6591

00:00:00,620 --> 00:00:05,150

[Music]

2

00:00:01,950 --> 00:00:05,150

[Applause]

3

00:00:08,880 --> 00:00:11,440

Hello and welcome to the Ear to the

4

00:00:10,960 --> 00:00:14,880

Ground

5

00:00:11,440 --> 00:00:17,840

podcast. You're listening to episode 41,

6

00:00:14,880 --> 00:00:18,160

and my special guest for today is Nia Jones.

7

00:00:17,840 --> 00:00:20,080

8

00:00:18,160 --> 00:00:22,720

Nia is a farmer's daughter from the

9

00:00:20,080 --> 00:00:26,000

Llangernyw area in North Wales,

10

00:00:22,720 --> 00:00:27,599

but in 2016, Nia and her husband Marc

11

00:00:26,000 --> 00:00:29,920

decided to leave Wales

12

00:00:27,599 --> 00:00:31,199

to pursue their dairy farming dream in

13

00:00:29,920 --> 00:00:33,440

New Zealand.

14

00:00:31,199 --> 00:00:35,600

Three years later, they came runners-up

15

00:00:33,440 --> 00:00:37,200

in the National Share Farmer of the year

16

00:00:35,600 --> 00:00:39,680

competition in New Zealand which

17

00:00:37,200 --> 00:00:40,559

is an incredible achievement. In this

18

00:00:39,680 --> 00:00:42,640

episode,

19

00:00:40,559 --> 00:00:45,200

Nia will share the story behind their

20

00:00:42,640 --> 00:00:46,079

success, and reveal the next step in

21

00:00:45,200 --> 00:00:48,160

their journey

22

00:00:46,079 --> 00:00:50,430

as they continue to climb the New

23

00:00:48,160 --> 00:00:55,119

Zealand farming ladder.

24

00:00:50,430 --> 00:00:55,119

[Music]

25

00:00:56,079 --> 00:00:59,440

Nia Jones, welcome to Ear to the

26

00:00:58,719 --> 00:01:02,079

Ground

27

00:00:59,440 --> 00:01:02,559

podcast. Nia is joining us all the way

28

00:01:02,079 --> 00:01:05,199

from

29

00:01:02,559 --> 00:01:06,720

New Zealand. Tell us about where

30

00:01:05,199 --> 00:01:09,040

you and your husband, Marc,

31

00:01:06,720 --> 00:01:10,400

live in New Zealand. We're in

32

00:01:09,040 --> 00:01:13,200

Tokoroa,

33

00:01:10,400 --> 00:01:13,840

South Waikato in the North

34

00:01:13,200 --> 00:01:15,840

Island.

35

00:01:13,840 --> 00:01:17,040

It's centrally located in the

36

00:01:15,840 --> 00:01:20,720

North Island.

37

00:01:17,040 --> 00:01:22,799

It is a cool location. Is Waikato

38

00:01:20,720 --> 00:01:23,920

similar to Wales? Please describe the

39

00:01:22,799 --> 00:01:27,040

landscape to us?

40

00:01:23,920 --> 00:01:30,400

Waikato is

41

00:01:27,040 --> 00:01:32,880

probably a lot warmer. There is less rain,

42

00:01:30,400 --> 00:01:33,759

so in that sense, no. But it is very green

43

00:01:32,880 --> 00:01:36,799

and beautiful,

44

00:01:33,759 --> 00:01:39,920

lots of cows, not a lot of sheep and

45

00:01:36,799 --> 00:01:40,590

nice and rural, and it's a good

46

00:01:39,920 --> 00:01:42,720

place to live.

47

00:01:40,590 --> 00:01:44,479

[Laughter]

48

00:01:42,720 --> 00:01:46,159

Do you miss seeing the sheep that you

49

00:01:44,479 --> 00:01:48,159

were brought up with back in Wales?

50

00:01:46,159 --> 00:01:50,079

We didn't have many sheep on our

51

00:01:48,159 --> 00:01:53,200

farm.

52

00:01:50,079 --> 00:01:53,200

I don't miss them too much.

53

00:01:54,079 --> 00:01:57,200

When did you and your husband Marc

54

00:01:55,759 --> 00:01:59,920

decide to

55

00:01:57,200 --> 00:02:01,280

move to New Zealand? It was at the end

56

00:01:59,920 --> 00:02:04,000

of 2015, beginning

57

00:02:01,280 --> 00:02:05,200

of 2016. We felt we were on a

58

00:02:04,000 --> 00:02:07,680

bit of a crossroad.

59

00:02:05,200 --> 00:02:09,280

We did a few years of contract milking

60

00:02:07,680 --> 00:02:11,920

which was a great opportunity.

61

00:02:09,280 --> 00:02:13,840

That was next door to our family farm,

62

00:02:11,920 --> 00:02:15,440

and for a couple of years, we managed a farm in

63

00:02:13,840 --> 00:02:16,160

Scotland for some very good people

64

00:02:15,440 --> 00:02:18,879

that were also our

65

00:02:16,160 --> 00:02:20,560

mentors. We had

66

00:02:18,879 --> 00:02:20,959

came to a crossroad, and it was a

67

00:02:20,560 --> 00:02:23,550

matter of

68

00:02:20,959 --> 00:02:24,800

“what are we going to do next?”.

69

00:02:23,550 --> 00:02:26,879

[Music]

70

00:02:24,800 --> 00:02:28,160

Share farming and equity partnerships

71

00:02:26,879 --> 00:02:30,800

was

72

00:02:28,160 --> 00:02:32,480

more of a scarce back then I think, and we

73

00:02:30,800 --> 00:02:34,879

knew that our career

74

00:02:32,480 --> 00:02:36,720

pathway was here in New Zealand.

75

00:02:34,879 --> 00:02:38,480

We both had travelled here and

76

00:02:36,720 --> 00:02:40,560

Marc had worked a couple of seasons on

77

00:02:38,480 --> 00:02:43,760

a dairy farm here, and at that time, 2015/2016,

78

00:02:40,560 --> 00:02:45,519

we thought “let’s

79

00:02:43,760 --> 00:02:46,959

do it”. If

80

00:02:45,519 --> 00:02:48,879

we hadn’t of done it at that time, we’d probably never

81

00:02:46,959 --> 00:02:51,440

of done it. We didn't have any children

82

00:02:48,879 --> 00:02:53,760

then, so we

83

00:02:51,440 --> 00:02:54,480

booked some flights and got our two-year

84

00:02:53,760 --> 00:02:55,760

visas,

85

00:02:54,480 --> 00:02:57,599

thinking we'd just go for a couple of

86

00:02:55,760 --> 00:02:58,400

years before returning and

87

00:02:57,599 --> 00:03:00,879

settling down.

88

00:02:58,400 --> 00:03:02,959

Nearly five years later, we're

89

00:03:00,879 --> 00:03:04,800

still here.

90

00:03:02,959 --> 00:03:06,800

Would you say that New Zealand is now

91

00:03:04,800 --> 00:03:08,400

your home? Do you see yourself being there

92

00:03:06,800 --> 00:03:10,720

for the rest of your working lives?

93

00:03:08,400 --> 00:03:12,400

That’s a question we get asked

94

00:03:10,720 --> 00:03:14,400

quite often.

95

00:03:12,400 --> 00:03:15,760

I'm still unsure about the answer.

96

00:03:14,400 --> 00:03:18,000

97

00:03:15,760 --> 00:03:18,800

Home, as they say, is where the heart

98

00:03:18,000 --> 00:03:22,000

is, and I

99

00:03:18,800 --> 00:03:24,480

still call Rhydeden,

100

00:03:22,000 --> 00:03:26,799

our family farm, home,

101

00:03:24,480 --> 00:03:28,159

but for now, in the short term and the

102

00:03:26,799 --> 00:03:31,120

near future,

103

00:03:28,159 --> 00:03:32,000

New Zealand is home.

104

00:03:31,120 --> 00:03:34,000

Tell us more

105

00:03:32,000 --> 00:03:36,080

about your home farm? You were

106

00:03:34,000 --> 00:03:37,840

brought up, as you said, in

107

00:03:36,080 --> 00:03:40,959

North Wales

108

00:03:37,840 --> 00:03:43,120

on a very traditional family farm. Tell

109

00:03:40,959 --> 00:03:45,200

us about your upbringing.

110

00:03:43,120 --> 00:03:47,040

I had a very good upbringing.

111

00:03:45,200 --> 00:03:49,200

My parents were great and happily married,

112

00:03:47,040 --> 00:03:52,080

and we were a close

113

00:03:49,200 --> 00:03:53,680

family. They never pushed me to

114

00:03:52,080 --> 00:03:56,159

do anything that I didn't want to do,

115

00:03:53,680 --> 00:03:58,480

and I was lucky because I used to

116

00:03:56,159 --> 00:04:00,000

love being outside. My

117

00:03:58,480 --> 00:04:01,760

brother and I were always outside,

118

00:04:00,000 --> 00:04:04,080

and my older sister, well she was into her

119

00:04:01,760 --> 00:04:07,200

books and academics, and still is.

120

00:04:04,080 --> 00:04:09,360

We are quite different in that sense.

121

00:04:07,200 --> 00:04:11,519

When I was younger, we probably

122

00:04:09,360 --> 00:04:14,560

milked around 100 cows.

123

00:04:11,519 --> 00:04:16,400

It has expanded now to about 300 cows, and they’ve gone

124

00:04:14,560 --> 00:04:18,160

down the spring calving route. My

125

00:04:16,400 --> 00:04:21,680

cousins have returned to the farm

126

00:04:18,160 --> 00:04:23,680

which is good. The farm has always

127

00:04:21,680 --> 00:04:25,440

raised three

128

00:04:23,680 --> 00:04:27,040

families. Thinking about it,

129

00:04:25,440 --> 00:04:29,040

that’s quite unbelievable,

130

00:04:27,040 --> 00:04:31,280

especially in New Zealand

131

00:04:29,040 --> 00:04:33,280

there aren’t a lot of family

132

00:04:31,280 --> 00:04:35,040

farms, especially not

133

00:04:33,280 --> 00:04:37,040

three

134

00:04:35,040 --> 00:04:38,479

families making a livelihood

135

00:04:37,040 --> 00:04:40,639

from one farm.

136

00:04:38,479 --> 00:04:43,040

It was a great upbringing. I used to

137

00:04:40,639 --> 00:04:45,520

run home from school to milk the cows

138

00:04:43,040 --> 00:04:46,639

before my dad and uncle returned

139

00:04:45,520 --> 00:04:49,199

from fencing or whatever they were doing.

140

00:04:46,639 --> 00:04:51,280

That was my life back then, and

141

00:04:49,199 --> 00:04:54,560

I guess milking is

142

00:04:51,280 --> 00:04:56,800

in my blood as they say.

143

00:04:54,560 --> 00:04:59,040

When you decided that moving to New

144

00:04:56,800 --> 00:05:02,320

Zealand was what you and Marc wanted to do,

145

00:04:59,040 --> 00:05:05,520

how difficult was it

146

00:05:02,320 --> 00:05:07,120

to leave the family, your friends

147

00:05:05,520 --> 00:05:08,800

in

148

00:05:07,120 --> 00:05:11,360

North Wales?

