



The MC Welcomes Two New Members to the Team

The Management Committee is delighted to welcome Antoinette Augustinus and Suzanne Lanham to the management committee. Antoinette will be managing the role of organisation Secretary and she will be supported by Suzanne who will be the Minutes Secretary. They bring different and important skills to the group ensuring a better-equipped management committee. In addition, they are passionate gardeners and land carers. To learn more about both of them see their biography below.

The MC looks forward to working together with them to reach the vision of leaving a legacy of sustainable land care management in the Gympie region

Antoinette Augustinus (Secretary) My work as an Assistant Pharmacist in the Netherlands and later, my studies in Naturopathy and Homeopathy in South Africa, naturally caused me to take an interest in the environment, agricultural practices and how they impact on human and animal health and nutrition. In 1982 I opened the 'Natural Health Centre' in Gympie which became a busy practice, and subsequently, I gave post-graduate

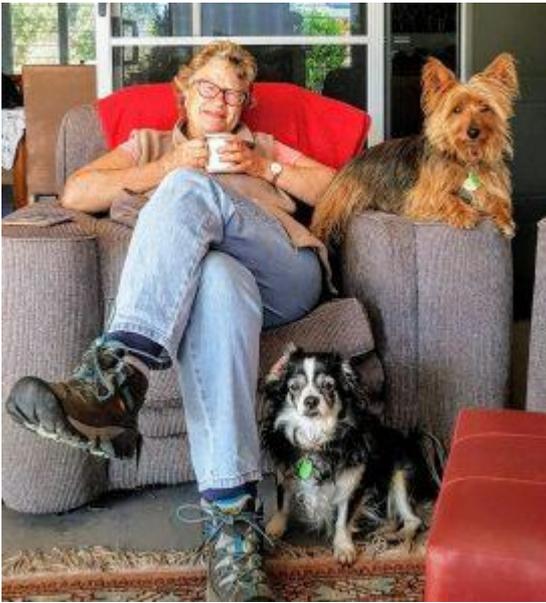
lectures in Homeopathic medicine throughout Australia as well as teaching at a college on the Gold Coast. Meanwhile, I put organic and permaculture principles in practice in my paddocks and gardens from Gympie to Tamborine and Tasmania. Field Days on Biodynamic farming that I attended on a sheep property in Tassie showed remarkable improvement in their soil, so I applied those practices to my horse paddock and the resulting quality of the horse manure transported

into my garden helped to grow fantastic fruit crops especially on the heirloom varieties of apples that I planted whilst I lived there. I feel very passionate about preserving and restoring our precious environment in the Gympie Region, I may not be able to influence the rest of the world, but agree that we can think globally and act locally... Therefore, it goes without saying that Landcare is such a fantastic organisation for all of us to learn, share and act, so I am honoured to be able to do my bit as part of the GDLC management committee, and learn as much as I can to make a difference and join with like-minded people in the region.



Suzanne Lanham (Minutes Secretary) By way of quick summary to explain how I got here: born in Nambour, grew up on a farm, (first dairy then cotton), in Theodore, left to work in big bad cities like Brisbane, Townsville, and Canberra for education and a career as a Human Resource practitioner in the Australian Public Service after a very enjoyable four years or so travelling and working in Europe. After leaving the Public Service, I had my own business as a Human Resources Consultant for a number of years, before buying my block of land at Woolooga in 2006 as a precursor to making the move from Brisbane in 2008 after my Dad passed away. I had

always been a gardener in my various homes, was adamant I didn't want to be a little old lady in



the city and was intent on becoming as self-sufficient as possible. My criteria for my future home included having good soil and a dam for gardening purposes, both of which I found at Woolooga. (I am also walking distance to the Woolooga Hotel, which I have to confess, played some part in my choice of location.) I have an acre and a half of land which was previously part of a cattle property, and which had not a single tree on it. I lived in a caravan on my block for 15 months after the 2011 flood, keeping myself occupied by relocating granite rocks and stones to form veggie gardens while I planned the construction of my house. I then moved into my new home in 2012, since which time I've been busy planting and enjoying the fruits of my labours. I've been in the Landcare volunteer team on and off since about 2015, and enjoy the camaraderie

of the like-minded people I work with. I love watching my block becoming populated with maturing native plants, and knowing that I have provided food and home for my hive of native bees and the many birds which visit me.

