

# RED EARTH COMMUNITY FOUNDATION

Leadership Forum  
28<sup>th</sup> July 2022



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## About us

### Red Earth Community Foundation

Red Earth Community Foundation (Red Earth) was established by local community leaders in 2013 to support the Burnett Inland region thrive into its future.

Following the millennial drought in the early 2000's and the 2011 and 2013 floods, the founders of Red Earth recognised that the Burnett Inland needed a means to respond to and thrive in the change occurring in rural Australia for future generations.

The early focus in South Burnett focus has now expanded to include the North Burnett and Cherbourg Aboriginal Council local government areas. These three (3) regions make up the Burnett Inland.

Red Earth exists for its people with a focus on identifying and harnessing human, financial and environmental resources to strengthen the capacity of individuals and their networks to be the catalyst for change across the Burnett Inland.

### Why a Leadership Forum

Chair of Red Earth Community Foundation Georgie Somerset outlined in her opening address, "we know there is so much change occurring around us, and across our region. Red Earth is working hard to facilitate for the Burnett Inland an opportunity to be involved now and in an ongoing way what the future might look like in the next 20, 30 and 50 years."

Georgie reflected on some of the region's more common challenges that included "the recent extended drought, and two floods already this year; we are highly skilled at adapting to the environment around us, and we have many industries managing change effectively. It is Red Earth's mission that the people of the Burnett Inland are the catalyst and fully able to co-design their future."

The Red Earth Leadership Forum "Cultivating our Future" provided a space for local community leaders to come together to THINK BIG... and ask ourselves the question, "If you could wave a magic wand, what would you want our region to be like in 10,20,30 or 50 years?" It was an opportunity to outline how as a region we could work together on creating collective impact through taking personal action on our goals and ideas for the future.

## Vision

*"Growing an even better Burnett Inland."*

## Mission

Red Earth exists to invest in people as a vehicle for change for the betterment of the Burnett Inland

## Values

- We Care
- We have Courage
- We Collaborate
- We have Commitment

## How we operate

- We are open and inclusive
- We have a legacy mindset
- We build capacity and capability for our region
- We are accountable

## Executive Summary

- On the 28<sup>th</sup> of July 2022, around 100 community leaders from across the Burnett Inland gathered to contemplate what the region could be in 2060. Participants came from a range of sectors across the Burnett Inland, with the highest represented sectors from not for profit, community and farm business sectors. The age groups that were represented the highest were 35-44 and 45-54, with 82% of attendees being female.
- The theme “Cultivating our Future” set the stage for all contributors to the inaugural Red Earth Leadership Forum. It provided the frame and the lens for inspiring speakers, panellists and solution-focussed small groups to imagine through conversations, what actions and contributions they could make towards co-designing *an even better future for the Burnett Inland*.
- The agenda included:
  - Welcome to Country by Wakka Wakka Traditional Owner and community champion, Aunty Florence Bell.
  - Welcome to the Burnett Inland Region by MP for Nanango, Deb Frecklington; Welcome address from Red Earth Community Foundation Chair, Georgie Somerset.
  - Keynote speakers and two facilitated panel sessions under the guidance of MC, Wendy Agar.
  - Local community members Misty Neilsen, Amiel Nubaha, Amanda Wenck and Scott McLennan, all graduates of the annual Red Earth Community Leadership Program shared their collective leadership journeys and the personal actions they’re taking to strengthen their communities.
  - Dr Chad Renando, Rural Economies Centre of Excellence, shared the recently released Burnett Inland Futures research report (Phase 1), an evidence-based report that included future scenarios for the gathered group to consider. He highlighted from the report how the Burnett Inland is often described as the hole in the donut where investment happens around us. He illustrated it may be the expectations of funders that the benefits of the investment reach the Burnett Inland, but it rarely does.
  - A panel of national thought leaders Natalie Egleton, Professor Dr John McVeigh, Barry Irvin and Dr Chad Renando sharing reflections from what they had heard throughout the forum and encouraged attendees about “what could come next for the Burnett Inland”.
  - Keynote speaker Barry Irvin drew on his personal and professional experience as a shaper and contributor to the long-term future of the Bega Valley and Bega Australia along with inspiring insights into the development of an impactful charity for children.
  - Workshops considered a 2060 perspective on eight topics, including: food systems; tourism; industrial development; innovation and entrepreneurship; liveable communities; workforce capability; natural resources; and connectivity. The attendees were asked to put forward ‘Big ideas for a Better Burnett Inland for all’. Each attendee had the opportunity to contribute in three focus areas and come up with one take away action item that they were going to strive towards, whether that was to form a working group, undertake research or to host a ‘Hub in a Pub’.

- The outcomes and potential initiatives that emerged from the focus areas included:



- **Regional collective impact**
  - Promotion and shared voice for the Burnett Inland
    - develop a shared narrative for the Burnett Inland
  - A regional platform for advocacy and policy
    - Alignment and coordination of a backbone structure
  - Measurement, mapping, and a reliable source for data
    - Establish an agreed metrics framework and working agreements
    - Develop and support a regional approach to mapping and representing the Burnett Inland ecosystem
  - Inclusion and collaboration
    - Identify strengths and gaps in support for communities based on geography, demographic attributes, technology, and industry
    - Establish Action working groups
    - Develop programs to leverage strengths and address gaps in support for diverse communities
    - Incorporate social impact programs across portfolios for government, corporations, and investment
    - Shift the regions mindset from finding solutions for the problems of today to the solutions for the future as well
    - Undertake more awareness on the eight focus action areas in co-creation for placemaking and decision making

Overall, the inaugural Red Earth Leadership Forum strengthened the Burnett Inland's understanding and ongoing commitment to co-designing their long-term future. The challenges, such as drought, flood, industry and economic changes were acknowledged, however the graphical presentation of the "call to action" themes confirm the region has extensive assets and capital that underpin ongoing resilience and courage to innovatively respond to change. The highlights of each focus area are detailed in this report and has provided invaluable input into progressing the next stage of a long term, resilient and courageous Burnett Inland.



## Contents

About us.....	3
Red Earth Community Foundation.....	3
Executive Summary .....	4
1.0 Introduction .....	8
Background .....	9
Purpose .....	10
Objectives .....	10
Participants.....	10
2.0 Forum.....	12
Welcome.....	12
Leadership Lounge .....	15
The Burnett Inland Future Strategy.....	15
Focus areas.....	16
Keynote Speaker.....	18
Call to Action.....	19
Insights and Perspectives Panel.....	20
3.0 Impact measurement.....	21
4.0 Next Steps .....	22
5.0 Working Groups .....	23
Food Systems Working Group.....	23
Tourism Working Group.....	26
Industrial Development Working Group .....	28
Liveable Communities Working Group.....	30
Innovation and Entrepreneurship Working Group .....	32
Workforce Capability Working Group .....	34
Natural Resources Working Group .....	36
Connectivity Working Group.....	37
Appendix.....	39
1: Big Ideas .....	39
2: Presenters BIO's .....	46



## 1.0 Introduction

On the 28<sup>th</sup> of July 2022, around 100 community leaders from across the Burnett Inland gathered to contemplate what the region could be in 2060.

“Cultivating our Future”, the theme of the inaugural Red Earth Leadership Forum framed the lens for inspiring speakers, panellists and solution-focussed small groups to imagine through conversations, what actions and contributions they could make towards co-designing an *even better future for the Burnett Inland*.

The aim of the forum was to: strengthen social connection in local networks; increase community engagement; build a shared sense of purpose and belonging; increase access, participation, and diversity in network participation; improve coordination and collaboration between social networks, other community organisations and sectors in local communities; and support the community be more resourceful, adaptable, and thriving so they can be more prepared for and resilient to the impacts of drought.

**The first section** of this report provides an outline of the forum events as they happened. This is to provide an overview for those who were unable to attend as well as provide a point of reflection for those who participated. The outline is provided as an observation from the participant’s view, including transcriptions of participant comments. The aim is to provide a reference to understand how recommendations from the workshop were identified and insights for future reports.

**The second section** of this report provides insights from the eight focus areas addressed in the workshops. The focus areas include: **1) Food Systems, 2) Tourism, 3) Industrial Development, 4) Liveable Communities, 5) Innovation/entrepreneurship, 6) Workforce Capability, 7) Natural resources, and 8) Connectivity.** The discussion considers these focus areas in the Burnett Inland context and expands the observations into recommendations for region wide consideration.

**The third section** of this report offers personal reflections and observations. Three focus areas of reflection include questions regarding **the value and need for entrepreneurial ecosystems, the maturity stage of the Australian innovation ecosystem, and a brief global comparison of national innovation ecosystem development.**

**The final section** of this report closes with an acknowledgement of limitations and proposed next steps.





## Background

*Cultivating our Future* was an opportunity to create collective impact through personal action. The forum built on Red Earth's existing foundations with the Burnett Inland Future's report providing a framework and an evidence-based response to begin a 3-year pathway to co-design our future.