149

00:05:08,800 --> 00:05:13,280

Was it quite a wrench feeling or did you feel

150

00:05:11,360 --> 00:05:16,000

that it was an appropriate time?

151

00:05:13,280 --> 00:05:17,120

It was a bit of both. I think I made

152

00:05:16,000 --> 00:05:18,960

it easier for myself

153

00:05:17,120 --> 00:05:20,720

and my family by saying we would only

154

00:05:18,960 --> 00:05:23,120

be gone for a year or two.

155

00:05:20,720 --> 00:05:24,000

For me, it made it easier to digest

156

00:05:23,120 --> 00:05:25,440

everything,

157

00:05:24,000 --> 00:05:27,280

even in the back of our

158

00:05:25,440 --> 00:05:30,400

minds we knew we would be

159

00:05:27,280 --> 00:05:33,280

in New Zealand for a longer period of time. We had a few

160

00:05:30,400 --> 00:05:34,880

leaving parties.

161

00:05:33,280 --> 00:05:37,360

I guess we're lucky with technology

162

00:05:34,880 --> 00:05:39,520

which allows us to keep in touch,

163

00:05:37,360 --> 00:05:40,880

and back then, we didn't have any children. I

164

00:05:39,520 --> 00:05:43,360

think if we had children,

165

00:05:40,880 --> 00:05:44,960

then I don’t think we would have made the journey here. We'd

166

00:05:43,360 --> 00:05:46,320

probably still be in Wales.

167

00:05:44,960 --> 00:05:48,960

I don't think our

168

00:05:46,320 --> 00:05:51,600

grandparents would have let us take them.

169

00:05:48,960 --> 00:05:53,199

At the time, it was difficult but we

170

00:05:51,600 --> 00:05:54,639

needed to do it for us.

171

00:05:53,199 --> 00:05:56,319

If we hadn’t of done it at that time,

172

00:05:54,639 --> 00:05:59,039

then we’d never have done it.

173

00:05:56,319 --> 00:06:00,240

We needed to come here

174

00:05:59,039 --> 00:06:02,479

to actually

175

00:06:00,240 --> 00:06:04,639

stick to our goals and

176

00:06:02,479 --> 00:06:06,560

and work hard to

177

00:06:04,639 --> 00:06:07,680

make them happen. We haven't come all

178

00:06:06,560 --> 00:06:10,240

the way just for

179

00:06:07,680 --> 00:06:12,800

fun and not to be serious.

180

00:06:10,240 --> 00:06:14,720

It's made us settle down and

181

00:06:12,800 --> 00:06:15,840

work towards our goals and save money

182

00:06:14,720 --> 00:06:18,560

and so on.

183

00:06:15,840 --> 00:06:20,560

So far, it's been a good decision.

184

00:06:18,560 --> 00:06:22,560

It takes a lot of

185

00:06:20,560 --> 00:06:24,160

self-discipline, because it's a big jump,

186

00:06:22,560 --> 00:06:26,240

isn’t it? It’s a big thing,

187

00:06:24,160 --> 00:06:28,800

relocating to a country on the other

188

00:06:26,240 --> 00:06:30,720

side of the world.

189

00:06:28,800 --> 00:06:32,800

You almost have to create a new home,

190

00:06:30,720 --> 00:06:33,919

create new friendships, create

191

00:06:32,800 --> 00:06:36,880

new networks

192

00:06:33,919 --> 00:06:37,600

and contribute to the local

193

00:06:36,880 --> 00:06:41,120

community.

194

00:06:37,600 --> 00:06:43,199

But in terms of the drive

195

00:06:41,120 --> 00:06:45,280

of going to New Zealand, what

196

00:06:43,199 --> 00:06:46,000

appealed to you was the

197

00:06:45,280 --> 00:06:48,400

very clear

198

00:06:46,000 --> 00:06:49,120

structure that they have whereby people can

199

00:06:48,400 --> 00:06:51,280

climb

200

00:06:49,120 --> 00:06:53,680

the farming ladder. Whether that would be through

201

00:06:51,280 --> 00:06:56,880

contract share farming arrangements, and

202

00:06:53,680 --> 00:06:58,960

that journey is very well defined

203

00:06:56,880 --> 00:07:00,240

and well understood in New Zealand.

204

00:06:58,960 --> 00:07:03,360

Possibly in Wales,

205

00:07:00,240 --> 00:07:05,199

we are seeing

206

00:07:03,360 --> 00:07:06,720

an increased interest in

207

00:07:05,199 --> 00:07:08,400

some of the share farming arrangements

208

00:07:06,720 --> 00:07:08,800

and joint ventures, but it's something

209

00:07:08,400 --> 00:07:10,960

that's

210

00:07:08,800 --> 00:07:12,800

very well established in New Zealand.

211

00:07:10,960 --> 00:07:16,080

Tell us more about that

212

00:07:12,800 --> 00:07:18,000

journey and that ladder. It’s

213

00:07:16,080 --> 00:07:20,560

quite clear here.

214

00:07:18,000 --> 00:07:22,000

As you said, it's becoming more

215

00:07:20,560 --> 00:07:22,960

progressive in Wales, which is

216

00:07:22,000 --> 00:07:24,639

great.

217

00:07:22,960 --> 00:07:26,160

It’s exciting to see all

218

00:07:24,639 --> 00:07:28,639

partnerships

219

00:07:26,160 --> 00:07:29,360

coming together, but I guess it has

220

00:07:28,639 --> 00:07:31,360

been

221

00:07:29,360 --> 00:07:33,759

something that's been happening for a number of years here in New Zealand.

222

00:07:31,360 --> 00:07:35,919

There are no emotional ties to the

223

00:07:33,759 --> 00:07:37,919

land. There's

224

00:07:35,919 --> 00:07:39,599

not as much history or family

225

00:07:37,919 --> 00:07:40,639

history to the land, so people are always

226

00:07:39,599 --> 00:07:44,160

moving.

227

00:07:40,639 --> 00:07:45,919

People are upscaling, downscaling and

228

00:07:44,160 --> 00:07:48,879

moving around and

229

00:07:45,919 --> 00:07:49,840

that creates a lot of opportunities.

230

00:07:48,879 --> 00:07:52,000

231

00:07:49,840 --> 00:07:53,759

When you finish school,

232

00:07:52,000 --> 00:07:55,680

you can either continue with your studies

233

00:07:53,759 --> 00:07:56,879

in an agriculture college, or go

234

00:07:55,680 --> 00:08:00,000

straight into farming.

235

00:07:56,879 --> 00:08:01,840

You can start as a farm assistant,

236

00:08:00,000 --> 00:08:04,000

and from there you could, if you wanted

237

00:08:01,840 --> 00:08:05,440

to, work for a year or two

238

00:08:04,000 --> 00:08:06,319

before working your way to

239

00:08:05,440 --> 00:08:09,520

240

00:08:06,319 --> 00:08:11,919

the second in charge position or a farm manager.

241

00:08:09,520 --> 00:08:13,120

Once you're as a farm manager, again

242

00:08:11,919 --> 00:08:15,199

if you want to progress,

243

00:08:13,120 --> 00:08:17,039

there are opportunities

244

00:08:15,199 --> 00:08:18,639

that will allow you to find a contract

245

00:08:17,039 --> 00:08:20,560

milking job,

246

00:08:18,639 --> 00:08:22,319

and this is what we're currently doing

247

00:08:20,560 --> 00:08:24,879

at the moment. We are getting a fixed

248

00:08:22,319 --> 00:08:26,800

price for every milk solid (MS) that we sell.

249

00:08:24,879 --> 00:08:28,080

Then, we have costs within that.

250

00:08:26,800 --> 00:08:31,840

We have to

251

00:08:28,080 --> 00:08:34,159

cover labour, electric,

252

00:08:31,840 --> 00:08:36,240

the bikes and fuel for the bikes, which are things that we

253

00:08:34,159 --> 00:08:39,680

need day-to-day.

254

00:08:36,240 --> 00:08:41,120

Then, if you're successful at

255

00:08:39,680 --> 00:08:42,080

contract milking, you can build

256

00:08:41,120 --> 00:08:44,640

some equity,

257

00:08:42,080 --> 00:08:46,720

stock and save some money, and then

258

00:08:44,640 --> 00:08:48,160

there are opportunities for share farming

259

00:08:46,720 --> 00:08:50,160

or share milking.

260

00:08:48,160 --> 00:08:51,519

This is the

261

00:08:50,160 --> 00:08:53,680

next step, and usually

262

00:08:51,519 --> 00:08:56,160

the biggest first step from the bank,

263

00:08:53,680 --> 00:08:59,120

and remember to ask them nicely for some money.

264

00:08:56,160 --> 00:08:59,920

Buy some cows and find a nice farm

265

00:08:59,120 --> 00:09:02,240

owner who's

266

00:08:59,920 --> 00:09:03,040

willing to lend you their land

267

00:09:02,240 --> 00:09:06,320

and

268

00:09:03,040 --> 00:09:08,480

collaborate. Over here, there are more

269

00:09:06,320 --> 00:09:11,440

costs associated with share milking

270

00:09:08,480 --> 00:09:12,880

such as animal health

271

00:09:11,440 --> 00:09:16,240

and so on.

272

00:09:12,880 --> 00:09:17,200

A lot of the costs are

273

00:09:16,240 --> 00:09:18,880

split

274

00:09:17,200 --> 00:09:21,040

between the farm owner and the share

275

00:09:18,880 --> 00:09:21,920

milker. The share milker will get

276

00:09:21,040 --> 00:09:24,959

50%

277

00:09:21,920 --> 00:09:27,120

of the check each month, and it's a good

278

00:09:24,959 --> 00:09:28,560

way to build equity,

279

00:09:27,120 --> 00:09:30,080

especially in

280

00:09:28,560 --> 00:09:30,480

the good payouts. It's a good way to make

281

00:09:30,080 --> 00:09:33,839

282

00:09:30,480 --> 00:09:37,120

profit. The progression,

283

00:09:33,839 --> 00:09:40,000

does that then lead to

284

00:09:37,120 --> 00:09:40,640

a mindset and an industry whereby

285

00:09:40,000 --> 00:09:44,080

land

286

00:09:40,640 --> 00:09:45,360

does change hands quite often? It's

287

00:09:44,080 --> 00:09:47,839

a very much a short

288

00:09:45,360 --> 00:09:49,279

term basis. You might work on a farm, or might

289

00:09:47,839 --> 00:09:50,000

might be a contract farmer before

290

00:09:49,279 --> 00:09:53,200

getting an opportunity

291

00:09:50,000 --> 00:09:55,440

to go elsewhere. In Wales,

292

00:09:53,200 --> 00:09:57,680

we have that family farming

293

00:09:55,440 --> 00:09:59,920

tradition,

294

00:09:57,680 --> 00:10:02,160

where a lot of

295

00:09:59,920 --> 00:10:02,959

farmers might spend their entire working

296

00:10:02,160 --> 00:10:05,040

lives on

297

00:10:02,959 --> 00:10:06,959

on one holding. That's very

298

00:10:05,040 --> 00:10:08,079

different to the situation in

299

00:10:06,959 --> 00:10:10,880

New Zealand.