What is Permaculture?

In the following months we will be exploring what Permaculture is and the 12 principles that guide its design.

Bill Mollison and David Holmgren

Permaculture is a globally recognised ecodesign system developed in Australia in the 1970s.

Permaculture is practiced in 130 countries across the globe. The co-originsators of Permaculture are David Holmgren and Bill Mollison. Although Bill passed away in 2016, David Holmgren still practices Permaculture at his property Melliodora at Hepburn Springs in Victoria.

He continues to contribute to the science of

Permaculture and has just released his new book 'Retrosuburbia'.



The name originally came from the terms Permanent and Agriculture. As a science it also focused on Permanent or sustainable Culture and thus was born 'Permaculture'. Permaculture is inspired by nature and sustainable cultures. It is the conscious design of sustainable human settlements and agriculturally productive systems which have the diversity, stability, resilience and creativity of natural eco-systems.

The Permaculture design goals are:

- The well-being of people and the planet;
- Abundance of food, water and shelter for all;
- Sustainable societies;
- Habitat restoration;
- Conservation of biodiversity and agro-biodiversity; and
- Regeneration of earth's systems.

Permaculture builds its design around 3 core ethics. These ethics are a way of focusing the designers thinking ensuring that the design always considers: earth care, people care and fair share. Caring for people and the earth is what Permaculture design strives to do and through that process the aim is to create abundance which can be shared or made available to people and communities.

To give the designer a lens through which to plan their design Permaculture has 12 principles. These principles are practical guides that help the designer to design with nature, consider all aspects of life and ensure connected thinking and action.

In the next months we will be exploring the 12 Permaculture principles and showcasing some of the tools and techniques used to implement the principles in the design.

Melanie Marx – Permaculture Designer

New Year, Old Face

Hello to all of you out there in the amorphous matrix of land caring. It has been quite awhile since I put fingers to keyboard for a newsletter article; this time it is from my new role alongside Tony as co-manager of the Gympie Landcare nursery.

Yes, I have been dragged, almost-kicking-and-screaming, from them thar hills, by the previously unidentified God/ess of that modern blight, cash-flow. I wonder what the Greeks would have imaged for such a deity – something between a giant octopus and a vacuum cleaner? Capitos, the all-consuming.

But I digress, before I've even started! And it's not like I ended up in a cursed job. *Au contraire!*

Through 2018, I began field-work with the Gympie Landcare Contract Landcare Services (CLS) team, bringing my extensive and intensive first-hand experiences to more locations in the Gympie region. I also made a *faux pas* of expressing some interest in nursery activities. It then later came to my attention that Tony, bless his green fingers, is considering a new career in full-time cruise-ship reviewing – without actually having to write the reviews. I've heard it colloquially referred to as retirement. And so, as 2018 drew to a close, I found myself gathering up some reins in and about the nursery.

And what a myriad of reins there are to gather! It is a busy time indeed for the nursery. On top of



the steady flow of public customers, the CLS team is expanding, with many of their works including planting of nursery tubestock, literally by the thousands. It is a boom in propagation and production that the nursery has not catered for in quite some time. The rhythms of nature also bring another quite timely boom: the not-unexpected glut of summer fruiting and seeding, from which the nursery volunteers are being kept quite honest by the volume and rate of seedling production in the summer heat. Of course, this escalation in production brings several usual nursery aspects to the

fore: is there enough bench space for all the plants? Will the irrigation systems keep up? Will the volunteers get lost under a forest of greenery? Is there the right amount of the right plants being propagated? Then, there is the oft-maligned aspects of keeping up-to-date with general administrative and safety elements. To top it all off, I've also heard whisperings of Modern

Technology trying to graft its way into the nursery, from seed-bank records to stocktaking, from customer-service to critter-cams. I myself may have even been guilty of mumbling such blasphemy!