The Burnett Inland Futures (BIF) rose out of the South Burnett community's experience of coming together to oppose the loss of some of the region's most productive agricultural soil to an unsuitable mining development. The project did not progress, however, it brought together a diverse group of stakeholders, some who wouldn't traditionally sit together, to consider how the region could urgently develop a plan that informs elected representatives, agencies, developers and others what local people's priorities and values are for today and the long term.

Red Earth Community Foundation considered how it could make available its resources and philanthropic structure to the wider region during those discussions. Following consultation with representatives from South Burnett Regional Council, AgForce, the Burnett Inland Economic Development Organisation (BIEDO), The Next Economy, the Foundation for Rural and Regional Renewal (FRRR), Queensland Department of Agriculture and Forestry (DAF), Stanwell, and Kingaroy Concerned Citizens Group, Red Earth agreed at the end of 2019 to initiate the first step by seeking funding from Stanwell's South Burnett Resilience Fund to undertake a comprehensive analysis of existing regional strategies and propose an Action Plan to facilitate the Burnett Inland's long term economic resilience.

Red Earth through the support of the Rural Economies Centre of Excellence (RECoE), in particular, Dr Chad Renando, Dr Ben Lyons and Dr John McVeigh, developed the first phase to guide our way forward. Their shared values of supporting rural and regional communities to thrive is acknowledged and appreciated.

With the support of the Australian Government's Building Better Regions Fund, Stanwell and the Foundation for Rural and Regional Renewal, the wheels of the Burnett Inland Futures have gained traction. Red Earth Community Foundation invited community leaders to join in the exciting journey of designing a plan that in 10-, 20-, 30- or 50-years' time those following on will know where their region's strong foundation came from.

Red Earth Community Foundation facilitated the development of the Burnett Inland Futures report in line with its mission to help communities help themselves. Red Earth's backbone structure is well suited to enabling long-term planning and implementation of a co- designed plan for the future.



## Purpose

The purpose of Red Earth Leadership Forum was to:

- Provide a space for local community leaders to come together to THINK BIG... and ask the question "what would you want our region to be like in 10,20,30 or 50 years?"
- Encourage Burnett Inland community leaders to commit, long-term, to creating a collective impact through individual actions
- Start a region-wide conversation and develop actions towards co-designing an even better future for the Burnett Inland

## Objectives

The objectives of the Red Earth Leadership Forum included:

- Increase social connection in local networks
- Increase community engagement – a shared sense of purpose and community belonging
- Increase access, participation, and diversity in network participation
- Improve coordination and collaboration between social networks, other community organisations and sectors in local communities
- Support the community be more resourceful, adaptable, and thriving so they can be more prepared for and resilient to the impacts of drought

## Participants

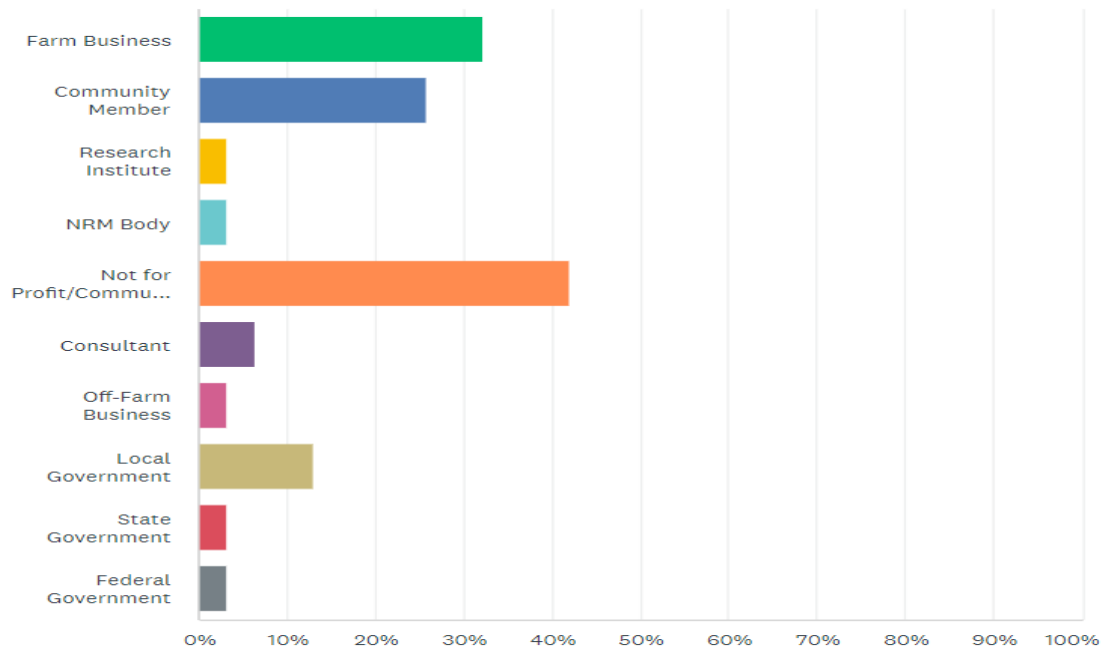
Participants attending the Red Earth leadership Forum were offered three ticket options:

- **Full Day Ticket:** 9am-7pm. Includes all meals and all sessions - Leadership Lounge, Burnett Inland Futures Strategy, Solution Sessions, Barry Irvin Story, Insights and Perspectives Panel
- **Day Segment only:** 9am-5pm. Includes morning and afternoon tea and lunch and day sessions - Leadership Lounge, Burnett Inland Futures Strategy, Solution Sessions, Barry Irvin Story
- **Evening Segment only:** 5.30pm-7pm. Includes grazing platter and evening panel - Insights and Perspectives

The Red Earth leadership Forum had 97 people in attendance, including ticketed participants, speakers and volunteers.

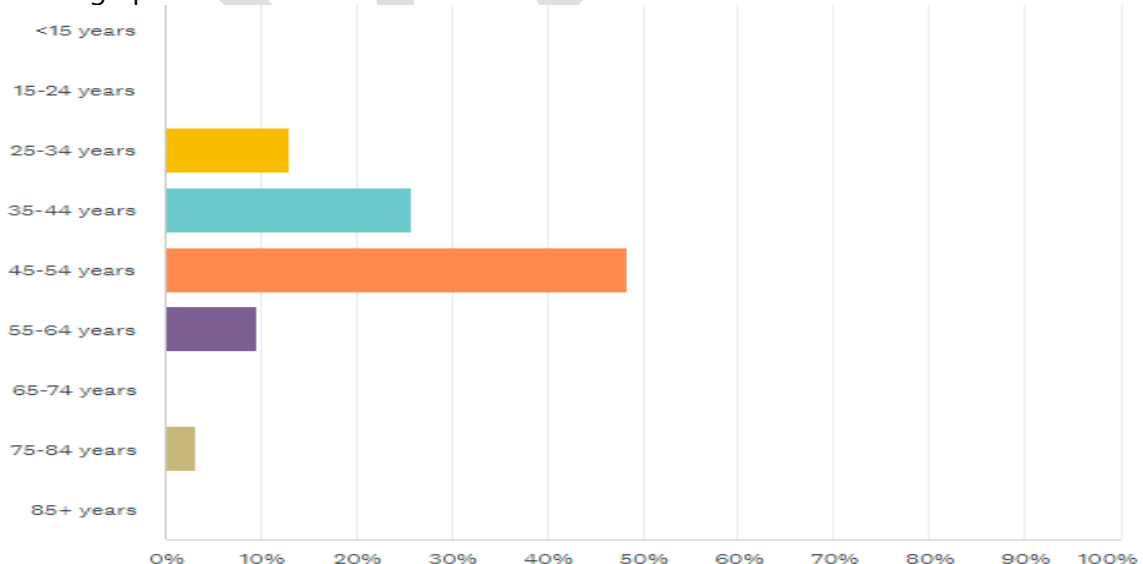


#### Sectors represented at the forum:



The forum participants came from a range of sectors across the Burnett Inland. The main sector represented was the Not for Profit/Community Organisation (42%) followed by farm business (32%) and community member (26%) interests. The remainder of the participants represented the local government, state government, federal government, NRM body and research Institute sectors.

#### Age demographics of forum attendees:



Forum participants represented a range of age groups, with the main age group being 45-54 years (48%). This was followed by 35-44 years (26%) and 25-43 years (13%). The age ranges of 15-24 and 65-74 years were not present at the forum. With 82% of the forum participants being female.