300

00:10:08,079 --> 00:10:12,720

Yes, definitely. Even thinking of selling

301

00:10:10,880 --> 00:10:13,440

our family farm makes me quite

302

00:10:12,720 --> 00:10:15,839

emotional,

303

00:10:13,440 --> 00:10:16,800

even talking about it. Here, there's

304

00:10:15,839 --> 00:10:19,040

no

305

00:10:16,800 --> 00:10:19,839

emotional ties as I mentioned.

306

00:10:19,040 --> 00:10:21,920

307

00:10:19,839 --> 00:10:23,920

It’s quite a general conversation.

308

00:10:21,920 --> 00:10:25,760

Everybody will be asking

309

00:10:23,920 --> 00:10:28,160

“oh, you're moving in June. What's the

310

00:10:25,760 --> 00:10:30,320

plan moving forward?”.

311

00:10:28,160 --> 00:10:32,480

It’s such a common thing here,

312

00:10:30,320 --> 00:10:34,560

moving. 1 June is like

313

00:10:32,480 --> 00:10:36,959

the 1 January back home.

314

00:10:34,560 --> 00:10:39,120

That's when the new season begins.

315

00:10:36,959 --> 00:10:40,959

Quite often, after share milking

316

00:10:39,120 --> 00:10:42,480

you are

317

00:10:40,959 --> 00:10:43,760

able

318

00:10:42,480 --> 00:10:46,160

to build some equity,

319

00:10:43,760 --> 00:10:47,360

pay some debts and the goal would then

320

00:10:46,160 --> 00:10:49,680

be to buy

321

00:10:47,360 --> 00:10:51,040

a small farm or a small piece of

322

00:10:49,680 --> 00:10:53,040

land. You would milk 250 cows off

323

00:10:51,040 --> 00:10:55,760

50 hectare (ha) or 100ha,

324

00:10:53,040 --> 00:10:56,959

and

325

00:10:55,760 --> 00:10:59,440

then

326

00:10:56,959 --> 00:11:00,000

the goal would maybe to sell that land in

327

00:10:59,440 --> 00:11:03,120

three years

328

00:11:00,000 --> 00:11:04,959

and buy a 200ha farm, and then sell

329

00:11:03,120 --> 00:11:07,120

that and buy a 300ha farm. It’s

330

00:11:04,959 --> 00:11:08,880

always evolving and changing,

331

00:11:07,120 --> 00:11:10,560

and through doing that and having this

332

00:11:08,880 --> 00:11:13,920

career pathway, it’s always

333

00:11:10,560 --> 00:11:15,360

making sure that there's opportunities

334

00:11:13,920 --> 00:11:17,200

for the younger generation

335

00:11:15,360 --> 00:11:17,839

to follow that career

336

00:11:17,200 --> 00:11:19,200

within the agriculture industry.

337

00:11:17,839 --> 00:11:21,120

That’s what we very much enjoy about

338

00:11:19,200 --> 00:11:23,519

this country, and that there are so many

339

00:11:21,120 --> 00:11:25,680

opportunities to do that.

340

00:11:23,519 --> 00:11:26,720

You mentioned earlier,

341

00:11:25,680 --> 00:11:29,600

at

342

00:11:26,720 --> 00:11:31,200

the end of 2015, when

343

00:11:29,600 --> 00:11:34,000

you and Marc were weighing up your options

344

00:11:31,200 --> 00:11:35,360

and clearly made the choice to go

345

00:11:34,000 --> 00:11:37,839

to New Zealand,

346

00:11:35,360 --> 00:11:39,040

you described the situation in New

347

00:11:37,839 --> 00:11:40,880

Zealand as one that

348

00:11:39,040 --> 00:11:43,120

offers a lot of opportunities for progressive

349

00:11:40,880 --> 00:11:44,480

arrangements and joint ventures, something

350

00:11:43,120 --> 00:11:46,160

that was less

351

00:11:44,480 --> 00:11:47,839

popular in Wales at the time. Things

352

00:11:46,160 --> 00:11:49,600

have changed significantly within the last

353

00:11:47,839 --> 00:11:51,279

five years. If

354

00:11:49,600 --> 00:11:52,639

you look at some of the projects that

355

00:11:51,279 --> 00:11:54,160

Farming Connect are doing with the

356

00:11:52,639 --> 00:11:56,399

Venture programme,

357

00:11:54,160 --> 00:11:58,240

matching landowners and farmers who want

358

00:11:56,399 --> 00:11:59,200

to set up joint ventures. It

359

00:11:58,240 --> 00:12:02,160

has certainly

360

00:11:59,200 --> 00:12:03,760

been a success and it has been popular.

361

00:12:02,160 --> 00:12:04,800

Looking now from the

362

00:12:03,760 --> 00:12:07,920

outside, looking in

363

00:12:04,800 --> 00:12:09,760

on Wales perhaps, do you sense that suddenly

364

00:12:07,920 --> 00:12:11,120

there's a lot more enthusiasm around

365

00:12:09,760 --> 00:12:12,800

joint ventures, and has the Venture

366

00:12:11,120 --> 00:12:14,000

programme helped in that

367

00:12:12,800 --> 00:12:15,920

regard?

368

00:12:14,000 --> 00:12:17,839

Yes, definitely. I think there's a good

369

00:12:15,920 --> 00:12:19,279

cluster in North Wales,

370

00:12:17,839 --> 00:12:20,880

Dafydd Wynne Finch and Rhys

371

00:12:19,279 --> 00:12:21,600

Williams and so on,

372

00:12:20,880 --> 00:12:23,920

they all

373

00:12:21,600 --> 00:12:25,519

started quite a few years ago, and since

374

00:12:23,920 --> 00:12:28,480

then there's been an increased interest

375

00:12:25,519 --> 00:12:30,240

and the Venture programme has definitely helped.

376

00:12:28,480 --> 00:12:31,440

The more success stories we

377

00:12:30,240 --> 00:12:33,279

can get from that, the more

378

00:12:31,440 --> 00:12:34,240

opportunities that will come out of

379

00:12:33,279 --> 00:12:36,959

it, especially

380

00:12:34,240 --> 00:12:37,519

for the older generation.

381

00:12:36,959 --> 00:12:38,880

They

382

00:12:37,519 --> 00:12:40,320

don't have to be working

383

00:12:38,880 --> 00:12:41,120

on the farm to create a good

384

00:12:40,320 --> 00:12:43,040

income.

385

00:12:41,120 --> 00:12:45,600

It’s giving someone else a

386

00:12:43,040 --> 00:12:47,440

chance to get ahead in the industry.

387

00:12:45,600 --> 00:12:49,760

Especially with all the changes

388

00:12:47,440 --> 00:12:51,839

coming up with a payment scheme.

389

00:12:49,760 --> 00:12:53,839

I think it's a great opportunity.

390

00:12:51,839 --> 00:12:55,440

A lot of people, especially

391

00:12:53,839 --> 00:12:56,800

the people that have been farming for 50

392

00:12:55,440 --> 00:12:57,440

years, they don't want to be taking all

393

00:12:56,800 --> 00:13:00,399

these

394

00:12:57,440 --> 00:13:02,399

new compliances, and

395

00:13:00,399 --> 00:13:04,480

there’s a gap in the market

396

00:13:02,399 --> 00:13:05,519

for us, the younger generation. We've been

397

00:13:04,480 --> 00:13:07,440

brought up with

398

00:13:05,519 --> 00:13:09,200

change and environmental stuff,

399

00:13:07,440 --> 00:13:10,000

and we're happy to take on the new regulations.

400

00:13:09,200 --> 00:13:13,519

401

00:13:10,000 --> 00:13:14,800

It’s definitely a great opportunity.

402

00:13:13,519 --> 00:13:16,399

That's a very good way of looking at

403

00:13:14,800 --> 00:13:17,760

it because as you're aware,

404

00:13:16,399 --> 00:13:18,480

there's so much change happening in

405

00:13:17,760 --> 00:13:20,160

terms of the

406

00:13:18,480 --> 00:13:22,160

farming policy in Wales now.

407

00:13:20,160 --> 00:13:23,760

There will be a new support system

408

00:13:22,160 --> 00:13:25,200

very much based on the provision

409

00:13:23,760 --> 00:13:26,079

of public goods. That's where

410

00:13:25,200 --> 00:13:27,680

411

00:13:26,079 --> 00:13:29,279

the younger generation possibly or

412

00:13:27,680 --> 00:13:29,920

new farmers in the industry might add

413

00:13:29,279 --> 00:13:32,240

value

414

00:13:29,920 --> 00:13:33,680

and take away some of that burden

415

00:13:32,240 --> 00:13:35,519

on

416

00:13:33,680 --> 00:13:37,839

farmers who might not

417

00:13:35,519 --> 00:13:39,760

necessarily want to get involved in

418

00:13:37,839 --> 00:13:41,519

some of these new schemes. That's

419

00:13:39,760 --> 00:13:42,639

a very interesting and refreshing way

420

00:13:41,519 --> 00:13:44,720

of looking at

421

00:13:42,639 --> 00:13:46,800

it. When you made that

422

00:13:44,720 --> 00:13:50,000

move to New Zealand,

423

00:13:46,800 --> 00:13:52,560

where was the first farm you moved to?

424

00:13:50,000 --> 00:13:54,320

Where did you work initially? We went

425

00:13:52,560 --> 00:13:56,079

down to Southland,

426

00:13:54,320 --> 00:13:57,760

which is right in the bottom, if you

427

00:13:56,079 --> 00:13:59,519

look at a New Zealand map. It's a place

428

00:13:57,760 --> 00:14:01,440

called Invercargill, and it's right in

429

00:13:59,519 --> 00:14:03,360

the bottom of the South Island.

430

00:14:01,440 --> 00:14:04,959

When we told people, especially the people of New Zealand

431

00:14:03,360 --> 00:14:05,600

that we were going to South Island,

432

00:14:04,959 --> 00:14:08,320

their reaction was

433

00:14:05,600 --> 00:14:09,600

“why? What's the point? You're not moving

434

00:14:08,320 --> 00:14:12,720

from Wales because it's

435

00:14:09,600 --> 00:14:13,360

basically raining?”. We get two weeks of

436

00:14:12,720 --> 00:14:16,399

summer,

437

00:14:13,360 --> 00:14:18,000

and that's it. For us,

438

00:14:16,399 --> 00:14:19,519

it was a great opportunity to get our foot in

439

00:14:18,000 --> 00:14:20,880

the door as

440

00:14:19,519 --> 00:14:22,560

they're struggling to get people

441

00:14:20,880 --> 00:14:24,639

to work there, and

442

00:14:22,560 --> 00:14:27,360

it was an opportunity for us to get on

443

00:14:24,639 --> 00:14:28,959

the ladder and manage a large-scale farm.