Wander into the nursery for a casual browse though, and most of this will go unnoticed. It is still in the same place, the same shape, with lots of green-coloured things sticking out of black plastic containers and many of the same familiar faces going about their duties (with the rest of their bodies, thankfully, still in tow with said faces). The changes will be incremental – the adage of ‘if it ain’t broke, don’t fix it’ seems to have served well to date, but there is always ample room to arbitrarily re-define ‘broken’.

So, to close, I will leave you with a somewhat back-to-front introduction to myself, for any of you with whom I am yet to acquaint, or for those of you whose acquaintance has gathered dust. Though I will break in character this time and dispel with meek, for there is plenty to be modest about.

My life, from even before I knew the term ‘NRM’, has been infused with an awareness of nature and human interactions. I grew up in a small fishing community on the world’s second-largest sand island, barely a sea-breeze’s distance from Brisbane. My father operated a small sawmill that put ‘reduce-reuse-recycle’ in real terms, not least in attempting to redress the loss and waste of timber resources associated with mining operations. Then there was the controversy of coastal developments and the bureaucracy of fire management. The elements of depleting fish stocks and the impacts (good and bad) of legislation on primary industries. All this and more, before I even finished primary school! The one thing I didn’t learn in primary school though, was the word ‘racism’. That was a concept that I only discovered through high-school and beyond, as I learned that my childhood experiences of indigenous cultures and Australian history were more than the norm.

Perhaps it was not just the setting that bred my appreciation of NRM. Whilst some other children may have absorbed cartoons and comic books, I devoured National Geographic articles and (Sir) David Attenborough documentaries. Though I was still partial to a cartoon or two.

Fast forward through an Honours Degree, two years working-holiday around the back-paddocks of Australia, four years working in a tertiary education/research field station, and twelve years attempting to ‘manage’ 240 mountainous acres near Gympie, brings me to this point. Those last 12 years encompass my greatest growth in the realm of landcaring. Native seed collected by the kilogram. Easily 100,000 tubestock propagated by my own hands, and perhaps an order of magnitude more plants killed through myriad unorthodox experiments. Perhaps 10,000 tubestock planted, mostly on the family property but extending to other properties throughout the Sunshine Coast/Noosa and Cooloola/Gympie regions. I’m now overseeing my second community Landcare nursery and have built two ‘backyard’ nurseries (mine is not your average-sized backyard). I’ve experienced the trials of NRM funded-project management, of devolved grants, and straight-out-DIY.

I’m by no means an expert on anything, nor even as skilled in NRM as many of my colleagues. But I have developed a knack of observation, of listening to the land, of articulating those whispers. I have learned just enough to know how ignorant and small I am. I have learned that we don’t ‘do landcare’ for the sake of nature. Nature will take care of itself (albeit with a few scars to heal) once all us humans are dead and gone. Landcare is about taking care of ourselves, by paying our respects to the very things that give us our existence. It is a concept that I have come to recognise

in many indigenous paradigms, a concept quite foreign to the control-paradigm bestowed upon us by our colonial forebears. But that, dear readers, is but one of many topics for me to ponder in future articles.

Shane Litherland – Nursery Manager

The Power of Pee!

“By the powers!”, or rather “By the Powers!” is a mild Aussie oath that I first struck when I had the privilege of working at “ground level” in forestry with axe, mattock and brush-hook in gangs of men, many of which had gone through The Great Depression and/or one or two of the Great Wars. “The Powers” referred, not to some ancient pantheon of gods, but to the Powers Brewing Company whose notable product, like others of the John Barleycorn variety, resembled the colour of human urine thus giving rise to the Anglo-Aussie slang term for beer – piss. Doubtless the amber fluid from the pub inspired many seemingly miraculous occurrences, disasters and visions e.g. of the beatific or, *in extremis*, of the pink elephant type. Nevertheless, I gradually came to discover and believe in the actual, very real power of the human product.

