each Executive meeting, together with a record of the names of persons present at Executive meetings.

20.12 Leave of absence

The Board may grant a member a leave of absence from meetings for a period not exceeding 3 months. The Board will not grant leave retrospectively unless it is satisfied that it was not feasible for the member to seek the leave in advance.

21. The Executive Officer will consult and advise as authorised by WestVic Dairy, reporting directly to the Chairman in the first instance and to WestVic Dairy as appropriate, operating within the Executive Officer Position Description.

MINUTE SECRETARY

22. The Minute Secretary of WestVic Dairy shall keep minutes of the resolutions and proceedings of all general meetings and each Executive meeting of WestVic Dairy in a place provided for that purpose together with a record of the names of persons present at WestVic Dairy meetings.

SECRETARY

23. The Executive shall subject to the provisions of the Act appoint from time to time a person, most likely the Executive Officer, to the position of Secretary of the Association.

TREASURER

- 24.1 The Treasurer of WestVic Dairy:
 - a) Shall be responsible for the collection and receivables of all monies due to WestVic Dairy and make all payments authorised by WestVic Dairy; and
 - b) Shall keep correct accounts and records showing the financial affairs of WestVic Dairy with full details of all receipts and expenditure connected with the activities of WestVic Dairy.
- 24.2 The minutes referred to in Rule 22 shall be available for inspection by Members and reported in general meetings.

REPLACEMENT OF MEMBER OF WESTVIC DAIRY

25. WestVic Dairy in a general meeting may by resolution remove any Member of WestVic Dairy before the expiration of the term of office and appoint another Member instead to hold office until the expiration of the term of the first-mentioned Member.

FORMS OF PAYMENT

26. Forms of payment including all cheques and electronic transfers, and other negotiable instruments shall be signed / authorised by two of four persons authorised by WestVic Dairy. All cheques must be printed with the ACN number as required by the Australian Taxation Office - Reg. No. A0020936W

ALTERATION OF RULES AND STATEMENT OF PURPOSES

- 27.1 Subject to Rule 27.2, these rules and the statement of purposes of WestVic Dairy may only be changed (or, in the case of the rules, rescinded) after notice of motion is given as in Rule 12.1, and only then if voted for by a majority of Members in attendance at the relevant meeting, which majority must include at least of 4 members of the Executive.
- 27.2 If an amendment to, or the rescission of, the existing Rules is proposed, Members must receive 21 days' notice of the proposal before the relevant meeting is held.

CONFLICT OF INTEREST

- 28.1 Due to the nature of WestVic Dairy, Members of WestVic Dairy may from time to time have a conflict of interest between the interests they represent and those of WestVic Dairy. The Member must declare their conflict of interest to the meeting as soon as the Members are aware of it and the remaining Members will determine how this will be handled.
- 28.2 All officers, Ordinary or co-opted Members and agents may contribute to the development of WestVic Dairy projects.
- 28.3 At the time the project progresses into the decision-making stage, the potential conflict of interest must be recorded and the officer, Ordinary or co-opted Member or agent must withdraw from the

discussion and decision process

CONFIDENTIALITY

- 29.1 Confidential Information means all non-public information relating to written submissions received by WestVic Dairy or by research and other development services including, without limitation, information relating to Intellectual Property and other information of a commercially sensitive nature.
- 29.2 No officer, Ordinary or co-opted Member or agent of WestVic Dairy shall disclose any Confidential Information to any person or organisation outside WestVic Dairy.

NOTICES

- A notice may be served by or on behalf of WestVic Dairy upon any Member either personally or by sending it by post to the Member at the address shown in the Register of Members.
- Where a document is properly addressed pre-paid and posted to a person as a letter, the document shall, unless the contrary is proved, be deemed to have been given to the person at the time at which the letter would have been delivered in the ordinary course of post.

WINDING UP OR CANCELLATION

- WestVic Dairy may be wound up, if after notice of motion is given by any Member with 21 days' notice of meeting and must be passed by at least 80% of members entitled to vote.
- 31.2 The income and property of WestVic Dairy shall be used and applied solely in promotion of its purposes and the exercise of its powers as set out herein and no proportion thereof shall be distributed paid or transferred directly or indirectly by way of dividend, bonus or otherwise by way of profit to or amongst the Members of WestVic Dairy provided that nothing herein contained shall prevent the payment in good faith of interest to any such Members in respect of monies advanced by him/her to WestVic Dairy or otherwise owing by WestVic Dairy to him/her or of reasonable and proper remuneration to any officers or servants of WestVic Dairy or to any Member of WestVic Dairy or other person in return for any services actually rendered to WestVic Dairy provided further that nothing herein contained shall be construed so as to prevent the payment repayment to any Member of out of pocket expenses, money lent, reasonable and proper charges for goods hired by WestVic Dairy or reasonable and proper rent for premises demised or let to WestVic Dairy or the provision of services to a Member to which he would be entitled in accordance with the purposes if he/she were not a Member.
- 32.3 If WestVic Dairy shall be wound up in accordance with the provisions of the Associations Incorporation Reform (VIC) Act 2012, and there remains, after satisfaction of all its debts and liability, any property, whatsoever, the same shall be given or transferred to some other charitable institution or charitable institutions having purposes similar to the purposes of WestVic Dairy which is approved by a Deputy Commissioner of Taxation for the purpose of the Income Tax Assessment Act 1936 as amended, such charitable institution or charitable institutions to be determined in accordance with a special resolution of the Members of WestVic Dairy, or in the absence of a special resolution of the Members by the Registrar.

CUSTODY OF RECORDS

33. Except as otherwise provided in these Rules, the Executive Officer or nominee shall keep in custody or under control all books, documents and securities of WestVic Dairy.

FUNDS

34. The funds of WestVic Dairy shall be derived from Dairy Australia, Government funding, donations and such other sources as WestVic Dairy determines.