## 2.0 Forum

### Welcome

Wendy Agar, a highly skilled facilitator, engaged by Red Earth Community Foundation to MC the event, kept keynote speakers, two facilitated panel sessions and solution stations to time. Her energy and focus maintained attendees' engagement and contributions throughout the action-filled agenda. Throughout the forum Wendy invited participants to contribute to a range of questions such as describing what success looked like for them, actions committed to, how people felt about their involvement in the day etc. These were captured and displayed through the Menitmeter tool. The highlights from this process provided invaluable guidance in maintaining participant interest and validation of their input.

The forum began with the Murgon State High School dance group "Taring Wangun" performing Waterholes and a Welcome to Country by Wakka Wakka Traditional Owner, Auntie Florence Bell.

The State Member for Nanango, Deb Frecklington welcomed the participants to Murgon and provided an overview of the Burnett Inland region.

Georgie Somerset, Chair of Red Earth Community Foundation introduced the RECF Board members and provided an overview of the history and vision of the Red Earth Community Foundation.

Georgie presented "Red Earth in the Spotlight" sharing the history, the collective vision of the board and the culmination of activities that lead to hosting the Leadership Forum. Georgie introduced fellow directors of Red Earth and acknowledged their contribution to the strategic growth and development of Red Earth.

Georgie also acknowledged the Red Earth operational team who brought the vision to life along with the sponsors, supporters and volunteers who gave of their time, talent and treasure.

Georgie also shared Red Earth's vision for the continuation of investing in our region's greatest asset, its people, and the collective impact our region can have through co-designing our own future.

Georgie called everyone in attendance to commit to action for the betterment of the Burnett Inland.









## Leadership Lounge

Local community members and graduates of the Red Earth Community Leadership Program (RECLP), Misty Neilsen, Scott McLennan, Amanda Wenck and Amiel Nubaha, shared their collective leadership journeys and their personal actions to strengthen their communities in the Leadership Lounge Panel session.

Misty, Scott, Amanda and Amiel shared their life's journey through adversity and seizing opportunities. They shared the 'Ah ha' moments that came to them through the leadership program and the gems of wisdom that they gained from everyone else. They shared their connectedness to the Burnett Inland region, and more so after participating in the leadership program. Sharing how the extended network of people gained through the leadership program, at times, feels like family. There is a sense of common understanding, a common shared experience with everyone that has completed the program, regardless if it was in the same cohort or cohorts from other years, the extended alumni.

Misty, Scott, Amanda and Amiel urged everyone to always be authentic, and to continue to strive forward. They collectively shared in their own way that asking for help or support isn't a sign of weakness but strength in its togetherness.



## The Burnett Inland Future Strategy

Dr Chad Renando, Rural Economies Centre of Excellence, shared the development and key outcomes of the recently released Burnett Inland Futures research report (Phase 1) with the Forum.

Dr Renando worked alongside Red Earth to undertake the Burnett Inland Futures research reports that:

- considered the regional context, including industry and economic outputs, demographics, and innovation investment infrastructure activity.
- Identified the 'ecosystem' of leading economic development organisations in the region,





including government, peak bodies, community organisations, service providers, corporations, foundations, and education providers.

- Highlighted current strategies and narratives by relevant institutions and community leaders, including a strategy thematic analysis and identification of accountabilities and potential gaps in strategy execution and enablers and inhibitors identified by the community.
- Outlined regional transition models from literature with example case studies.
- Presented recommendations for roles involved in regional transition to develop a new collaborative model, considering a collective impact and backbone structure approach, with Red Earth as the backbone.

The focus areas identified in the strategy formed the basis for the Big Ideas workshop session.

The focus areas are described in the Working Group Action Plans below.

## Focus areas

The Forum participants broke into eight groups and workshoped what each of the focus areas could look like in 2060. Participants were able to contribute to 3 focus areas and put forward their 'Big ideas for a Better Burnett Inland for all'. The Big Ideas for each focus area are compiled at the end of this report.

The focus areas were:

1. Food Systems
2. Tourism
3. Industrial Development
4. Liveable Communities
5. Innovation/entrepreneurship
6. Workforce Capability
7. Natural resources
8. Connectivity







## Keynote Speaker

Barry Irvin (Executive Chairman Bega Cheese) was keynote speaker and shared his personal and professional insights on what makes up successful leadership and thriving regions. Barry shared his personal story of growing his community through the Bega Circularity Plan.

Barry encouraged forum attendees to be vulnerable as a leader and make sure that whatever you do have fun and ensure that your people are having fun, have a wine on the veranda and laugh.

Barry also participated in the Insights and Perspectives Panel at the Leadership Forum.

## About Barry

Barry is the Executive Chairman of Bega Cheese, one of Australia's largest dairy and food companies with revenues exceeding \$3 billion. Bega Cheese supplies both the Australian and international markets with a product portfolio that ranges from dairy ingredients to several of Australia's most iconic brands including Vegemite, Farmers Union, Dare, Dairy Farmers, Daily Juice and is the owner of Peanut Company Australia (PCA). Barry grew up on his family dairy farm which his son Andrew now operates, Andrew is the sixth generation to farm in the Bega Valley. The long history with farming has meant that Barry has had a particular interest in sustainable agricultural production and has championed a number of environmentally focused projects. Most recently, Barry has led the establishment of a Regional Circularity Co-operative with the ambition of making the Bega Valley the most circular region in the world. Barry has always believed in giving back to the community and is the long-term Chairman of Giant Steps Australia, an organisation that provides services to children and adults with autism.



## Call to Action

Participants were asked to select one working group that they were passionate about and to put their name against an action.

### Mentimeter question 5 "What is 1 action that you have committed to?"

To reconnect with my group
Hub in a Pub
To help if I can
Stay in touch
Work collaboratively with our team to investigate our idea of a shared learning & workspace hubs throughout the region
Workforce capability project
Never give up
Mentoring the younger people coming through schooling into Uni and back again
Food innovation hub
Get RWG going again
Create dedicated shared learning and workforce spaces
'If you can help you should' ~ Barry Irvin
Research other information hub apps that already exist then collate all the current Burnett inland websites etc and find assistance to help create the app and bring it all together.
Research information
Workforce Capability with employers and people with a disability. Mentoring Employees and employers.
Investigate e bike hire on rail trail
Connectivity - improving my knowledge and others
Empower yourself to lead
Help improve connectivity in the region
Get our next generation involved, help them and get them connected
Stay connected
Link and help participants to stay connected
Work on connecting community
Ring the power station
Work harder...eat less
Being part of a tourism working group
Trying to remember everything I committed to!
Organise a meeting
Work as part of focus group to assist connectivity advocacy





## Insights and Perspectives Panel

The event concluded with a panel of national “thought leaders” reflecting on their experiences and what resonated with them during the Forum: Natalie Eggleton, from the Foundation for Rural & Regional Renewal; former State and Federal MP Prof Dr John McVeigh, the executive director of the Institute for Resilient Regions; Bega Cheese executive chairman Barry Irvin and Dr Chad Renando, from the Rural Economies Centre of Excellence.

Question: What do you want to know more about?

ANSWER CHOICES	RESPONSES
Burnett Inland Future Strategy	80.0%
Red Earth Community Leadership program	40.0%
Big Ideas Sessions	60.0%
TOTAL	





### 3.0 Impact measurement

The Burnett Inland region needs leaders who can work collaboratively and in authentic partnerships; approach challenge and change without fear; consult and collate community voices and then impart and lead a vision for the future; be able to use and communicate data and stories in an emotive yet professional manner and who can communicate on multiple levels, from grassroots to government.

The identified objectives measured/ outcomes to be achieved by the Red Earth Leadership Forum included:

- Increase social connection in local networks
- Increase community engagement, a shared sense of purpose and community belonging
- Increase access, participation, and diversity in network participation
- Improve coordination and collaboration between social networks, other community organisations and sectors in local communities
- Supporting the community be more resourceful, adaptable, and thriving so they can be more prepared for and resilient to the impacts of drought

An anonymous survey was sent to 79 participants to gather their feedback from the forum. The survey received 31 responses which are collated at the end of this report.

The forum agenda and flow created a space that ensured objectives were delivered for participants. This was delivered through speakers from regional and national locations across a diverse industry and cultural experience, that shared their journey, connection to community and the vulnerability and authenticity that is required of a leader. Each of them acknowledged they were supported through a collective approach and a commitment to continue to strive forward. The forum provided networking opportunities in the breaks along with small group discussions in the form of Action groups.

The participants broke into small groups of around 20 people that focused on what the region could look like in 2060. Participants were able to contribute to three focus areas and put forward their 'Big ideas for a Better Burnett Inland for all'.

The established Working Action Groups have provided community with an avenue to be more resourceful, adaptable and thriving so it can be more prepared for and resilient to the impacts of drought; so it can collectively come up with solutions; can tackle 'wicked' problems together and remove the silo approaches that is seen within the ecosystem of community.