I suppose my first inkling had been as a child listening to my mother and aunts chatting over baby things such as the great values of breast milk, layettes, perambulators, high-chairs, potty-training and of course the all-pervasive nappy – its fitting, removal and cleaning. Unbelievably I learnt that young mothers, to improve their complexion, often rubbed wet nappies on their faces. The old forestry men told a similar story of how, when work was obtainable only infrequently, they used to urinate on their hands to keep them tough, a function I later discovered also worked to toughen bare feet. Later my understanding was bolstered by the discovery that almost all face creams contain chemicals either identical or very similar to a major constituent of urine.



**How To
Use Pee
In Your
Garden**

Talking to some of the old ANZACs – they used to visit schools to tell us of their experiences – I was amazed to find that human urine played a part in defence against chlorine gas attacks in the trenches before gas masks became available. Soldiers were taught to breath through cloth soaked in urine to protect them against injury. It wasn't until I'd done some chemistry that this was at least partly believable since ammonia is a biological breakdown product of urea and could combine with chlorine to neutralise its effects. This was probably initiated by the memory of former urine sales to tanneries where the ammonia production was used to tan leather in London and other big cities where daily collections were made.



Later I learnt that human urine was usually sterile, especially in men, and that endorphins concentrated overnight in the bladder. These bio-chemicals it seems are quite effective against allergies so that some medicos advocate imbibing a little of the first morning pee for therapeutic purposes. Indeed the Roman poet Catullus facetiously insisted that some Spaniards cleaned their teeth with it.

However, one of the main benefits of urine is in its high nitrogen content. I am not suggesting here that we should adopt the complete ancient and long-standing Chinese peasant practice of using all human excrement in the garden – just the piss. Whilst some may resist from spraying their lettuces and cabbages with diluted urine it can reasonably be used without qualms on such plants as lawn grass, bananas, fruit trees and in compost bins, so saving on expensive commercial, perhaps other organic, fertiliser.

It also is effective in repelling some native grazing animals and can be mixed with dilute (20%) plastic paint for stabilisation purposes with/out eggs, blood and bone or fish fertiliser and sprayed over newly-established plants.

So, far from trying to “Take the piss” I hope I have given you some new (very) basic ideas.

Ernest Rider – President

Fundraising for Gympie Landcare – Drakes Key Tags

Did you know that when you shop at Drakes in the old “IGA complex” and show them one of our Gympie & District Landcare Group key tags, 1% of your total bill is donated towards our organisation?

By using your tag every time you shop, you’re actually fundraising for our organisation!



If you do not have a Drakes key tag currently, please contact our office on (07)5483 8866 or email admin-assistant@gympielandcare.org.au and we will provide one for you to pick up from our office.

Fridge Donation

Our nursery is in urgent need of a fridge donation to assist in the longevity of our seeds!



Storing seeds in a cooler environment will assist in prolonging the seed life, thus, assisting us with our most important projects. We’re seeking a fridge that has a minimum capacity of 350L.

If you would like to generously donate a second-hand fridge that you no longer need, please contact our office on (07) 5483 8866 or email us at nursery@gympielandcare.org.au.

Find Us on Facebook!

Here at Gympie & District Landcare Group Incorporated, we recognise that social media is becoming one of the most effective sources of communication and a fantastic way to get our name out there and increase our exposure! Not only is it a means for communication, but it creates an additional platform to keep our community aware of upcoming events and provides further opportunity to provide the community with helpful tips in relation to land care.

We would love to see our Facebook follower base increase and encourage all of our members to “follow us” on Facebook.

If you have a Facebook account, go to our Facebook page and hit the “like” button to follow our posts.



Don't forget to like and share our posts on our page to assist us in gaining further exposure in our local area!

Nursery Manager's Plant of the Month

Well... I was just asked to include a 'Plant of the Month' article in this newsletter. A quick mental lap of the nursery, followed by an on-foot inspection, and I had made my choice: *Pararchidendron pruinosum*, or Snow Wood. Such an intriguing plant, with its glorious puffball flowers, unique leaf structure and twisty orange seedpods. Not to mention it being one of the few species of Fabaceae or Mimosaceae (a Family that includes our Acacias and many other Nitrogen-fixing type plants) that grows in rainforest locations. Oh, how I was looking forward to waxing lyrically over this plant!