444

00:14:27,360 --> 00:14:30,399

We wouldn't have been able to go to

445

00:14:28,959 --> 00:14:32,800

Waikato without

446

00:14:30,399 --> 00:14:34,720

any New Zealand experience.

447

00:14:32,800 --> 00:14:36,880

We went down and managed 1,000

448

00:14:34,720 --> 00:14:37,360

cows. Marc managed one farm and

449

00:14:36,880 --> 00:14:40,480

I

450

00:14:37,360 --> 00:14:42,079

worked on the farm next door.

451

00:14:40,480 --> 00:14:44,480

We very much enjoyed it. It

452

00:14:42,079 --> 00:14:46,560

was a very rural community.

453

00:14:44,480 --> 00:14:48,079

Everybody left their boots or wellingtons

454

00:14:46,560 --> 00:14:49,680

outside the

455

00:14:48,079 --> 00:14:52,720

supermarket and the shops, and

456

00:14:49,680 --> 00:14:53,920

everybody socialised with a beer in hand on a Friday night.

457

00:14:52,720 --> 00:14:57,360

It was a great start to

458

00:14:53,920 --> 00:14:59,920

our New Zealand experience.

459

00:14:57,360 --> 00:15:01,760

You are now on your second farm. Tell

460

00:14:59,920 --> 00:15:05,120

us a bit more about that?

461

00:15:01,760 --> 00:15:07,639

Marc started here,

462

00:15:05,120 --> 00:15:09,760

or had his first job here in

463

00:15:07,639 --> 00:15:10,880

2009-10, where he worked a couple of

464

00:15:09,760 --> 00:15:13,120

seasons.

465

00:15:10,880 --> 00:15:14,639

This farm was actually a little hub for

466

00:15:13,120 --> 00:15:16,399

Welsh people, and

467

00:15:14,639 --> 00:15:17,920

a few of our friends came over to play

468

00:15:16,399 --> 00:15:19,760

rugby. There's quite a good rugby club

469

00:15:17,920 --> 00:15:21,600

here, a rural rugby club.

470

00:15:19,760 --> 00:15:22,880

There are always Welsh people

471

00:15:21,600 --> 00:15:25,199

working on the farm and

472

00:15:22,880 --> 00:15:26,800

pre-Covid, we tried to keep

473

00:15:25,199 --> 00:15:28,399

that tradition going, making sure that we

474

00:15:26,800 --> 00:15:28,800

always had Welsh people coming over to assist us

475

00:15:28,399 --> 00:15:32,480

with the

476

00:15:28,800 --> 00:15:34,880

calving and stuff.

477

00:15:32,480 --> 00:15:36,560

When we were down in Southland,

478

00:15:34,880 --> 00:15:38,959

479

00:15:36,560 --> 00:15:39,920

our boss went through some personal

480

00:15:38,959 --> 00:15:41,839

things, and asked

481

00:15:39,920 --> 00:15:43,839

Marc if we would like to come back up

482

00:15:41,839 --> 00:15:45,120

and manage the farm for the first year,

483

00:15:43,839 --> 00:15:46,000

with the option of going contract

484

00:15:45,120 --> 00:15:47,600

milking

485

00:15:46,000 --> 00:15:49,040

in the second year, once we got our

486

00:15:47,600 --> 00:15:52,399

residency.

487

00:15:49,040 --> 00:15:54,160

An opportunity to contract 950

488

00:15:52,399 --> 00:15:57,680

cows does not come very often.

489

00:15:54,160 --> 00:15:59,680

We moved up after one year

490

00:15:57,680 --> 00:16:02,399

in Southland. We had

491

00:15:59,680 --> 00:16:03,279

one car, a little trailer and a dog and

492

00:16:02,399 --> 00:16:05,680

that's it.

493

00:16:03,279 --> 00:16:07,360

We made the 24 hour drive over

494

00:16:05,680 --> 00:16:09,440

about three days to

495

00:16:07,360 --> 00:16:13,680

Tokoroa.

496

00:16:09,440 --> 00:16:13,680

It was a good experience.

497

00:16:13,839 --> 00:16:17,519

By now, you have a young family.

498

00:16:16,880 --> 00:16:20,639

You're

499

00:16:17,519 --> 00:16:23,600

putting down some firm roots

500

00:16:20,639 --> 00:16:24,399

in New Zealand. Tell us more about how

501

00:16:23,600 --> 00:16:26,720

you manage

502

00:16:24,399 --> 00:16:28,399

family life with a business?

503

00:16:26,720 --> 00:16:30,320

There's a huge amount of responsibility

504

00:16:28,399 --> 00:16:31,759

and work involved with managing a dairy farm,

505

00:16:30,320 --> 00:16:33,519

but you've got a young family as well.

506

00:16:31,759 --> 00:16:35,839

How do you manage both?

507

00:16:33,519 --> 00:16:37,920

It’s challenging at times, especially

508

00:16:35,839 --> 00:16:39,440

without any family and support

509

00:16:37,920 --> 00:16:41,920

network around. That is probably one of

510

00:16:39,440 --> 00:16:44,240

the weaknesses of being so far away.

511

00:16:41,920 --> 00:16:46,160

We're lucky to be in a community

512

00:16:44,240 --> 00:16:47,759

that allows our children to come with us

513

00:16:46,160 --> 00:16:49,759

everywhere – to dinner and

514

00:16:47,759 --> 00:16:51,680

discussion group meetings and so on.

515

00:16:49,759 --> 00:16:53,199

There are many of us that are in

516

00:16:51,680 --> 00:16:54,880

the same situation.

517

00:16:53,199 --> 00:16:56,480

As I was saying earlier, people move

518

00:16:54,880 --> 00:16:58,320

around. The people of New Zealand

519

00:16:56,480 --> 00:17:00,240

might be living four hours away

520

00:16:58,320 --> 00:17:02,240

from their family home, and they’ve

521

00:17:00,240 --> 00:17:04,400

moved for the opportunity.

522

00:17:02,240 --> 00:17:06,079

They haven't got babysitters either.

523

00:17:04,400 --> 00:17:07,520

524

00:17:06,079 --> 00:17:09,360

In that regards it's quite a cool

525

00:17:07,520 --> 00:17:11,199

community. The children will just go and play

526

00:17:09,360 --> 00:17:12,880

together while we discuss a bit

527

00:17:11,199 --> 00:17:13,760

of farming, business and

528

00:17:12,880 --> 00:17:16,000

so on.

529

00:17:13,760 --> 00:17:16,799

I use the daycare service three

530

00:17:16,000 --> 00:17:18,480

days a week,

531

00:17:16,799 --> 00:17:20,079

9am – 3pm, and it allows me to organise some of the

532

00:17:18,480 --> 00:17:21,439

office work and get all the jobs done on

533

00:17:20,079 --> 00:17:23,120

the farm.

534

00:17:21,439 --> 00:17:25,439

Whilst they are there, I can get a bit of

535

00:17:23,120 --> 00:17:28,960

peace.

536

00:17:25,439 --> 00:17:31,039

In 2019, you

537

00:17:28,960 --> 00:17:32,400

and Marc came runners up

538

00:17:31,039 --> 00:17:34,799

in a major

539

00:17:32,400 --> 00:17:36,160

dairy industry competition in New Zealand.

540

00:17:34,799 --> 00:17:37,520

What exactly was that

541

00:17:36,160 --> 00:17:39,679

competition and tell us more about the

542

00:17:37,520 --> 00:17:41,360

experience and the opportunities that

543

00:17:39,679 --> 00:17:43,200

came from that?

544

00:17:41,360 --> 00:17:46,080

That has probably been one of our

545

00:17:43,200 --> 00:17:48,000

career highlight to date.

546

00:17:46,080 --> 00:17:50,000

We'd always looked at the dairy industry

547

00:17:48,000 --> 00:17:51,520

awards, and I guess that was one of the

548

00:17:50,000 --> 00:17:53,440

reasons that we wanted to move here.

549

00:17:51,520 --> 00:17:55,200

We'd always read about

550

00:17:53,440 --> 00:17:56,720

it in the ‘Daily Exposure’. We’d

551

00:17:55,200 --> 00:17:59,280

get the magazine every

552

00:17:56,720 --> 00:18:01,039

month. When we moved here,

553

00:17:59,280 --> 00:18:02,559

when we secured our residency,

554

00:18:01,039 --> 00:18:04,799

we're decided to enter the competition.

555

00:18:02,559 --> 00:18:07,200

After completing our first year of contract milking on this

556

00:18:04,799 --> 00:18:09,840

farm, we decided to enter.

557

00:18:07,200 --> 00:18:12,400

It was quite intense and a lot

558

00:18:09,840 --> 00:18:14,160

more work than we anticipated.

559

00:18:12,400 --> 00:18:16,160

We had to present a

560

00:18:14,160 --> 00:18:18,880

presentation for two hours to three judges

561

00:18:16,160 --> 00:18:19,760

for three rounds. They judged

562

00:18:18,880 --> 00:18:22,880

our business,

563

00:18:19,760 --> 00:18:24,960

looking at our HR policies, health and

564

00:18:22,880 --> 00:18:28,240

safety, environmental stuff and

565

00:18:24,960 --> 00:18:30,080

animal health.

566

00:18:28,240 --> 00:18:31,840

I think there were about six or seven

567

00:18:30,080 --> 00:18:34,240

topics that we were judged on.

568

00:18:31,840 --> 00:18:35,520

Somehow, we managed to win

569

00:18:34,240 --> 00:18:38,640

Dairy Share Farmer of the year in

570

00:18:35,520 --> 00:18:42,080

Waikato

571

00:18:38,640 --> 00:18:45,120

in 2019. Then, we were judged again

572

00:18:42,080 --> 00:18:47,919

in Wellington

573

00:18:45,120 --> 00:18:48,720

in May 2019, and we were the

574

00:18:47,919 --> 00:18:51,840

runners up

575

00:18:48,720 --> 00:18:53,760

for New Zealand. That was

576

00:18:51,840 --> 00:18:55,600

such a great experience.

577

00:18:53,760 --> 00:18:56,000

Before the whole build up towards the awards,

578

00:18:55,600 --> 00:18:58,080

we spent

579

00:18:56,000 --> 00:19:00,400

four days down in Wellington and we

580

00:18:58,080 --> 00:19:02,320

had the opportunity to go to the

581

00:19:00,400 --> 00:19:04,080

Government's buildings and meet a lot of

582

00:19:02,320 --> 00:19:06,400

583

00:19:04,080 --> 00:19:07,440

important people, and we had discussions with

584

00:19:06,400 --> 00:19:08,960

them

585

00:19:07,440 --> 00:19:12,080

about policies and

586

00:19:08,960 --> 00:19:15,280

so on. It was a great experience,

587

00:19:12,080 --> 00:19:18,320

even now, three years on,

588

00:19:15,280 --> 00:19:19,039

we're still gaining a lot of benefits

589

00:19:18,320 --> 00:19:20,480

from it.