Additionally, the forum has increased Red Earth's network diversity through increased connections with the Burnett Inland business sector, with 17 new business connects made across various sectors from government, food systems, agriculture, finance, professional development, innovation, training and not-for-profit community.



## 4.0 Next Steps

The purpose of the call-to-action sessions was to extract as many ideas as possible from the participants. They were not seeking to develop the 'how' at these sessions, just collectively, gather ideas to identify themes and streams.

The goal was for bold, innovative, creative ideas and projects that may address a current or future challenge, and no ideas were to be dismissed. The key focus was for the next 10, 20 and 50 years and how we can co-design our future. A pin board method was used to enable both the vocal and quieter people to articulate their thoughts.

The first stage of the session was to ask participants to answer the question "A .... project I would like to see in the Burnett Inland is..." with the initial gaps being filled in by one of the streams, i.e., food systems, liveable communities, infrastructure etc. Each participant was encouraged to add at least one idea on a post it notes, placed on larger butchers' paper to identify common themes. There was no limit to the number of streams/ themes.

The second stage was to move to another group and repeat the same process for the other focus area, as well as drawing upon what was already identified with the first group. The third stage was to repeat the previous stages in another focus area.

After the three solution station sessions (just prior to afternoon tea), the session facilitators came together and shared key themes with a graphics designer, who then created a graphical representation of the solution stations.

Following Barry Irvin's presentation, each facilitator then presented a 1-minute summary of the key themes from each solution station so all participants could hear what had emerged throughout the day.

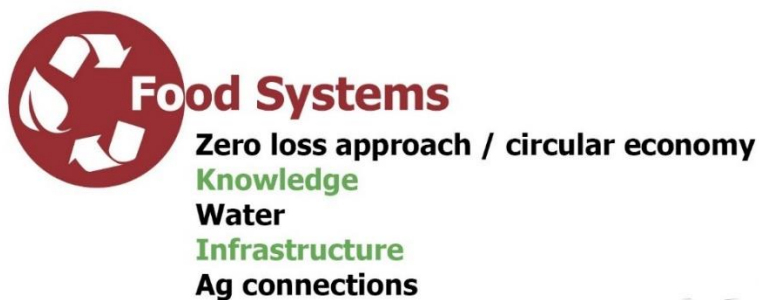


## 5.0 Working Groups

The last step was for participants to move to their preferred project / solution station where they joined with other participants to commit to individual and collective action, e.g., finding some 'first steps' for projects / themes identified. Participants were also given the opportunity to place their names against other focus areas that they would like to participate in the future.

Below are the key outcomes for each focus area:

### Food Systems Working Group



The food system is a complex web of activities involving the production, processing, transport, and consumption. Issues concerning the food system include the governance and economics of food production, its sustainability, the degree to which we waste food, how food production affects the natural environment and the impact of food on individual and population health.

Today world agriculture is facing major challenges, including how to feed a growing world population, how to reduce rural poverty in the world and how to manage ecosystem goods and services in light of global environmental change.

The food system includes not only the basic elements of how we get our food from farm to fork, but also all of the processes and infrastructure involved in feeding a population. Systems can also exist within systems, for example, farming systems, agricultural ecosystems, economic systems and social systems and within those are further subsets of water systems, energy systems, financing systems, marketing systems, policy systems, culinary systems and so on.

Population health is also a key factor in addressing food systems challenges, especially as nutrition-related chronic diseases such as obesity, diabetes, cardiovascular disease, and some forms of cancer are major contributors to the global burden of disease.

In order to plan sustainable, equitable, and healthy food systems for the future we require integrated and innovative analytical methods and approaches from a range of disciplines, as well as effective intersectoral policy analysis and multi stakeholder engagement.

**Action working group members:** Loc Bishop, Chrissy Wallis, Helen Roth, Tracey Anderson, Ross Leggett, Andrew Zerner, Josh Gadischke, Jody Love, Emma Black, Leanne Peterson

**Other people who expressed interest in being a part of this group:** Katie Zerner

**Members keen to receive update information:** Kirstie Schumacher, Melinda Jones, Paul Veivers

**Session Facilitator:** Georgie Somerset – Chair Red Earth Community Foundation and Ag Force President

Project: Stanwell Water				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Post Stanwell Tarong water allocation	Loc Bishop Chrissy Wallis Helen Roth Tracey Anderson Ross Leggett			Query to Sunwater – owner of water and dam
Contract Tarong	Loc Bishop	10/08/2022		Clarity of way forward

Project: Local Food/Food Security				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Find out food requirements of Burnett Inland and consumption patterns	Andrew Zerner Loc Bishop	15/11/2022		Clarity of need and surplus

Project: Value adding/Processing				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Convene a meeting around a food processing/ innovation hub	Josh Gadischke Tracey Anderson Loc Bishop	November 2022		Potential project

Project: Circular Economy				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Circular Economy	Loc Bishop Jody Love Chrissy Wallis Tracey Anderson			

Project: Community Carbon				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Collate a list of natural capital projects in the Burnett Inland Research Private etc	Leanne Peterson Andrew Zerner	31/11/2022		Clarity of the project underway



Project: Infrastructure/Road				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Re-investigate the Burnett Inland Strategic Roads working group	Crissy Wallis Helen Roth	10/08/2022		Get RWG going again

Project: Knowledge				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Convene a meeting around knowledge transfer	Emma Black Loc Bishop Andrew Zerner Jody Love	30/09/2022		



## Tourism Working Group



According to the United Nations World Tourism Organisation, Tourism is a social, cultural and economic phenomenon which entails the movement of people to countries or places outside their usual environment for personal or business/professional purposes. These people are called visitors (which may be either tourists or excursionists; residents or non-residents) and tourism has to do with their activities, some of which involve tourism expenditure, or visitor economy.

The visitor economy covers all visitors who travel to and within Australia.

This can be for various reasons, such as:

- holidays
- visiting friends and family
- business
- work
- education
- attending events

There is a wide range of industries that provide goods and services to visitors including:

- accommodation
- transport
- culture, arts and recreation
- travel agents and tour operators
- education and training
- business event service providers
- food services
- retail

The tourism ecosystem is complex that includes our natural and made tourist attractions/assets, tourism seasonality, employment, energy, water, and solid waste management, economic benefits, governance, regional production cycles, inclusion and accessibility, as well as landscape quality.

In order to plan sustainable, equitable, and thriving tourism for the future we require integrated and innovative ways to diversify markets, experiences and destinations, modernise the visitor economy workforce, infrastructure and business practices and greater

collaboration between industry and government at every level, including by using high quality data and insights.

**Action working group members:** Misty Neilson, Wendy Jensen, Cathy Davis, Aunty Flo Bell, Nicole Briggs, Alan Eagleson

**Other people who expressed interest in being a part of this group:** Andrew Zerner, Veronica Pringle, Melissa Barnett, Bonny Clacy

**Members keen to receive update information:** Melinda Jones

**Session facilitator:** Lauren Fearne – Manager Economic Development, State Development – Regional Economic Development and supported by Karen Seiler for the action session

Project: Establish a Burnett Inland Tourism action group				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Establish a Burnett Inland Tourism action group	Action working group	Nov 2022		Meeting date to be set by group
Working on the possibility of developing Bike Hire for the Wondai Rail Trail	Cathy Davis			
Collaborating Tourist info, if it was it being updated etc.	Wendy Jensen			
Investigate the possibility of getting the Maidenwell side of the Bunya Mountains Road bitumen to make travel easier	Alan Eagleson			





## Industrial Development Working Group



### **Industrial Development**

**Regional supply chains**

**Regional collaboration**

**Enabling infrastructure**

**Planning (regulation v incentive)**

**Industry growth & emerging industries**

**Investment attraction**

**Place based funding**

Industrial development means any development involving the use of premises (land and buildings) for manufacturing or industrial process, bulk storage, warehousing, servicing and repair activities and shall include, but is not limited to, electric power production, food and food by-product processing, paper production, agri-chemical production, chemical processes, storage facilities, power, water, wastewater, stormwater, or solid waste utility, metallurgical processes, mining and excavation processes, and processes using mineral products.

Industrial activity means the manufacturing (including 3D printing), production, assembling, altering, formulating, repairing, renovating, ornamenting, finishing, cleaning, washing, dismantling, transforming, processing, recycling, adapting or servicing of, or the research and development of, any goods, substances, food, products or articles for commercial purposes, and includes any storage or logistics and supply chains, transportation associated with any such activity.

We're in the midst of a significant transformation regarding the way we produce products thanks to the digitization of manufacturing. This transition is so compelling that it is being called Industry 4.0 to represent the fourth revolution that has occurred in manufacturing. From the first industrial revolution (mechanization through water and steam power) to the mass production and assembly lines using electricity in the second, the fourth industrial revolution will take what was started in the third with the adoption of computers and automation and enhance it with smart and autonomous systems fuelled by data and machine learning.