Of course, nobody else would have chosen to write about this plant any time recently, surely? That turned out to be a false assumption. Thanks to archived articles on our website, I brought myself up-to-date... Tony had done an article on this very specimen, for the December newsletter. Oh no, I've been out-done! Or perhaps, it's proof that great minds truly think alike.

Well, what would be my second choice right now? How about *Petalostigma triloculare* – I could share with you my dream of a brilliant green hedgerow with topiary features, dripping with shiny orange fruits just in time for Christmas, filling me with joy as I meandered the path from my uber-mansion to my private marina or heli-pad... Oh... well, apart from not

having any of those structures to meander between, it turns out this specimen has also been written about, back in August 2018.

With a dash of desperation, I browsed around the nursery, to find another specimen to promote. Something quirky, unusual, not-your-everyday-kind-of-plant-story. Thankfully, I'm not short of inspiration. So, without further ado, let me introduce... *Cryptocarya triplinervis*, or Three-veined Laurel.

Let's see how the books describe this specimen... Tree to 20 metres... crikey, that's gonna need a paddock for sure. Perhaps a high-value timber specimen? Perhaps not – many of the native *Cryptocarya* grow about as fast as an unemployed graduate pays off their HECS debt... or in rural terms, about as fast as your neighbour's bull runs out of your heifer paddock. It likes wet places and shade (most *Cryptocarya* do), so where on earth can it go? What kind of sales pitch is this?

Where? Your lounge room. Or office foyer.

I did mention unusual.

Humour me. Yes, this species can supposedly grow to 20 metres. But I can rattle off dozens of native plants with potential mature heights that would terrify most urbanites, yet those species are put in backyards or front hedges by all and sundry. The Japanese long ago mastered the art of curbing plants from reaching dizzying heights – it is known as the art of Bonsai. Not that you have to go to the extremes of that artform to keep a *Cryptocarya* indoors.

What gives this species, or even others in the genus, a good handicap for performing indoors is their preference for growing in shade. *Cryptocarya* species are quite at home germinating and growing under an existing forest canopy. So surely, an indoors setting with a modest amount of windows would suit them fine?

As for their appreciation of water... In natural settings, *Cryptocarya* are usually found along watercourses, or at least in soils that retain moisture for long periods. That is not to say they can't handle a dry spell. It is after all an Australian native. Being able to tough it out for an indefinite time between drinks has been a selection criteria for plants in this country for a damn long time now, even in rainforests. So – we have a plant that will be quite at home with the occasional over-watering, yet it will also forgive you for going on (not-too-long) holidays and forgetting to ask your neighbour to look after the pot-plants.

I'm now really only left with its growth rate to find a sales-pitch for. Well... I'll admit, if you want to take on this experiment, you may have to accept that it will be a slow-and-steady addition to your indoor world. Of course, you can hurry it along by giving it a temporary home out on the back deck with a bit more light, and you can give it a reasonable feed fairly regularly (whilst many natives do best with low-nutrient fertilising, rainforest-species are generally happy to have a bit more to eat).



Brave enough to give it a go? For about the cost of a beer or coffee, you could grab yourself a tubestock and pot it up at home. Or skip the pie or cake associated with aforementioned beverages, and you could take home a slightly bigger plant in a bigger pot. Then bit by bit, you'll get to appreciate this dark-green and thickly-leaved character from the comfort of your armchair.

If you are more the sort of person who loves their plants enough to set them free, then give it a nice location along a gully or stream and eventually, in addition to the deep, dense foliage, you might also one day get to spot delicate little flowers, the blue-black fruit and the forest birds that seek them out for a meal. Just don't hold your breath for that long!



Cryptocarya triplinervis is just one of about a dozen *Cryptocarya* species native to this region. They are all members of the Laurel family, along with a few other genus including *Litsea*, *Neolitsea*, *Endiandra* and

Cinnamomum. Many people will be familiar with their exotic relative, Camphor Laurel, *Cinnamomum camphora*. In this context, the success of Camphor Laurel in colonising disturbed creeklines throughout our region may be no surprise – with so many Laurels already native to the region, all with fairly similar fruits, the fruit-eating birds probably had no trouble adapting their diet to include the fruit of the introduced species. And those birds were probably already in the habit of moving about the landscape in places their food grew – edges of rivercourses for example – places which suited the establishment of Camphor Laurel just fine.