590

00:19:19,039 --> 00:19:22,400

We've been on the committee for two

591

00:19:20,480 --> 00:19:24,080

years. After winning,

592

00:19:22,400 --> 00:19:25,679

the tradition is that you have to join

593

00:19:24,080 --> 00:19:27,360

the committee. During the

594

00:19:25,679 --> 00:19:30,559

second year you assist the committee by being

595

00:19:27,360 --> 00:19:32,400

a team leader.

596

00:19:30,559 --> 00:19:34,400

During the third year,

597

00:19:32,400 --> 00:19:36,000

you are regional managers

598

00:19:34,400 --> 00:19:38,320

for Waikato, and that’s what we are doing this year.

599

00:19:36,000 --> 00:19:39,679

It has been fun but it has been a very stressful experience.

600

00:19:38,320 --> 00:19:41,520

601

00:19:39,679 --> 00:19:43,919

The awards night took place a couple

602

00:19:41,520 --> 00:19:47,120

of weeks ago, after COVID-19

603

00:19:43,919 --> 00:19:49,039

made us change a few dates.

604

00:19:47,120 --> 00:19:50,320

The experience has definitely pushed me. I've

605

00:19:49,039 --> 00:19:52,640

never managed a committee

606

00:19:50,320 --> 00:19:55,679

in my life, and though I've had to be

607

00:19:52,640 --> 00:19:57,840

pushed to form sponsors,

608

00:19:55,679 --> 00:19:59,360

get entrees involved, managing a

609

00:19:57,840 --> 00:20:01,760

committee, the experience has

610

00:19:59,360 --> 00:20:02,880

definitely built my confidence and it has

611

00:20:01,760 --> 00:20:05,760

helped us

612

00:20:02,880 --> 00:20:06,320

with networking. I guess putting

613

00:20:05,760 --> 00:20:08,159

yourself

614

00:20:06,320 --> 00:20:10,320

out there has definitely

615

00:20:08,159 --> 00:20:12,880

provided us with a lot of opportunities moving forward.

616

00:20:10,320 --> 00:20:14,480

One of our sponsors

617

00:20:12,880 --> 00:20:17,679

618

00:20:14,480 --> 00:20:18,400

contacted us about a possible job in

619

00:20:17,679 --> 00:20:21,120

June.

620

00:20:18,400 --> 00:20:24,159

The job wasn't going to be advertised in the

621

00:20:21,120 --> 00:20:26,320

papers. It was a quiet

622

00:20:24,159 --> 00:20:27,440

job offer. It was great to have that

623

00:20:26,320 --> 00:20:28,880

one.

624

00:20:27,440 --> 00:20:31,280

Probably, without the awards, we wouldn't

625

00:20:28,880 --> 00:20:33,200

of heard about it.

626

00:20:31,280 --> 00:20:35,120

It's an incredible achievement,

627

00:20:33,200 --> 00:20:36,799

moving to a different country, and within

628

00:20:35,120 --> 00:20:38,320

two or three years

629

00:20:36,799 --> 00:20:40,720

becoming runners up in the

630

00:20:38,320 --> 00:20:42,080

national awards. It is fantastic to

631

00:20:40,720 --> 00:20:44,400

hear,

632

00:20:42,080 --> 00:20:46,480

and on behalf of Wales, I would

633

00:20:44,400 --> 00:20:48,000

like to say that we're incredibly proud of

634

00:20:46,480 --> 00:20:49,840

what you've achieved.

635

00:20:48,000 --> 00:20:51,679

To hear that it has

636

00:20:49,840 --> 00:20:53,440

opened doors for you,

637

00:20:51,679 --> 00:20:55,520

it just proves how important it is to

638

00:20:53,440 --> 00:20:57,039

get involved in initiatives to

639

00:20:55,520 --> 00:20:58,640

raise your profile.

640

00:20:57,039 --> 00:21:01,440

Sometimes you need to push yourself outside your

641

00:20:58,640 --> 00:21:02,960

comfort zone because

642

00:21:01,440 --> 00:21:04,400

when you create new

643

00:21:02,960 --> 00:21:04,960

networks, when you meet new people, you

644

00:21:04,400 --> 00:21:08,080

don't know

645

00:21:04,960 --> 00:21:10,799

what opportunities that might bring.

646

00:21:08,080 --> 00:21:11,280

When you moved to New Zealand,

647

00:21:10,799 --> 00:21:13,039

that

648

00:21:11,280 --> 00:21:15,200

clearly must have been quite a daunting

649

00:21:13,039 --> 00:21:17,280

prospect. Did you

650

00:21:15,200 --> 00:21:19,200

have any people out there that you could

651

00:21:17,280 --> 00:21:22,320

trust and speak to, and

652

00:21:19,200 --> 00:21:24,000

almost seek their advice in sort

653

00:21:22,320 --> 00:21:25,440

of a mentoring capacity? Did you have any

654

00:21:24,000 --> 00:21:28,000

mentors

655

00:21:25,440 --> 00:21:29,120

during the past few years?

656

00:21:28,000 --> 00:21:31,600

Yes, we've been lucky

657

00:21:29,120 --> 00:21:34,080

because Marc had

658

00:21:31,600 --> 00:21:37,200

been working out here in 2009-10.

659

00:21:34,080 --> 00:21:39,919

He worked on this farm

660

00:21:37,200 --> 00:21:42,240

and Ian Ellis, the farm owner

661

00:21:39,919 --> 00:21:44,559

sadly passed away two years ago.

662

00:21:42,240 --> 00:21:45,360

I'd say he was probably one of

663

00:21:44,559 --> 00:21:48,000

our mentors. He was a

664

00:21:45,360 --> 00:21:50,080

bit of a legend. Someone who we

665

00:21:48,000 --> 00:21:53,120

looked up to as a mentor.

666

00:21:50,080 --> 00:21:55,120

He made Marc’s first experience here

667

00:21:53,120 --> 00:21:56,720

unforgettable, and he actually

668

00:21:55,120 --> 00:21:58,320

got Marc into dairy.

669

00:21:56,720 --> 00:22:00,720

When I first met Marc, we've been

670

00:21:58,320 --> 00:22:02,559

together since I was about 15 years of age,

671

00:22:00,720 --> 00:22:04,000

he didn't want anything to do with

672

00:22:02,559 --> 00:22:06,240

milking. He wouldn't get up at

673

00:22:04,000 --> 00:22:08,080

five o’clock to milk the cows. He was

674

00:22:06,240 --> 00:22:09,280

a sheep or beef farmer, a fencer

675

00:22:08,080 --> 00:22:12,080

and so on.

676

00:22:09,280 --> 00:22:12,799

Coming here in 2009, Ian got him into

677

00:22:12,080 --> 00:22:14,559

the system

678

00:22:12,799 --> 00:22:18,400

rotational grazing system, the New

679

00:22:14,559 --> 00:22:19,919

Zealand kind of spring calving system and

680

00:22:18,400 --> 00:22:22,960

showed him the good lifestyle that

681

00:22:19,919 --> 00:22:26,480

you could get if you worked hard.

682

00:22:22,960 --> 00:22:28,080

Then, when we moved here in 2016,

683

00:22:26,480 --> 00:22:30,960

we received an offer to work on his farm

684

00:22:28,080 --> 00:22:32,240

in 2017, in Tokoroa, and

685

00:22:30,960 --> 00:22:34,880

it was a no-brainer.

686

00:22:32,240 --> 00:22:36,799

He was such a good guy. He was

687

00:22:34,880 --> 00:22:38,400

involved in many things in the

688

00:22:36,799 --> 00:22:38,960

community. I think he must have been on

689

00:22:38,400 --> 00:22:41,679

690

00:22:38,960 --> 00:22:42,799

20 different boards. He traveled the

691

00:22:41,679 --> 00:22:45,760

world. He was

692

00:22:42,799 --> 00:22:47,760

open-minded and always had some good

693

00:22:45,760 --> 00:22:49,200

advice that we still think

694

00:22:47,760 --> 00:22:52,559

of today.

695

00:22:49,200 --> 00:22:54,640

He was definitely a mentor. He would

696

00:22:52,559 --> 00:22:55,520

sit down and do budgets together.

697

00:22:54,640 --> 00:22:57,679

He even helped

698

00:22:55,520 --> 00:22:59,120

or offered to

699

00:22:57,679 --> 00:23:01,039

700

00:22:59,120 --> 00:23:03,360

buy some cows.

701

00:23:01,039 --> 00:23:05,039

Losing him was very

702

00:23:03,360 --> 00:23:08,000

sad, and it was very much a

703

00:23:05,039 --> 00:23:08,880

quick loss to the family. We are very lucky

704

00:23:08,000 --> 00:23:10,480

705

00:23:08,880 --> 00:23:12,000

that the Elliots are like our little

706

00:23:10,480 --> 00:23:13,360

family here in New Zealand. It will

707

00:23:12,000 --> 00:23:15,679

be very sad when we move at the

708

00:23:13,360 --> 00:23:17,200

end of May to start a new little venture.

709

00:23:15,679 --> 00:23:20,080

710

00:23:17,200 --> 00:23:20,480

I'm sure you’ll still think

711

00:23:20,080 --> 00:23:22,559

back

712

00:23:20,480 --> 00:23:23,919

to time when you and Marc first met Ian, and

713

00:23:22,559 --> 00:23:25,840

be grateful that you had

714

00:23:23,919 --> 00:23:27,840

the opportunity to get to know him and

715

00:23:25,840 --> 00:23:30,000

spend some time in his company, and

716

00:23:27,840 --> 00:23:31,760

we all know how important mentors are in

717

00:23:30,000 --> 00:23:33,520

in all our lives. It's probably

718

00:23:31,760 --> 00:23:35,039

worthwhile mentioning at this point that

719

00:23:33,520 --> 00:23:37,600

Farming Connect are running

720

00:23:35,039 --> 00:23:39,520

a mentoring service. There's a whole

721

00:23:37,600 --> 00:23:41,279

host of mentors and their profiles can

722

00:23:39,520 --> 00:23:41,520

be seen on Farming Connect’s website.

723

00:23:41,279 --> 00:23:43,360

724

00:23:41,520 --> 00:23:45,200

I'm sure you’ll join me by urging

725

00:23:43,360 --> 00:23:46,720

people to follow that up, because

726

00:23:45,200 --> 00:23:47,120

it’s a great opportunity

727

00:23:46,720 --> 00:23:49,200

728

00:23:47,120 --> 00:23:50,559

to speak with other like-minded people,

729

00:23:49,200 --> 00:23:52,080

people in the industry,

730

00:23:50,559 --> 00:23:53,760

people who have experiences in areas

731

00:23:52,080 --> 00:23:55,600

where you might not necessarily have the

732

00:23:53,760 --> 00:23:56,640

same level of experience, people that are very

733

00:23:55,600 --> 00:23:59,039

willing

734

00:23:56,640 --> 00:24:00,320

to share information, share knowledge and

735

00:23:59,039 --> 00:24:02,000

736

00:24:00,320 --> 00:24:03,919

support. It's wonderful to hear that

737

00:24:02,000 --> 00:24:04,799

you've created a strong

738

00:24:03,919 --> 00:24:07,120

relationship

739

00:24:04,799 --> 00:24:08,799

with Ian's family.