A combination of cyber-physical systems, the Internet of Things and the Internet of Systems make Industry 4.0 possible and the smart factory a reality.

In order to plan for the rapid changes in Industry for future generations we require integrated and innovative methods and approaches from a range of disciplines, as well as flexible and forward-thinking state and local planning regulations and council and community policies that allow for investment and attraction of advanced and co-located manufacturing and industrial development.

**Action working group members:** Melissa Barnett, Andrew Zerner, Bonny Clacy, Nikki Briggs, Jennifer Pointon, Paul Veivers (as recorded on the action sheet)

**Members keen to receive update information:** Angela Robertson, Melinda Jones



**Session Facilitator:** Fiona Bowden – Regional Director, State Development – Regional Economic Development and supported by Sharon Sippel in the action session

Project: Establish a working group				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Establish a working group	Action group attendees	November 2022		Meeting date set by action group
Investigate what is out there – we don't know what we don't know	TBA			



## Liveable Communities Working Group



### Liveable Communities

#### Accessibility

(transport, health services, Internet, aged & disability services, arts & cultural events, facilities)

#### Regional passion

#### Strong sense of community

#### Family

Liveable communities are those that are vibrant, prosperous, sustainable, diverse, inclusive, accessible, attractive, healthy and safe for all community members. Creating well-functioning, successful communities require a long-term commitment to a combination of land-use planning, infrastructure investment, design and community development strategies.


Liveable communities are those that also cater for the diverse needs of all people and abilities in the community, including people with disabilities or restricted mobility, seniors, and people with young children.

Liveable communities include essential features that allow residents of all ages and backgrounds to thrive. They provide a place to age in the home, that are accessible and connected places and spaces, community facilities and services, including education facilities (state and non-state providers), quality health facilities, emergency services, arts and cultural infrastructure, and sport, recreation and cultural facilities are well-located, cost-effective and multi-functional, that have affordable living, housing and transportation for all ages.

While concepts of liveability vary from person to person, research shows that there are key indicators of liveability that are common to most people:

 Health Services

 Education Services

 Cost of Living

 Amenity

 Connection to Community

 Lifestyle and Opportunity

 Housing

**Action working group members:** Bonny Clancy, Samuel Gangemi, Linda O'May, Dellese Heit, Natalie Quinn, Rachel Niemann, Leanne Sainsbury, Margie Hams, Melissa Barnett, Angela Robertson, Tayla Layt

**Other people who expressed interest in being a part of this group:** Lorraine Goodchild, Wendy Jensen, Jodie Love, Anitta Stallwood, Kristie Schumacher

**Session Facilitator:** Sotera Trevaskis – Director Regional Development, Regional Development Australia Wide Bay Burnett

Project: Establish a working group				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Establish a working group	Action group attendees	Nov 2022		Meeting date set by action group
Create an information hub It's an App Showcases the region Events hub Jobs hub Community info	TBA			
A road that is direct to the sunshine coast	TBA			
Community Owned transport service	TBA			
Arts & Cultural Centre Multipurpose (conventions and special events) Hosts events: ballet, music, exhibitions, etc.	TBA			
Water Park Perhaps with a beach? Family attraction and family friendly Safe and fun for young families	TBA			
International Garden To host events Like Toowoomba gardens	TBA			





## Innovation and Entrepreneurship Working Group



The terms entrepreneurship and innovation are used interchangeably by people. But there is a difference between both.

Innovation refers to an individual or organization creating new ideas, such as new products, workplace processes and upgrades to existing services or products. Or simply put as 'doing things differently'. In business, innovation can promote growth, help ensure the organisation can compete with new market trends and help generate profit. Implementing innovative ideas can help a business become a successful organisation in its industry. The innovation and entrepreneur ecosystem consists of various players, stakeholders, and community members that are critical for innovation and for creating a culture that encourages trying new things or where even failure is embraced.

Innovative entrepreneurship is the practice of establishing or creating new business ideas intended to generate profit, assist their community and accomplish company goals. Innovative entrepreneurs develop business models to identify, to meet the needs of an organization and improve their competitiveness in the market. Most entrepreneurs use innovative ideas to help create these business models or make upgrades to their current model. They can use this motivation to design innovative strategies for business success. There are many types of innovative business entrepreneurs, including Social entrepreneurs, Startup entrepreneurs and Enterprise entrepreneurs.

**Action working group members:** Malcolm Borgeaud, Leanne Sippel, Jennifer Pointon

**Other people who expressed interest in being a part of this group:** Kirsty Schumacher, Bonny Clacy, Emma Black, Margie Hams

**Session Facilitator:** Dr Chad Renando – Research Fellow (Innovation Ecosystems) with the Rural Economies Centre of Excellence at USQ, a Research Fellow with Queensland University of technology, the director for the not-for-profit Startup Status.





Project: Hub in the Pub				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Casual gathering at a venue in Kingaroy (to start with) and a Mentor/Entrepreneur	Jennifer Pointon	15/09/2022		Proposed Date: 15 September 2022 (Thursday before school holidays) Proposed Venue: Carrollee Hotel, Common room – Kingaroy (TBC) Potential speaker: Emma Black – Black Box Ag. Catering – Cheese platter/starters



## Workforce Capability Working Group



### **Workforce Capability**

**Inclusion & diversity (inc disabilities)**

**Mentoring & skill sharing**

**Job / training matching**

**Workforce culture**

**Information sharing**

**Investment in young people**

**Growing our own**

**Increase community support services**

Building workforce capability is not just about training. It requires a holistic and integrated approach so that an organisation's people capability requirements are met for both the short term and long term. Workforce capability is about workforce retention, attraction, education, training, and maintaining.

Workforce capability issues will vary from organisation to organisation. They will also vary within organisations - there may be different issues depending on location, division, job group, age profile or gender mix. It may depend on whether the organisation is expanding or contracting. Workforce capability also incorporates education pathways, supports and ways of delivery.

While workforce capability issues vary from organisation to organisation there is usually five main common issues:

How do I attract people to this work?

How can I retain the skills I have?

How can I build the capability of my team(s)?

How do I remove excess resource or poor job fits appropriately and fairly?

How do I know I am managing my workforce effectively?

**Working Group leads:** South Burnett CTC, Kimberley Kunde, Amanda Wenck, Martyn McCracken & Anitta Stallwood (Disability perspective) as recorded on the action sheet

**Other people who expressed interest in being a part of this group:** Leanne Sainsbury, Kimberley Donohue (Inclusion and diversity – mentoring & skill sharing, Information sharing – investment in young people), Bonny Clacy

**Session facilitator:** Shelley Jackson – Principal Stakeholder Relationship Officer, Office for Rural and Regional Queensland, Department of the Premier and Cabinet

Project: Create dedicated shared learning/working spaces				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Create dedicated shared learning/working spaces	Working group members	Oct 2022		Meeting date to be determined by working group
Visit/Investigate Models	Working group members	Oct 2022		
Investigate any current options	TBA			
Gather stats on students studying remotely	TBA			
Review viability/market need	TBA			
Identify Student Champions	TBA			
Development of Knowledge Base (Inc mentoring options)	TBA			





## Natural Resources Working Group



Natural resources are materials available on the planet that can be used to keep people alive and meet their needs.

A natural resource might be any natural substance that humans utilise. This includes oil, coal, natural gas, metals, stone, sand, air, sunlight, soil, and water. Natural resources may also include animals, birds, fish, and vegetation.

Food, fuel, and raw materials for manufacturing are all made from natural resources. Plants and animals provide all of the food that people consume. Heat, light, and power are provided by natural resources such as coal, natural gas, and oil.

Natural resources are strongly intertwined. Therefore, removing one item would have an impact on the availability or quality of the others. If water is removed from a region, the vegetation, soils, animals, and even the air in that region will suffer.

Natural Resources can be categorised into two main categories — Renewable and Non-renewable resources.

In order to plan for the rapid changes in energy transition we require integrated and innovative methods and approaches from a range of disciplines, that protects our regions natural resources for future generations.

**Action working group members:** Paul Veivers, Alan Broome, Tracy Rockemer

**Other people who expressed interest in being a part of this group:** Kristie Schumacher, Misty Neilson, Bonny Clacy

**Session Facilitators:** Lynne Wilbraham – Strengthening Business Facilitator, AusIndustry – Department of Industry, Science, Energy and Resources and supported by John Carey – Red Earth Community Foundation Deputy Chair.