Shane Litherland – Nursery Manager

Seed Saving – There’s Always Room for More!

Are you a person who is curious enough about nature to notice when plants are flowering and fruiting? For that is all it really takes as a prerequisite for becoming a seed saver.

The tips and tricks associated with saving seed may be something that one acquires over time through their own trials and tribulations, and/or from the sharing of knowledge with others. This article is to help you skip some of the former and jump straight to the latter.

This is also an article to foster interest in people to gather seed from across our region and bring to the Landcare Nursery for us to continue propagating a healthy mix of native species. So please read on.

First, a caveat – this is not aimed at making you a guru overnight. It is also not intended to fully address any legal/legislative requirements, though this aspect will be touched upon. And lastly, this is not just my knowledge; it is an accumulation of many people’s skills and experiences across many landscapes over the years.

So – you’ve met the first criteria of being curious, and noticed a plant in full bloom or laden with seed. What next? Well, let’s check that it is in fact seed or bloom. This may sound a bit silly or

even condescending, but it does happen that eager newbies to seed collecting will gather up samples of what they think is seed pods, only to be let down with the statement from others that the sample is in fact immature flower-buds, not matured seed pods.

One example of such trickster plants are the Eucalypts. Part of their scientific naming refers to the cap on the flower bud before it opens – it varies in dimensions across the different species, but if you imagine the silhouette of a witch (or wizard)

with their tall hat on, then the ‘hat’ is the part of the bud which will eventually fall off to expose the petals, anthers, stamens and associated beautiful (but arguably, botanically pornographic) parts that we call a ‘flower’. The actual seed pod is still a few steps away.



Okay, you’re confident your plant is flowering. Now, do you have any idea what the plant actually *is*? For when a plant is in bloom, it is a good time indeed to figure out what us humans call it, and/or to check or refine your earlier knowledge of said plant. In these modern times, there are many resources available to DIY plant identification. Reference books and internet are probably the two staple options; given that many of the texts these days also have their own associated on-line presences and that many herbarium-type record systems are electronic and on-line, it is probably more a personal preference on which you turn to first. I may be showing my age in

preferring texts, or I may be biased that way from my academic background, but the ol' book (or three) is still regularly used by myself and colleagues – around the landcare nursery, in the field and at home. Such texts are typically a modest investment, but worth it for anyone wishing to self-educate themselves. At least one of the texts I regularly turn to have in recent years developed digital key-based versions – again, a modest investment, but a classic 'you get what you paid for' example in my opinion. The Landcare nursery has a selection of reference texts available for purchase.

If you're not set up with your own references, or your casual online perusing hasn't given you a dead-set, bullet-proof positive identification, then it's time to ask around. Actually, it's good to ask around even if you think the internet made you a guru overnight – even those of us observing plants for many years still often share observations and opinions on plants and identification. We never run out of new things to learn and mis-identifications (usually a result of over-confidence) to correct!

When you do begin to ask around, equip yourself with some good background information and, where possible, a plant sample. Things to take note of include where the plant grows – soil type, elevation, aspect, typical soil moisture, and what other plants grow nearby. Digital photographs are so convenient these days that you can point-and-click aplenty too. Photos are good for capturing elements that are vague to describe or tricky to sample – height and spread, foliage patterns/structure, bark on trunk and limbs, etc. For your plant sample – well, here's where the first bit of 'legal stuff' comes in – whilst a section of plant is good (and often essential) for a correct identification, if it is not growing on your private property, there may be restrictions on you simply ripping a limb off in the name of landcaring. For some unusual or uncommon species, there may be restrictions even on your own property. I don't intend to scare or deter you with this warning, but more an encouragement to make yourself aware of the do's and don'ts – covering it all in this article would be a bit much. Further information can be obtained through our Landcare group as well as Local Council, State and Federal Government and even other conservation/advocacy groups. Generally, Local Council will oversee road verges and public parks; State Government will oversee National Parks, similar state reserves and 'vegetation management' laws; whilst Federal Government will be of relevance for species and/or locations that have been noted for particular interest – e.g. rare/threatened on a national scale.