740

00:24:07,120 --> 00:24:12,000

You mentioned there that you're moving on.

741

00:24:08,799 --> 00:24:13,840

Tell us more about your next step, your

742

00:24:12,000 --> 00:24:16,880

next move.

743

00:24:13,840 --> 00:24:17,440

At the end of May or the 1 June,

744

00:24:16,880 --> 00:24:20,640

we'll be

745

00:24:17,440 --> 00:24:21,200

starting in our first shared milking job.

746

00:24:20,640 --> 00:24:22,880

747

00:24:21,200 --> 00:24:24,640

We've bought some cows, or we've paid the

748

00:24:22,880 --> 00:24:26,240

deposit.

749

00:24:24,640 --> 00:24:27,760

We've borrowed a lot of money from the

750

00:24:26,240 --> 00:24:31,279

bank. They've been very good with us.

751

00:24:27,760 --> 00:24:33,440

We are buying 700 cows

752

00:24:31,279 --> 00:24:34,799

from Mamoku, which is probably half an hour

753

00:24:33,440 --> 00:24:36,240

away from here.

754

00:24:34,799 --> 00:24:39,120

We’re also going to have a contract

755

00:24:36,240 --> 00:24:41,200

milking job on another farm. We will be milking 500 cows.

756

00:24:39,120 --> 00:24:43,279

Both farms are owned by the same

757

00:24:41,200 --> 00:24:43,600

farmer.

758

00:24:43,279 --> 00:24:47,200

759

00:24:43,600 --> 00:24:49,360

The aim is to buy

760

00:24:47,200 --> 00:24:50,320

500 cows extra within the next two to

761

00:24:49,360 --> 00:24:52,400

three years,

762

00:24:50,320 --> 00:24:53,440

and share milk all of them for the farm

763

00:24:52,400 --> 00:24:55,440

owner.

764

00:24:53,440 --> 00:24:57,679

It’s going to be a big

765

00:24:55,440 --> 00:24:59,360

challenge.

766

00:24:57,679 --> 00:25:01,600

We've been lucky with the banks. We've

767

00:24:59,360 --> 00:25:03,600

caught them at a good time, and

768

00:25:01,600 --> 00:25:05,200

currently the banks are looking beyond

769

00:25:03,600 --> 00:25:06,880

what you've got at the bank.

770

00:25:05,200 --> 00:25:08,559

It's all about the environmental stuff,

771

00:25:06,880 --> 00:25:11,600

what you're doing in the community,

772

00:25:08,559 --> 00:25:12,960

your networks, and what

773

00:25:11,600 --> 00:25:14,559

we did with the

774

00:25:12,960 --> 00:25:16,400

Dairy Awards. That has all

775

00:25:14,559 --> 00:25:19,679

helped towards

776

00:25:16,400 --> 00:25:20,960

moving on. I’m sure it’s a

777

00:25:19,679 --> 00:25:23,679

very exciting time

778

00:25:20,960 --> 00:25:24,880

for you Marc and the family, although

779

00:25:23,679 --> 00:25:27,440

it's only half an hour away. It's

780

00:25:24,880 --> 00:25:28,720

still an expansion. It's even more

781

00:25:27,440 --> 00:25:31,679

progression again

782

00:25:28,720 --> 00:25:32,159

on that ladder, and what I'm

783

00:25:31,679 --> 00:25:34,799

interested

784

00:25:32,159 --> 00:25:35,919

to talk about now is how

785

00:25:34,799 --> 00:25:37,679

you measure

786

00:25:35,919 --> 00:25:39,440

business performance? This is

787

00:25:37,679 --> 00:25:41,039

something I know you and Marc share a

788

00:25:39,440 --> 00:25:42,880

passion for people.

789

00:25:41,039 --> 00:25:44,159

You value their input into the

790

00:25:42,880 --> 00:25:47,200

business.

791

00:25:44,159 --> 00:25:47,679

Do you use any KPI’s or any strategies

792

00:25:47,200 --> 00:25:49,360

within

793

00:25:47,679 --> 00:25:51,600

each farming business that you work with to

794

00:25:49,360 --> 00:25:54,880

try and get the best out of people

795

00:25:51,600 --> 00:25:58,880

and all the various assets on the farm?

796

00:25:54,880 --> 00:26:02,480

Yes, and for us we have some physical

797

00:25:58,880 --> 00:26:05,679

KPI’s which calculate

798

00:26:02,480 --> 00:26:07,200

how much MS is produced per ha

799

00:26:05,679 --> 00:26:09,200

and so on. All things

800

00:26:07,200 --> 00:26:11,840

that are linked to good pasture management.

801

00:26:09,200 --> 00:26:12,640

We very much emphasise on

802

00:26:11,840 --> 00:26:14,400

that.

803

00:26:12,640 --> 00:26:15,679

We've got a benchmarking system

804

00:26:14,400 --> 00:26:17,600

through Dairy NZ,

805

00:26:15,679 --> 00:26:19,919

which is similar to Farming Connect,

806

00:26:17,600 --> 00:26:21,039

and they collect data throughout New

807

00:26:19,919 --> 00:26:23,840

Zealand, and we can then

808

00:26:21,039 --> 00:26:25,120

compare similar systems to ours.

809

00:26:23,840 --> 00:26:28,000

We strive to be in the top

810

00:26:25,120 --> 00:26:28,559

10. That is what our goal is

811

00:26:28,000 --> 00:26:31,840

812

00:26:28,559 --> 00:26:35,279

as pastor managers.

813

00:26:31,840 --> 00:26:38,080

I guess on the financial side,

814

00:26:35,279 --> 00:26:39,039

we like to look at our

815

00:26:38,080 --> 00:26:41,279

equity growth,

816

00:26:39,039 --> 00:26:43,919

making sure that we are building equity,

817

00:26:41,279 --> 00:26:47,279

building stock numbers,

818

00:26:43,919 --> 00:26:47,840

making sure that we are setting

819

00:26:47,279 --> 00:26:50,159

ourselves

820

00:26:47,840 --> 00:26:52,480

in a the right place to be able to move forward and that

821

00:26:50,159 --> 00:26:54,400

we are in line with our goals.

822

00:26:52,480 --> 00:26:55,600

There are a lot of KPI’s, and I

823

00:26:54,400 --> 00:26:58,159

guess we're

824

00:26:55,600 --> 00:26:59,360

always looking, analysing,

825

00:26:58,159 --> 00:27:01,600

making sure

826

00:26:59,360 --> 00:27:03,440

that we are doing the best that we

827

00:27:01,600 --> 00:27:06,000

can, and analysing to see

828

00:27:03,440 --> 00:27:08,080

our weaknesses. As you just

829

00:27:06,000 --> 00:27:10,240

mentioned, one of the things that we are passionate about is

830

00:27:08,080 --> 00:27:11,440

people, and we were lucky to win the HR

831

00:27:10,240 --> 00:27:14,080

Manager Award and

832

00:27:11,440 --> 00:27:15,360

the Management Award in the Internationals, which

833

00:27:14,080 --> 00:27:18,080

is something that we are very much proud of.

834

00:27:15,360 --> 00:27:19,520

As a KPI, we

835

00:27:18,080 --> 00:27:20,080

look at how many people we can

836

00:27:19,520 --> 00:27:22,000

develop

837

00:27:20,080 --> 00:27:23,200

in the industry. We're quite proud to

838

00:27:22,000 --> 00:27:25,360

say that

839

00:27:23,200 --> 00:27:27,120

two of our employees have actually gone

840

00:27:25,360 --> 00:27:27,840

on to a contract milking job in the last two

841

00:27:27,120 --> 00:27:29,919

years.

842

00:27:27,840 --> 00:27:32,559

Three of our team members are

843

00:27:29,919 --> 00:27:34,320

coming with us to the next two jobs.

844

00:27:32,559 --> 00:27:36,640

That’s something that we are very

845

00:27:34,320 --> 00:27:38,559

proud of.

846

00:27:36,640 --> 00:27:40,000

When we were chatting

847

00:27:38,559 --> 00:27:43,200

before we started recording, you mentioned

848

00:27:40,000 --> 00:27:43,840

about the huge effort that’s been in New

849

00:27:43,200 --> 00:27:47,440

Zealand

850

00:27:43,840 --> 00:27:49,520

to try and improve the

851

00:27:47,440 --> 00:27:51,120

focus around farmers well-being, and

852

00:27:49,520 --> 00:27:52,720

you mentioned some examples

853

00:27:51,120 --> 00:27:54,559

of activities that

854

00:27:52,720 --> 00:27:55,840

are arranged to try and make sure that

855

00:27:54,559 --> 00:27:58,159

farmers do

856

00:27:55,840 --> 00:28:00,000

socialise together.

857

00:27:58,159 --> 00:28:00,840

Tell us more about

858

00:28:00,000 --> 00:28:03,279

those

859

00:28:00,840 --> 00:28:05,279

initiatives. I feel there are

860

00:28:03,279 --> 00:28:06,960

some great community initiatives here in New

861

00:28:05,279 --> 00:28:10,080

Zealand,

862

00:28:06,960 --> 00:28:11,679

for example, NZ Farm Source,

863

00:28:10,080 --> 00:28:13,760

which is similar to

864

00:28:11,679 --> 00:28:15,360

Wynnstay back in Wales.

865

00:28:13,760 --> 00:28:17,520

Every Friday, they'll

866

00:28:15,360 --> 00:28:18,799

arrange a barbecue and it doesn't

867

00:28:17,520 --> 00:28:20,640

matter how busy we are,

868

00:28:18,799 --> 00:28:22,399

we'll just drop everything and go for that

869

00:28:20,640 --> 00:28:24,399

hour. We'll have a sausage,

870

00:28:22,399 --> 00:28:26,799

burger and a chat and come back

871

00:28:24,399 --> 00:28:28,159

refreshed. It’s an opportunity to talk to other people.

872

00:28:26,799 --> 00:28:30,000

They're not having the

873

00:28:28,159 --> 00:28:32,000

best week either. It's not just you,

874

00:28:30,000 --> 00:28:33,760

and it just lifts your spirit for the

875

00:28:32,000 --> 00:28:34,480

weekend then and you're ready to go

876

00:28:33,760 --> 00:28:36,080

again.

877

00:28:34,480 --> 00:28:37,520

Then,

878

00:28:36,080 --> 00:28:39,600

there is

879

00:28:37,520 --> 00:28:41,600

surfing for farmers. That is held every

880

00:28:39,600 --> 00:28:42,799

Thursday night during the summer where

881

00:28:41,600 --> 00:28:44,640

sponsors

882

00:28:42,799 --> 00:28:46,159

sponsor the boards and wetsuits, and

883

00:28:44,640 --> 00:28:47,120

it’s a chance for farmers to spend some time away

884

00:28:46,159 --> 00:28:49,520

from the farm and go

885

00:28:47,120 --> 00:28:50,320

surfing and do something they probably

886

00:28:49,520 --> 00:28:53,039

never would do.