Project: Merge with other working groups such as Industrial Development and Liveable communities				
What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Merge with other working groups such as Industrial Development and Liveable communities	Action group members	November 2022	TBA	Identification of which groups and for what



## Connectivity Working Group



A generic term for connecting devices to each other in order to transfer data back and forth. It often refers to network connections, which embraces bridges, routers, switches and gateways as well as backbone networks. It may also refer to connecting a home or office to the Internet or connecting a digital camera to a computer or printer. Digital connectivity infrastructure encompasses a wide variety of technologies enabling transmission of data in digital formats through different physical channels to virtually anywhere.

In order to strengthening the regions connectivity, the institutional, legal, regulatory, and policy frameworks need to revert the currently insufficient investment that decisively contributes to the existing regional - rural digital connectivity infrastructure gap.

In 2022 we have the Internet of Things (IoT), LoRaWan, Elon Musk and his thousands of Skylink satellites orbiting the planet, 5G, Ag & drone technology, augmented reality (AR), virtual reality (VR), real - time language translation, chatbots, robotics, artificial intelligence (AI), machine learning, cloud computing, autonomous vehicles, fibre optic cables, virtual health services, and much much more.

What will 2060 look like? What do we need to do now so that our region in 2060 is connected?

**Action working group members:** Belinda Gangemi, Hayden Frances, Carolyn Knudsen, Rach Jolley, Ros Heit, Scott Rowe, Sue Payne

**Other people who expressed interest in being a part of this group:** Ross Leggett, Leanne Petersen

**Session Facilitator:** Scott Rowe – Community Engagement Manager – NBN Co



**Project: Connectivity**

Connectivity is communication – if you can't communicate properly than you can't fully function or reach your potential. Connectivity breaks down the silos

Equality and access for all:

Don't create haves and have nots

Equal opportunity a must no matter where you live

We must not suffer in silence – need a united voice to influence our decision makers

What's to be done?	Who will do it?	When by?	What cost?	Outcome of action?
Identify issues and opportunities for advocacy	Red Earth Focus Group	2023	NA	Competitive Advantage – greater investment
Agitate to give connectivity and digital literacy greater emphasis in school curriculum	TBA			
Create a focus group to map connectivity issues and opportunities to clearly articulate and advocate to decision makers – give inland a competitive advantage and a clean united voice	Burnett Inland Connectivity Focus Group	Nov 2022		First meeting to be determined by the action group members
Help foster leadership around creating a culture of early adoption of technology and connectivity infrastructure	TBA			



## Appendix 1: Big Ideas

Food Systems	
<p>Ag Education Farm – Urban Education Programs Agriculture Education Hub Agricultural exchange – experience/education for city kids Education: - schools – community – farmers Ad Education in schools School exchange programme – town and country swap Local shows highlighting local produce – local support Bring city to country – ie Brisbane Lots of food jobs Ag courses at TAFE Retaining skilled staff Food tourism Hands on food experience Foodie trails Farm visits Skills/workforce Bush tucker Education: Drive education about food production systems, Engage interest with professionals Knowledge &amp; Understanding Sustainable supply chain Integrated supply chain Aus Aid – Feed the work Best in breed benchmarking and sharing best practice Direct road to the coast: 90km cars movie Culture Community food forest Local foods for locals – decrease food miles Direct Produce selling Improve science to support clean green production Massive increase in water holding capacity Healthy landscapes = healthy community Uptake of regen ag = increase in \$ Regenerative Ag Locals supporting locals</p>	<p>Hydroponic &amp; Aquaponic All varieties of nuts – Legumes (no nitrogen needed) – full production chain Pongamia for biofuel cattle food and carbon credits Water Recycled water – water reuse capture Dam project to secure future water Sustainable water Water for agriculture and high value crops Water – access to all and not based on previous allocations Transitioning Tarong water to agriculture More circular economy – food waste rethought? Ag by product Composting – worms Effective use of by products Decrease synthetic inputs Local value add Energy Energy – waste to energy – bio energy Biosolids – fertilisers/soil nutrients with waste products FOGO – composting Identify high value crops – what is future trends and develop now for 10-20 years Nutrient dense healthy food – affordable – esp 1<sup>st</sup> 1000 days of life Become self-sustainable Mentorship program across waste Business mentor each other – big with small Professionals &amp; future professionals to work in the food production sector Biggest asset to the system is the people Farmer to consumer understanding supply chain Better understanding of supply chain relationships between Farmer – Abattoirs and marketing Understanding Bio-security Food tourism</p>

<p>Food Security</p> <p>Most of the food we eat, is grown here</p> <p>Food systems infrastructure</p> <p>Major works &amp; upgrade to road system</p> <p>Railway systems</p> <p>Transport</p> <p>Infrastructure for transport of all food</p> <p>Diversify</p> <p>Risk = FMDS's</p> <p>Cattle = damage to local community/economy</p> <p>More horticulture</p> <p>Encourage for diversification</p> <p>Diversity</p> <p>Food processing - export</p> <p>Farmer to consumer understanding supply chain</p> <p>Long term planning – succession planning – getting people into farms</p>	<p>Farm visits &amp; education</p> <p>Bush ticker – plant and animals</p> <p>Food festivals – meats veg salad</p> <p>Education</p> <p>Building providence story for the WHY South Burnett (Burnett Inland)</p> <p>Use youth the serve and cook</p> <p>Zero loss approach</p> <p>Farmers to grow variety of crops to value-add land</p> <p>Development of food value add</p> <p>Value adding processing</p> <p>Local mini abattoirs – food security</p> <p>Food manufacturing</p> <p>Local beef meatworks using own local Burnett beef brand</p>
<b>Tourism</b>	
<p>Promotion</p> <ul style="list-style-type: none"> <li>- Merchandise</li> <li>- One region logo/name</li> <li>- Locals must support (= hours to suit tourists)</li> <li>- Suffice Accommodation options</li> <li>- Education locals about local accommodation option</li> <li>- Collaboration and promotion</li> <li>- Better use of technology to promote</li> <li>- Operator cooperatives</li> <li>- Collaboration and promotion</li> <li>- Tell people how great it is</li> <li>- Promote what we have and make people want to come back</li> <li>- School excursion options to bring outside schools to the area</li> <li>- Package experiences for all types</li> <li>- Petting centre – pat the animals</li> <li>- Promote what is already here</li> </ul> <p>Food and Festivals</p> <ul style="list-style-type: none"> <li>- Food festival</li> <li>- Festivals involving schools and community groups</li> <li>- Food education – farm tours, bush foods</li> </ul>	<p>Sports/Active</p> <ul style="list-style-type: none"> <li>- Sport events</li> <li>- Electric bikes on the rail trail</li> <li>- Water sport experience days at the dam</li> <li>- Social media ambassador</li> <li>- Grants to support accessibility</li> <li>- Family tours</li> <li>- Accessibility reference group</li> <li>- Know the hero</li> <li>- Festival trail</li> <li>- Educational</li> </ul> <p>Place</p> <ul style="list-style-type: none"> <li>- Disability facilities access</li> <li>- Natural resources</li> <li>- Eco tours</li> <li>- National Park</li> <li>- Eco and wildlife tourism</li> <li>- Destination weddings</li> <li>- Industry tours/ open towns</li> <li>- High nett worth accommodation</li> <li>- Create cultural ½ day experience that people want to come back</li> <li>- Story and history</li> <li>- Leverage Olympics</li> <li>- Play'n'stay</li> </ul>



<p>Food and Farm</p> <ul style="list-style-type: none"> <li>- Education on what grown in the areas</li> <li>- Interactive farm experiences</li> <li>- Agri tourism farm tours</li> <li>- Tours timed with harvesting</li> <li>- Local produce experience</li> <li>- Share the passion</li> <li>- Food education for schools</li> <li>- Rail trail foodie tours</li> </ul> <p>Culture/Bunyas</p> <ul style="list-style-type: none"> <li>- Eco tourism – Bunyas, National Parks</li> <li>- Natural Environment</li> <li>- ? Ring (sensitive)</li> <li>- Cultural events</li> <li>- Cultural tour</li> <li>- Connecting to country</li> <li>- Cultural experiences @ Cherbourg – ration shed, pottery</li> <li>- Bush food</li> <li>- Boardwalk at Bunyas</li> <li>- Maidenwell caves</li> <li>- Writers festival</li> </ul>	<p>Amenity</p> <ul style="list-style-type: none"> <li>- Free wifi in town centres</li> <li>- Walking trail adventures like Larapinta</li> <li>- Free car charging point</li> <li>- Public transport to Bunyas</li> <li>- Free refillable drinking water</li> <li>- Good playground</li> <li>- Good public toilets</li> <li>- Amenity and park upgrades</li> <li>- Child friendly cafes with play areas</li> <li>- Streetscape to attract</li> <li>- Child care facilities – change tables etc</li> </ul> <p>Art and Music</p> <ul style="list-style-type: none"> <li>- Hub for culture</li> <li>- Sculpture trail</li> <li>- Rail trail solar system</li> <li>- Music and opera in the paddock</li> <li>- All galleries under single umbrella and market as one</li> <li>- Craft workshops, experience old trades</li> <li>- End to end craft expo</li> </ul>
<b>Industrial Development</b>	
<b>Liveable Communities</b>	
<ol style="list-style-type: none"> <li>1. Liveability sits within each of the solution station focus</li> <li>2. Liveability about provision of services at all stages of life – from pregnancy to end of life <ul style="list-style-type: none"> <li>o Housing</li> <li>o Transport</li> <li>o Connectivity</li> <li>o Natural assets</li> </ul> </li> <li>3. Gaps in service provision, particularly disability, aged care and young people</li> <li>4. Sporting events and facilities are an opportunity for the region <ul style="list-style-type: none"> <li>o Leverage other/existing activities</li> <li>o Bring people into region</li> <li>o Provide “next level” exposure here in the region</li> </ul> </li> <li>5. Locally owned and operated/community led services eg transport</li> <li>6. Resources need to be maintained and matched to actual needs</li> </ol>	
<b>Innovation/entrepreneurship</b>	
<p>Youth – multiple skill set internalization – mindsets</p> <p>Plug in problems to high schools, connected to community – sport, etc</p>	<p>Look on a map, looks like a good place</p> <p>Example of school in Victoria, cohorts of kids, into special 10-wk school, years, wait list</p>