Let's assume that mauling your chosen plant is not going to lose you everything including the rug beneath your feet and leave you in solitary confinement for all eternity. The next step would be to choose a representative sample of the plant. For trees, shrubs and vines (mostly 'dicots'), this would typically be a growing tip, leaves and a few branches all together, back until there's a bit of stem that looks like the bark is maturing – that could be anything up to the thickness of your little finger. For grasses, sedges, rushes, palms, lilies etc. (mostly 'monocots') it may be harder to sample a 'stem' without causing terminal injury to the plant. Do your best to get at least one leaf 'blade' (which should peel off the stem without too much destruction) and if your target plant



happens to have multiple tussocks, you could always try and dislodge a small tussock from the edge of the parent plant. Whatever your sample, there are then two approaches for keeping it for identification. The first, and preferred for any samples brought to Landcare, is for it to be as fresh and hydrated as possible. Keeping it in a moist bag/container (or at least the cut stem moist) is recommended. The

second option, which is preferred for storing specimens, is to lay it flat on absorbent material (e.g. old newspaper or butcher's paper) and weigh it down to ultimately make a dry pressing. That can be your own side-project to study if you so choose.

Right... weren't we about seed collecting? And we've only just got to confirming the plant's identity?! That's the bulk of the challenge done though. And of course, if you've found the plant after it's flowered, you can still follow a similar process at the fruit/seed stage. Now that you've identified your plant, you can get into picking seed (avoiding the solitary-confinement once again, of course).

But wait! WAIT!! Yes... another thing I see reasonably often, is newly-eager seed-collecting folks picking seed a bit too early. It's even something us ol' regulars get caught out on occasionally. I guess it's human nature to want something and want it now, and/or paranoia that if we don't grab it now it will be gone tomorrow. There's a few ways to dispel these urges. First, I would write, on behalf of nature: If it does happen to all be gone tomorrow, then perhaps there wasn't enough there to share with you anyway. Sometimes, fruits/seeds may be in short supply or an essential bit of nutrition for wildlife – from the smallest of grubs to the biggest (non-carnivorous) critters you can find. So to let nature come first is a good working philosophy. A second reason to wait is that picking seed early can be, literally, fruitless, or make a lot more work for someone to try and salvage viable seed from the sample. There are some plants that form seeds/fruits inside capsules that need to be well-grown before they naturally open up to release the seeds – if picked too young, these capsules can shrivel in upon themselves rather than opening up, making the seed very difficult or practically impossible to remove for propagation. Similarly, juicy fruits if picked too green won't rot or digest away from the seed as easily as ripe fruits – think about eating a nectarine, and how much easier it is to bite right down to the seed in a ripe fruit compared to a too-cheap-to-be-true unripe one.

Have you waited long enough now? My rule-of-thumb is again to let nature whisper to me. If there's some opened pods or eaten fruits starting to fall to the ground, then it's probably a good middle-of-the-season stage to harvest some ripe seed. Inspect these tell-tales closely to start with – sometimes, plants will abort seeds/fruits if they're not viable and/or if stressed (e.g. insect attack, low soil moisture). Aborted, non-viable fruits/seeds may be considerably smaller than expected, may have shrivelled in upon themselves (as noted above), or be hollow/empty pods. If most of the debris on the ground matches this description, then take note of what is still in the tree and perhaps pay it more visits in the following days/weeks until there's signs of 'ripe' seed. Then, it's one for you, one for the animals, and one for the tree – or maybe even less for you in some circumstances. No need to be greedy – you might not realise at the time, but there's always going to be another plant, with even more seed, just over the ridge or after the next moon cycle. And believe me, once you get the collection fever, no matter how spacious your storage facility you will fill it faster than you believed possible!



So, there you go – congratulations on your fresh collection of seed. Well... seed pods or fruit, to be correct. What you do with it next – to separate, clean and store the seeds – will be another instalment. In the meantime, if you want to work on your gathering skills and bring the samples to Landcare to identify and look after the seed processing and propagation, then we will welcome your offerings.