887

00:28:50,320 --> 00:28:54,799

There are a lot of things, and

888

00:28:53,039 --> 00:28:57,520

we are very lucky to be part

889

00:28:54,799 --> 00:28:58,880

of a community of things.

890

00:28:57,520 --> 00:29:00,799

When we moved here,

891

00:28:58,880 --> 00:29:03,039

there was no choice but to jump in and

892

00:29:00,799 --> 00:29:04,159

join all these community things

893

00:29:03,039 --> 00:29:06,159

otherwise, we wouldn't

894

00:29:04,159 --> 00:29:07,919

have got to know anyone, and it's a chance to

895

00:29:06,159 --> 00:29:09,679

network.

896

00:29:07,919 --> 00:29:11,600

There are good things such as dairy women's

897

00:29:09,679 --> 00:29:14,480

network that I'm part of. I'm a

898

00:29:11,600 --> 00:29:15,919

regional leader for that, and

899

00:29:14,480 --> 00:29:17,840

we're doing a lot to try and bring

900

00:29:15,919 --> 00:29:19,760

farmers together, making sure that we do

901

00:29:17,840 --> 00:29:21,039

chat openly about our feelings.

902

00:29:19,760 --> 00:29:23,520

I think that is something that’s becoming more

903

00:29:21,039 --> 00:29:23,520

popular.

904

00:29:24,080 --> 00:29:28,000

I love that idea of surfing for

905

00:29:26,399 --> 00:29:30,399

farmers. It might be something

906

00:29:28,000 --> 00:29:31,919

Farming Connect might want to pick up on,

907

00:29:30,399 --> 00:29:35,200

and run a Welsh

908

00:29:31,919 --> 00:29:38,320

surfing element for farmers in Wales.

909

00:29:35,200 --> 00:29:39,039

You make a very

910

00:29:38,320 --> 00:29:40,399

valid point

911

00:29:39,039 --> 00:29:41,760

which is sometimes, you do

912

00:29:40,399 --> 00:29:43,440

think you're too busy to leave the

913

00:29:41,760 --> 00:29:44,240

farm. There are too many things to do,

914

00:29:43,440 --> 00:29:46,080

but

915

00:29:44,240 --> 00:29:47,279

make arrangements and pull

916

00:29:46,080 --> 00:29:48,240

yourself away, even if it's just for a

917

00:29:47,279 --> 00:29:49,919

couple hours.

918

00:29:48,240 --> 00:29:51,360

It’s been very difficult over

919

00:29:49,919 --> 00:29:52,880

here within the last twelve

920

00:29:51,360 --> 00:29:55,919

months with COVID-19 which has

921

00:29:52,880 --> 00:29:57,760

limited our ability to socialise. But

922

00:29:55,919 --> 00:29:59,520

as soon as things get better, I'm sure

923

00:29:57,760 --> 00:30:01,520

there'll be a massive interest and

924

00:29:59,520 --> 00:30:03,679

demand in people wanting to get out and

925

00:30:01,520 --> 00:30:05,039

share problems, share stories.

926

00:30:03,679 --> 00:30:08,559

It’s something that is very good

927

00:30:05,039 --> 00:30:10,240

for your well-being and

928

00:30:08,559 --> 00:30:12,880

general morale.

929

00:30:10,240 --> 00:30:15,279

Yes, definitely,

930

00:30:12,880 --> 00:30:16,720

and COVID-19 has been very tough and

931

00:30:15,279 --> 00:30:18,880

I think the hardest thing for us

932

00:30:16,720 --> 00:30:20,960

was at one point, we did feel Wales

933

00:30:18,880 --> 00:30:22,559

was quite close. We could be home

934

00:30:20,960 --> 00:30:24,720

in a day or two. Now,

935

00:30:22,559 --> 00:30:25,600

Wales has

936

00:30:24,720 --> 00:30:27,840

gone to feel

937

00:30:25,600 --> 00:30:29,279

far. We're not sure when

938

00:30:27,840 --> 00:30:30,559

we’ll be able to see our families again.

939

00:30:29,279 --> 00:30:31,360

It’s been very

940

00:30:30,559 --> 00:30:34,000

tough

941

00:30:31,360 --> 00:30:35,600

in that regards, but I think

942

00:30:34,000 --> 00:30:36,080

it's important to remember

943

00:30:35,600 --> 00:30:38,320

that

944

00:30:36,080 --> 00:30:39,440

there are people around us and we have to make sure

945

00:30:38,320 --> 00:30:42,000

that we do talk, and that

946

00:30:39,440 --> 00:30:43,039

your rural professional

947

00:30:42,000 --> 00:30:45,120

team

948

00:30:43,039 --> 00:30:47,039

understands where you

949

00:30:45,120 --> 00:30:49,679

are financially,

950

00:30:47,039 --> 00:30:51,200

your mindset and everything else and

951

00:30:49,679 --> 00:30:53,360

making sure that you have good people

952

00:30:51,200 --> 00:30:55,360

around you.

953

00:30:53,360 --> 00:30:57,039

What’s the plan for the future? I know

954

00:30:55,360 --> 00:30:59,519

you've mentioned your next

955

00:30:57,039 --> 00:31:03,200

step which is a big jump again,

956

00:30:59,519 --> 00:31:07,200

but what's the long-term plan?

957

00:31:03,200 --> 00:31:10,320

We'd love to buy some land.

958

00:31:07,200 --> 00:31:11,840

We are still not sure in which part of the

959

00:31:10,320 --> 00:31:15,440

world yet,

960

00:31:11,840 --> 00:31:17,919

but long-term, we would

961

00:31:15,440 --> 00:31:18,559

love to have a farm in Wales and in New

962

00:31:17,919 --> 00:31:21,279

Zealand,

963

00:31:18,559 --> 00:31:22,240

or even an equity partnership.

964

00:31:21,279 --> 00:31:24,480

965

00:31:22,240 --> 00:31:25,760

When we are older, we

966

00:31:24,480 --> 00:31:27,600

would like to offer the same

967

00:31:25,760 --> 00:31:29,519

opportunities that we've had to enable other

968

00:31:27,600 --> 00:31:32,960

people to maybe share milk on our

969

00:31:29,519 --> 00:31:36,880

land.

970

00:31:32,960 --> 00:31:39,600

The next step is to

971

00:31:36,880 --> 00:31:40,480

keep building stock numbers and build

972

00:31:39,600 --> 00:31:42,320

that equity,

973

00:31:40,480 --> 00:31:45,840

pay some debts and hopefully, buy

974

00:31:42,320 --> 00:31:48,240

the extra 500 cows on that second job.

975

00:31:45,840 --> 00:31:50,320

Within six years, we’d

976

00:31:48,240 --> 00:31:51,760

like to buy some land

977

00:31:50,320 --> 00:31:55,519

978

00:31:51,760 --> 00:31:56,960

and start milking on it. For us now,

979

00:31:55,519 --> 00:31:58,240

it’s

980

00:31:56,960 --> 00:32:00,159

making sure that we've got a good

981

00:31:58,240 --> 00:32:02,159

business plan in place,

982

00:32:00,159 --> 00:32:03,840

but we know what our breakeven milk price is

983

00:32:02,159 --> 00:32:06,000

because

984

00:32:03,840 --> 00:32:08,399

at the minute, payout is very good over here,

985

00:32:06,000 --> 00:32:11,120

nearly

986

00:32:08,399 --> 00:32:12,960

£7.50/MS which is the highest

987

00:32:11,120 --> 00:32:14,240

it's been for about 10 years.

988

00:32:12,960 --> 00:32:16,399

It’s looking good for the next

989

00:32:14,240 --> 00:32:18,320

season as well. That’s good

990

00:32:16,399 --> 00:32:20,320

for our first year of shared milking, but we

991

00:32:18,320 --> 00:32:21,760

never know what's going to happen in the future.

992

00:32:20,320 --> 00:32:23,760

Personally, that's one of the first

993

00:32:21,760 --> 00:32:24,960

things we do, make sure

994

00:32:23,760 --> 00:32:26,720

we do the budgets,

995

00:32:24,960 --> 00:32:29,360

make sure that we know how much money is

996

00:32:26,720 --> 00:32:29,919

coming out, and what the breakeven milk

997

00:32:29,360 --> 00:32:31,360

price is and

998

00:32:29,919 --> 00:32:33,279

make sure that the business would

999

00:32:31,360 --> 00:32:34,640

survive on those low payout years.

1000

00:32:33,279 --> 00:32:36,960

1001

00:32:34,640 --> 00:32:38,799

There are a lot of things going on but we're

1002

00:32:36,960 --> 00:32:41,600

very excited for the new challenge and

1003

00:32:38,799 --> 00:32:42,000

that's the driver they say. We’ve

1004

00:32:41,600 --> 00:32:46,240

got to make

1005

00:32:42,000 --> 00:32:46,880

it work. You mentioned

1006

00:32:46,240 --> 00:32:49,039

previously

1007

00:32:46,880 --> 00:32:50,320

before recording about the

1008

00:32:49,039 --> 00:32:52,000

importance of having

1009

00:32:50,320 --> 00:32:54,000

targets and setting

1010

00:32:52,000 --> 00:32:56,159

yourself goals. Sometimes,

1011

00:32:54,000 --> 00:32:57,760

maybe when you were living in

1012

00:32:56,159 --> 00:32:59,679

in Wales, it

1013

00:32:57,760 --> 00:33:01,679

felt almost a bit of a strange thing to do.

1014

00:32:59,679 --> 00:33:02,640

In New Zealand, being very open about

1015

00:33:01,679 --> 00:33:04,799

where you want to go

1016

00:33:02,640 --> 00:33:07,200

and what you want to achieve is

1017

00:33:04,799 --> 00:33:08,480

normal, it's natural, it's expected of you

1018

00:33:07,200 --> 00:33:10,240

almost.

1019

00:33:08,480 --> 00:33:12,320

Yes, it’s something that we do on

1020

00:33:10,240 --> 00:33:14,799

a weekly basis,

1021

00:33:12,320 --> 00:33:15,760

talk about goals. We talk about it

1022

00:33:14,799 --> 00:33:17,679

with our friends,

1023

00:33:15,760 --> 00:33:19,120

and as you said, we would

1024

00:33:17,679 --> 00:33:20,640

probably have been

1025

00:33:19,120 --> 00:33:22,480

a bit embarrassed to talk about it

1026

00:33:20,640 --> 00:33:24,159

in Wales. Marc and I are

1027

00:33:22,480 --> 00:33:25,760

used to doing that kind of stuff now. I remember

1028

00:33:24,159 --> 00:33:27,360

painting a picture.

1029

00:33:25,760 --> 00:33:28,640

Probably, we wouldn't tell anybody

1030

00:33:27,360 --> 00:33:30,960

that we'd

1031

00:33:28,640 --> 00:33:32,559

done that, but it's quite funny looking

1032

00:33:30,960 --> 00:33:34,159

back at one of the paintings we did

1033

00:33:32,559 --> 00:33:37,440

in 2014.