<p>Disability housing – lifestyle – outside NDIS - scalable</p> <p>Relationship building trust</p> <p>Collaborative approach leveraged by change in funding</p> <p>Population attraction – precinct</p> <p>Think tank – fishburners – environment – people like minds connect – spark plug mindset</p> <p>Invest in youth with ideas, get intelligence from youth mindset, address been there, done that</p> <p>Facilitate connections to the community road blocks with council</p> <p>Community business build people up – federal, keep pace with tech</p> <p>Generational change</p> <p>Bring chambers together</p> <p>Culture – invest in innovative thought</p> <p>Tell the story of past success – share more</p> <p>Internet – not tolerate, negative work from home</p> <p>Support out of the ‘comfort zone’</p> <p>Celebrate success</p> <p>Evolution of the thrasher</p> <p>Priority and necessity</p> <p>Tall – poppy</p> <p>Entrepreneur training and support: - pitching, MVP, local fund, market</p> <p>Involve youth council in community</p> <p>Converge – BIEDO as connector</p> <p>Switch in funding rounds – scholarships, pitch</p> <p>Back end</p> <p>Community Bank</p> <p>Recognise, trust, mindset</p>	<p>Beurocratic red tape</p> <p>Industry tourism</p> <p>Equality in towns: Gayndah ‘stuck in tradition’ ‘in mud’</p> <p>Think tank of energy</p> <p>Place/event where people can pitch ideas: ‘Third Wednesday’</p> <p>Innovation showcase</p> <p>Sustainable production marketed to improve \$</p> <p>System to learn from other data &amp; skills. Data, wisdom, skills</p> <p>Market Intel &amp; connection</p> <p>Challenge with 3-year contract – recruit, do, leave</p> <p>Connectivity to global and local markets</p> <p>Brain trust support</p> <p>Local program – Sharon Sippel – to research</p> <p>Housing solutions</p> <p>How to meld existing with new: “Show society”</p> <p>“ Development Committee” Not vest money</p> <p>Pitch nights</p> <p>Brand reputation of being a good investment</p> <p>Waste processing</p> <p>Unlock capital: - Angel, VC, Traditional growth</p> <p>Youth entrepreneurship program</p> <p>Small group out of school</p> <p>Population attraction</p> <p>Precinct manufacturing</p> <p>North Burnett Juice</p> <p>Citrus/factory</p> <p>Front end</p>
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### Workforce Capability

Workforce shortage eg backpackers	<ul style="list-style-type: none"> <li>- Quick fix for ag labour shortage – import labour</li> <li>- Bring back Ag Visa’s</li> </ul>
Lack of community support to attract/retain workers (childcare, housing, health, transport)	<ul style="list-style-type: none"> <li>- Pre/after school</li> <li>- Improve local service to retain staff</li> </ul>
People with disabilities	<ul style="list-style-type: none"> <li>- Training programs for employers to value socially divergent employees</li> <li>- Education needed</li> <li>- Kickback for difference, many move due to not feeling welcome</li> <li>- Not cookie cutter approach</li> <li>- Including ‘social’ diversity</li> </ul>

Diversity/inclusion	<ul style="list-style-type: none"> <li>- Training programs for employers to value socially divergent employees</li> <li>- Many not feeling welcome</li> <li>- Kickback for difference, many move due to not feeling welcome</li> <li>- Not cookie cutter approach</li> <li>- Including 'social' diversity</li> </ul>
Future jobs <ul style="list-style-type: none"> <li>- does training match?</li> <li>- Tech based but limited connectivity</li> </ul>	<ul style="list-style-type: none"> <li>- Include social diversity</li> <li>- Not cookie cutter approach</li> <li>- Limited internet service</li> </ul>
Mentoring and skill sharing approaches	<ul style="list-style-type: none"> <li>- Skills transferred</li> <li>- Mentoring programs (without gatekeeping)</li> <li>- First nations people led education and mentoring</li> <li>- Mentorships</li> </ul>
Building managers/leaders	<ul style="list-style-type: none"> <li>- Collaborative PD across all govt, non govt and business</li> <li>- Invest in leaders – better leaders = better workforce</li> </ul>
Workplace culture <ul style="list-style-type: none"> <li>- What is success</li> <li>- Burnout</li> <li>- Support</li> <li>- Hybrid working environment</li> </ul>	<ul style="list-style-type: none"> <li>- Flexible shifts/hrs</li> <li>- Mothers return to work</li> <li>- Workforce culture</li> <li>- Values based organisation</li> <li>- Ditch business success, focus on wellness</li> <li>- Education programs</li> <li>- Hybrid workforce</li> <li>- Work from home (benefit both parties)</li> </ul>
Communication – what is happening <ul style="list-style-type: none"> <li>- Work together not reinventing the wheel</li> <li>- What is happening</li> <li>- Awareness</li> </ul>	<ul style="list-style-type: none"> <li>- Staff work across multi agencies</li> <li>- Combined employee value proportion for the region</li> <li>- Businesses having access to external HR agencies and mentors</li> <li>- Sharing and partnering training/dev opportunities</li> <li>- Developing a shared training/dev annual calendar that organisations can “plug into”</li> <li>- Connectivity – key to retention, connection to community, employee + their family</li> <li>- Community engagement to develop harvest trail services and increase Ag job opportunities</li> </ul>
Investment in young people	<ul style="list-style-type: none"> <li>- Acknowledge and foster multipotentialities</li> <li>- Develop the Young Professionals Group to include accommodation, community, social</li> <li>- Cadetship – offer in workplace cadetships for tertiary qual positions</li> <li>- Cadetship style education for university qualifications</li> <li>- More work experience opportunities with employers</li> <li>- Encourage inspirational thinking in our kids</li> <li>- A pathway from regional schools to university back again</li> </ul>



	<ul style="list-style-type: none"> <li>- A better pathway for young people to be tertiary education and then return to our region</li> <li>- Making traineeships more available and accessible</li> <li>- University in the area to keep young people in the region</li> <li>- University accessing specific skills/jobs for our region</li> <li>- Inspire and promote job opportunities for young people (not uni degrees)</li> </ul>
Growing our own (upskilling etc)	<ul style="list-style-type: none"> <li>- Change the narrative around "young people don't want to work"</li> <li>- Language, numeracy and literacy and digital support for older workers</li> <li>- Starting with right cultural skills</li> <li>- Revamp TAFE</li> </ul>
Distributed workforce <ul style="list-style-type: none"> <li>- May live here and work here but employer doesn't have to be here</li> <li>- Flexible work arrangements</li> </ul>	<ul style="list-style-type: none"> <li>- Staff incentive program</li> <li>- To have workers who are hands on in the region and those who live here but work elsewhere</li> <li>- Embracing change</li> <li>- Diversify the local economy via the workforce</li> <li>- Bring outside money into the town/region</li> </ul>

### Natural Resources

#### Water

Larger dam  
More water security

#### Tourism

#### Education

Shared technology  
Community Veg garden

#### Renewable Energy

Solar on every house/roof  
Hydropower  
Biogas off takes  
Energy  
Independence  
Solar on a sporting group to help lower costs

#### Natural Ecosystems

Industry carbon projects  
Carbon farming  
Natural capital  
Agriculture  
Aquaculture  
Agri/manufacturing/tourism  
Enviro Accounting (co-benefits)  
Carbon credits for individuals  
Natural Sequence Ag  
Decrease in synthetic ag inputs