1034

00:33:34,159 --> 00:33:38,480

For 2021, we had put that we wanted to

1035

00:33:37,440 --> 00:33:41,279

own

1036

00:33:38,480 --> 00:33:42,960

a herd of 500 cows. We only

1037

00:33:41,279 --> 00:33:43,760

looked at it a couple months ago and

1038

00:33:42,960 --> 00:33:46,000

thought

1039

00:33:43,760 --> 00:33:48,000

“wow. It's actually happening!”. It is

1040

00:33:46,000 --> 00:33:49,840

subconsciously, it's in your mind.

1041

00:33:48,000 --> 00:33:52,559

Once you've

1042

00:33:49,840 --> 00:33:55,679

drawn it or written it down, it's

1043

00:33:52,559 --> 00:33:57,760

a lot more likely to become true.

1044

00:33:55,679 --> 00:34:00,080

Goals are definitely something that

1045

00:33:57,760 --> 00:34:00,640

we talk about often, and we always talk about them with

1046

00:34:00,080 --> 00:34:02,080

our team.

1047

00:34:00,640 --> 00:34:04,240

We want to know what their goals is

1048

00:34:02,080 --> 00:34:05,840

as well. Our manager wants

1049

00:34:04,240 --> 00:34:07,120

to go contract milking next year.

1050

00:34:05,840 --> 00:34:08,000

We're going to help him this year

1051

00:34:07,120 --> 00:34:10,079

1052

00:34:08,000 --> 00:34:12,800

with budget, saving and

1053

00:34:10,079 --> 00:34:14,480

find a job for him for the next season.

1054

00:34:12,800 --> 00:34:16,159

It’s important to sit down with your

1055

00:34:14,480 --> 00:34:18,000

farm owners and your team and

1056

00:34:16,159 --> 00:34:20,000

write down all your

1057

00:34:18,000 --> 00:34:22,399

values, what's important for you and

1058

00:34:20,000 --> 00:34:24,159

what's important for them,

1059

00:34:22,399 --> 00:34:26,800

making sure it's a win-win situation for

1060

00:34:24,159 --> 00:34:29,520

everyone involved.

1061

00:34:26,800 --> 00:34:31,040

Well Nia, I've thoroughly enjoyed

1062

00:34:29,520 --> 00:34:31,760

speaking with you. I'm recording the podcast

1063

00:34:31,040 --> 00:34:34,480

here in Wales,

1064

00:34:31,760 --> 00:34:34,879

and you're joining us from New Zealand.

1065

00:34:34,480 --> 00:34:37,520

1066

00:34:34,879 --> 00:34:38,000

It’s been a very fascinating

1067

00:34:37,520 --> 00:34:40,159

1068

00:34:38,000 --> 00:34:42,240

conversation, and there's so much more

1069

00:34:40,159 --> 00:34:44,159

we could talk about.

1070

00:34:42,240 --> 00:34:45,520

Thank you, and on behalf

1071

00:34:44,159 --> 00:34:47,040

of Farming Connect and everybody in Wales,

1072

00:34:45,520 --> 00:34:48,320

we are incredibly proud of what

1073

00:34:47,040 --> 00:34:51,359

you've achieved, and

1074

00:34:48,320 --> 00:34:53,679

we understand it’s not easy moving

1075

00:34:51,359 --> 00:34:55,119

away from family ties, away from friends

1076

00:34:53,679 --> 00:34:58,000

in Wales to set up

1077

00:34:55,119 --> 00:34:59,520

and create a new family life

1078

00:34:58,000 --> 00:35:01,359

in New Zealand. The

1079

00:34:59,520 --> 00:35:02,800

success you've experienced is incredible, and you've

1080

00:35:01,359 --> 00:35:04,960

very much immersed yourself. You've thrown

1081

00:35:02,800 --> 00:35:07,040

yourself into it and I commend you

1082

00:35:04,960 --> 00:35:08,720

you, Marc and the children

1083

00:35:07,040 --> 00:35:11,440

for that. It is brilliant.

1084

00:35:08,720 --> 00:35:12,240

Before we end the podcast,

1085

00:35:11,440 --> 00:35:13,599

1086

00:35:12,240 --> 00:35:15,359

there is a

1087

00:35:13,599 --> 00:35:17,520

question that we have been asking all our

1088

00:35:15,359 --> 00:35:20,160

guests on the Ear to the Ground podcast

1089

00:35:17,520 --> 00:35:21,119

this year. In your opinion,

1090

00:35:20,160 --> 00:35:23,520

what makes

1091

00:35:21,119 --> 00:35:25,280

a successful farmer?

1092

00:35:23,520 --> 00:35:26,880

Good question.

1093

00:35:25,280 --> 00:35:28,720

The answer has probably changed

1094

00:35:26,880 --> 00:35:30,400

within the last ten years.

1095

00:35:28,720 --> 00:35:32,560

1096

00:35:30,400 --> 00:35:34,000

The answer use to be someone who

1097

00:35:32,560 --> 00:35:37,040

was on the farm

1098

00:35:34,000 --> 00:35:38,079

100 hours a week, but for me,

1099

00:35:37,040 --> 00:35:40,880

it’s

1100

00:35:38,079 --> 00:35:42,560

someone who has the correct

1101

00:35:40,880 --> 00:35:45,599

balance between

1102

00:35:42,560 --> 00:35:47,440

family business and family life, and that they've got

1103

00:35:45,599 --> 00:35:48,800

outside hobbies as well. It's looking

1104

00:35:47,440 --> 00:35:50,880

after their own

1105

00:35:48,800 --> 00:35:52,160

well-being as well as the business and

1106

00:35:50,880 --> 00:35:54,240

the farm.

1107

00:35:52,160 --> 00:35:55,920

One of the things we have learnt,

1108

00:35:54,240 --> 00:35:57,440

especially from running a

1109

00:35:55,920 --> 00:35:59,599

business is that it’s important to

1110

00:35:57,440 --> 00:36:01,520

spend some

1111

00:35:59,599 --> 00:36:03,440

time away from the milking parlor.

1112

00:36:01,520 --> 00:36:06,560

Look at the bigger picture,

1113

00:36:03,440 --> 00:36:06,880

make decisions on a financial basis not on

1114

00:36:06,560 --> 00:36:09,839

1115

00:36:06,880 --> 00:36:11,359

the next farm that’s for sale.

1116

00:36:09,839 --> 00:36:13,280

Alter

1117

00:36:11,359 --> 00:36:15,680

business decisions

1118

00:36:13,280 --> 00:36:16,560

on stuff that you've actually analysed.

1119

00:36:15,680 --> 00:36:18,400

1120

00:36:16,560 --> 00:36:20,320

Step out and look at

1121

00:36:18,400 --> 00:36:23,280

the bigger picture, and

1122

00:36:20,320 --> 00:36:25,040

gain that respect in the

1123

00:36:23,280 --> 00:36:26,880

community. I'd love to think in

1124

00:36:25,040 --> 00:36:29,200

a few years hopefully, when we do

1125

00:36:26,880 --> 00:36:31,119

own a farm, that people would talk highly

1126

00:36:29,200 --> 00:36:33,599

of us. It’s important that a farmer is proud of his

1127

00:36:31,119 --> 00:36:36,640

farm and animals and

1128

00:36:33,599 --> 00:36:39,119

that people praise your land. For

1129

00:36:36,640 --> 00:36:41,280

me, it's a little of everything, but

1130

00:36:39,119 --> 00:36:43,040

respect is important. I think it’s important

1131

00:36:41,280 --> 00:36:44,720

to give

1132

00:36:43,040 --> 00:36:47,520

back to the

1133

00:36:44,720 --> 00:36:50,560

community and the younger generation.

1134

00:36:47,520 --> 00:36:52,720

Well Nia Jones,

1135

00:36:50,560 --> 00:36:54,320

thank you ever so much for joining us on

1136

00:36:52,720 --> 00:36:56,240

Ear to the Ground.

1137

00:36:54,320 --> 00:36:58,000

All the very best with your next move

1138

00:36:56,240 --> 00:36:58,800

which is happening in a few

1139

00:36:58,000 --> 00:37:00,960

weeks.

1140

00:36:58,800 --> 00:37:02,720

A very exciting time for all of you, and I'm

1141

00:37:00,960 --> 00:37:03,440

sure it's going to be a huge success.

1142

00:37:02,720 --> 00:37:05,119

Your

1143

00:37:03,440 --> 00:37:06,800

progression will

1144

00:37:05,119 --> 00:37:08,560

continue, but please don't forget about

1145

00:37:06,800 --> 00:37:09,839

us here in Wales. We'd love to see you

1146

00:37:08,560 --> 00:37:11,599

back. I'm sure your families

1147

00:37:09,839 --> 00:37:13,920

would like to see you back as

1148

00:37:11,599 --> 00:37:15,839

soon as possible, just to

1149

00:37:13,920 --> 00:37:17,359

see the children growing.

1150

00:37:15,839 --> 00:37:18,480

You’ve got such a good

1151

00:37:17,359 --> 00:37:19,839

story to share,

1152

00:37:18,480 --> 00:37:21,599

and there are a lot of Welsh farmers, and

1153

00:37:19,839 --> 00:37:22,560

farmers throughout the

1154

00:37:21,599 --> 00:37:25,359

world that

1155

00:37:22,560 --> 00:37:26,160

will be happy to listen to that

1156

00:37:25,359 --> 00:37:28,640

1157

00:37:26,160 --> 00:37:31,839

fantastic story. Thank you

1158

00:37:28,640 --> 00:37:31,839

ever so much.

1159

00:37:34,000 --> 00:37:37,599

If you would like further information about

1160

00:37:35,680 --> 00:37:38,240

the support available through Farming

1161

00:37:37,599 --> 00:37:40,079

Connect,

1162

00:37:38,240 --> 00:37:41,839

please contact your local

1163

00:37:40,079 --> 00:37:42,480

development officer or the Service

1164

00:37:41,839 --> 00:37:45,440

Centre

1165

00:37:42,480 --> 00:37:45,920

on 08456 000 813.

1166

00:37:45,440 --> 00:37:48,720

1167

00:37:45,920 --> 00:37:50,000

There we are, we've reached

1168

00:37:48,720 --> 00:37:52,480

the end of yet another

1169

00:37:50,000 --> 00:37:54,480

episode. We'll be back in two weeks

1170

00:37:52,480 --> 00:37:56,480

with plenty more to talk about,

1171

00:37:54,480 --> 00:37:58,960

but in the meantime, don't forget to hit

1172

00:37:56,480 --> 00:38:01,359

subscribe on whichever platform you are using

1173

00:37:58,960 --> 00:38:03,119

to keep notified of all new

1174

00:38:01,359 --> 00:38:04,880

Ear to the Ground episodes.

1175

00:38:03,119 --> 00:38:06,720

On behalf of the team at Farming

1176

00:38:04,880 --> 00:38:08,400

Connect, I, Aled Jones,

1177

00:38:06,720 --> 00:38:19,440

would like to thank you for listening and goodbye for

1178

00:38:08,400 --> 00:38:24,320

now.

1179

00:38:19,440 --> 00:38:24,320

[Music]

1180

00:43:56,000 --> 00:43:58,079