Increase bio diversity  
Promotion, practical, improve, Natural regeneration  
Less fragmented access to increase flora and fauna diversity  
More subsidies for households to buy and plant natives in their gardens  
Connectivity of existing patchwork of vegetation  
Non-domestic cat control  
Naturally sustaining productive system through agriculture and grazing

### Connectivity

- Look at possibilities for disaster management communication through apps.
- Community board with accessible information on training, jobs and events for the Inland.
- Embedding connectivity in all aspects, including technology in roads, infrastructure, be early adaptors.
- Option to switch service providers immediately as desired – no lock in contracts.
- Vision for all residents in Inland to have equal access to internet in 10 years.
- Vision within 10 years to see Inland connected to support employment anywhere. Live here and work anywhere.
- Access for all to have fast and reliable connections.
- Upgrade existing infrastructure in the next 10-15 years aimed at internet stability, no drop outs, slow times.
- The investment in ICT infrastructure is driven by the need for equality.
- The region needs a better understanding of what is available specific to the geographic area.
- We need to have better connectivity to attract better health outcomes and opportunities.
- Localised outreach to support residents and business to reduce the complexity of connectivity.
- Bolster the opportunity for digital economy and workforce skills and capability.
- Embrace dark fibre to obtain higher speed internet capability in our region.
- Local strategy to understanding blackspots – create a roadmap to overcoming these – larger investment to bridge the gap.
- Inland needs an agricultural innovation centre – DPI today and Agtech centre tomorrow.
- WE need meaningful conversation about the region needs for what specific needs and how we can unite our voices to help the outcome.





## 2: Presenters BIO's

Speaker	
 <p><b>Wendy Agar</b> General United Nations Forum MC</p>	<p>Wendy Porter Agar was engaged as MC and host for the Red Earth Leadership Forum. Wendy is an experienced leader, collaborator, and strategist with over 20 years serving in leadership roles in multi sectorial organisations in rural and regional Queensland. Roles including primary school principal, partner in a grazing enterprise, bank manager, and CEO of 'for purpose' businesses have resulted in a broad range of skills and experiences, and a deep understanding of how people and organisations work.</p>
 <p><b>Georgie Somerset</b> Chairman Red Earth Community Foundation Forum Speaker</p>	<p>Georgie is a rural leader and beef farmer, whom established her first business at the age of seventeen, setting off on a career path that has focused on the rural sector. Georgie is a connector of ideas, networks and people, who is as comfortable mustering cattle on horseback as she is in the board room, using her well-honed strategic talents to navigate her way. Georgie was appointed to the role of General President of AgForce Queensland – the first woman to hold the position. Georgie also serves on the ABC Board and is a director of Royal Flying Doctor Service - Queensland Section and the National Farmers' Federation, and Chair of Red Earth Community Foundation.</p> <p>Champagne, laughter, family and time for a good book appear high on Georgie's leisure list, and as those fortunate to be invited to share a home cooked meal at the Somerset house can attest, her skills in the kitchen match her business acumen.</p>
 <p><b>Misty Neilson</b> Regional RCE and Pioneer &amp; Director Tyndie 2020 Leadership Lounge Panelist</p>	<p>Misty has had experience in a broad range of areas including accounting &amp; finance, business ownership for community/social services &amp; labour hire companies, as well as a licensee for a child-care centre. Most recently Misty has completed a Bachelor of Science to become an Ecologist and Conservation Biologist and owns a consultancy company. Misty lives on a property in the North Burnett, is a mum and has way too many animals and a love of all thing's fungi. Misty is a graduate of the 2020 Red Earth Community Leadership Program.</p>
 <p><b>Amiel Nubaha</b> Principal Graduate Corporate Red Earth Service Leadership Lounge Panelist</p>	<p>A former Rwandan refugee, Amiel Nubaha, was born in a Refugee Camp following the 1994 Rwandan Genocide but spent most of his early teenage years in Zimbabwe. Regardless of his challenging upbringing in a refugee camp, Amiel has already made his mark on the world through leadership activities. Amiel is a graduate of the 2021 Red Earth Community Leadership Program.</p>

 <p><b>2022 Red Earth Leadership Forum</b> "Cultivating our Future"</p> <p><b>Scott McLennan</b> Country Director South Burnett Region Leadership Lounge Panelist</p>	<p>Born in and spending his early years in the South Burnett, Scott McLennan has always been passionate about all things related to life in regional and rural Queensland. Scott has over 35 years' experience in the medical imaging field. In more recent times, he has focused on the delivery of radiology services in his own business, and as a consultant and mentor for other like-minded professionals in regional Australia's private and public sectors. Scott is a graduate of the 2014 Red Earth Community Leadership Program and a Red Earth Community Foundation director.</p>
 <p><b>2022 Red Earth Leadership Forum</b> "Cultivating our Future"</p> <p><b>Amanda Wenck</b> Small Business Owner Truth Designs Leadership Lounge Panelist</p>	<p>A fifth-generation Gayndah girl, Amanda Wenck has a passion for supporting small businesses and for providing employment and empowerment opportunities for rural youth. After finding her feet as a community development officer at BIEDO, seven years ago Amanda opened her own business, Truth Designs. She now employs three young people, and together they support a myriad of small business clients to grow their businesses. Amanda is a graduate of the 2019 Red Earth Community Leadership Program.</p>
 <p><b>2022 Red Earth Leadership Forum</b> "Cultivating our Future"</p> <p><b>Dr Chad Renando</b> Research Fellow, Rural Economies Centre at USQ Forum Speaker</p>	<p>Chad is a Research Fellow (Innovation Ecosystems) with the Rural Economies Centre of Excellence at USQ, a Research Fellow with Queensland University of Technology, a Director for not for profit Startup Status. Chad is also the Managing Director of Global Entrepreneurship Network Australia, in which he is leading the planning team for the 2023 Global Entrepreneur Congress in Melbourne. Chad has made it his focus to support entrepreneur activity in regional areas, stemming from his background in growing award winning digital and manufacturing businesses in the USA and Australia. Additionally, Chad has focused his own PhD research into exploring the connection between entrepreneur ecosystems and community resilience.</p>
 <p><b>2022 Red Earth Leadership Forum</b> "Cultivating our Future"</p> <p><b>Barry Irvin</b> Chairman, Bega Cheese Ltd Regional Development and Innovation Forum Speaker</p>	<p>Barry Irvin is the Executive Chairman of Bega Cheese, one of Australia's largest dairy and food companies with revenues exceeding \$3 billion. Bega Cheese supplies both the Australian and international markets with a product portfolio that ranges from dairy ingredients to several of Australia's most iconic brands including Vegemite, Farmers Union, Dare, Dairy Farmers, Daily Juice and is the owner of Peanut Company Australia (PCA). Barry grew up on his family dairy farm which his son Andrew now operates, Andrew is the sixth generation to farm in the Bega Valley. The long history with farming has meant that Barry has had a particular interest in sustainable agricultural production and has championed a number of environmentally focused projects. Most recently, Barry has led the establishment of a Regional Circularity Co-operative with the ambition of making the Bega Valley the most circular region in the world. Barry has always believed in giving back to the community and is the long-term Chairman of Giant Steps Australia, an organisation that provides services to children and adults with autism.</p>



 <p><b>2022 Red Earth Leadership Forum</b> "Cultivating our Future"</p> <p><b>Dr John McVeigh</b> Executive Director University of Southern Queensland Insights &amp; Perspectives Panelist</p>	<p>Prof. John McVeigh is the Executive Director of the University of Southern Queensland's Institute for Resilient Regions, which focusses on economic and social sciences research and engagement to assist regional communities embrace change and adapt successfully. As well he is Director of the Southern Queensland Northern New South Wales Drought and Agriculture Innovation Hub and the current chair of Toowoomba and Surat Basin Enterprises (TSBE). Prof. McVeigh is passionate about the agribusiness and energy sectors and sustainable community development and is a strong advocate for industry and infrastructure development in regional Australia</p>
 <p><b>2022 Red Earth Leadership Forum</b> "Cultivating our Future"</p> <p><b>Natalie Egleton</b> CEO Foundation for Rural Regional Renewal (FRRR) Insights &amp; Perspectives Panelist</p>	<p>Natalie Egleton is the CEO of Foundation for Rural Regional Renewal (FRRR) and lives in the small rural town of Maldon in central Victoria. Natalie has a 25-year career in the non-profit and philanthropic sector in consulting, fundraising and partnerships, and organisation development roles. Natalie is passionate about facilitating effective and enduring responses to issues facing rural communities. Since becoming CEO of FRRR in 2015 Natalie has led the organisation through a period of significant growth and impact, facilitating over \$135m in funding to remote, rural, and regional communities through hundreds of partnerships and collaborations.</p>





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Future  
Drought  
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