Oh, and 'monocot' and 'dicot'... were you scratching your head? Well, don't ask... just keep scratching – those terms involve a crash-course in plant anatomy and physiology, for another time, when you're feeling quite intellectually brave.

Shane Litherland – Nursery Manager

Jewel Beetles – Did You Know?

Did you know that nearly 60,000 jewel beetles were harvested by Landcare staff and volunteers over the last twelve months?

200 adult jewel beetles are placed into a tent and left to breed for 45 days. When numbers are sufficient, beetles are individually harvested using a modified vacuum cleaner.

Each jar contains some cats claw creeper to keep the beetles feed until their release. 100 beetles are sucked up into a jar and then dispersed into the field by Staff, Landholders and Groups all the way from the North Queensland, throughout South East Queensland and down to NSW.



Good eye sight is required as these little beetles are only 3mm long.

Releasing biological control insects is an integral part of controlling the invasive Cat's Claw Creeper.

Caring for your rural block course

Our very popular 'Blockies' course is on again in 2019

Owning a rural block gives you the opportunity to start an agricultural venture or hobby farm, maintain habitat for wildlife or create your dream living space. It also brings responsibilities to control weedy grasses, manage fire risks, maintain fences and manage vegetation and water resources.

Over ten consecutive weeks, Gympie & District Landcare Group will provide an overview of common property management issues in the Gympie region and introduce you to some local organisations.

When: The first session will commence Wednesday 6 February 2019, however, please contact our office for the full schedule. Sessions will commence at 9am and generally finish by 12.30pm, although sessions involving bus travel for field trips will require an earlier start.



Where: Some sessions will use the facilities at the Gympie & District Landcare Nursery at the corner of Groves Road and Old Maryborough Road.

Four sessions will involve bus travel to a variety of field sites and these sessions will depart from Gympie & District Landcare at 8.00am and return no later than 12.30pm. One of the bus trips may leave a little earlier and return a little later due to the travel distance from Gympie & District Landcare.

Cost:



10 Week Course

Members: \$100.00

Non-Members: \$120.00

One off Sessions

To book for individual sessions, contact us on (07 5483 8866)

Members: \$10.00 for classroom sessions, \$25.00 for field trips.

Non-Members: \$12.00 for classroom sessions, \$30.00 for field trips.

Morning tea and cold drinks will be provided at each session and there will be toilet facilities on the bus for field trip days.

Field trips: You will travel by bus in air-conditioned comfort. As field sessions may involve walking up to 500m through paddocks and wooded areas, walking shoes, long trousers, hat, sunscreen, and a water bottle are recommended. Participants must have the capacity to walk through paddocks and stand for reasonable periods, however, walking will not be arduous nor on particularly steep grades. Feedback from the 2018 course identified field trips as the biggest highlight of the course.

Presenters: The program will be delivered by professionals, public servants and community members with specific knowledge in their field. Many presenters have a rural block in the Gympie Region, bringing first-hand experience of managing a property. In addition to the structured learning sessions, participants have the opportunity to share experience with people in similar situations and to discuss concerns with the presenters over morning tea breaks.

Payment: To register for our 2019 Blockies' Course, please contact us on (07) 5483 8866 to confirm your place, or go online to www.gympielandcare.org.au. Casual or "one-off" sessions will be possible if space is available, however, priority will be given to people choosing to register for the full programme. Unfortunately, children are not permitted on this course.



Save the Date – Members Meetings 2019

The Committee hopes you can join us for the quarterly Member's meetings in 2019. This will be your opportunity to keep up to date with what is happening at Landcare and share your thoughts with the Committee and other Members.

The dates for the meetings are as follows:

Monday 4 February at 6.30pm

Wednesday 15 May at 10am

Saturday 3 August at 9am

Wednesday 27 November at 6pm

There will be a call for agenda items 2 weeks prior to the meeting.

If you have an item for the agenda please submit it in writing to admin@gympielandcare.org.au for consideration prior to the deadline.

We look forward to seeing you.



Landcare Management Committee Meeting – 15 February 2019

Our next Management Committee (MC) meeting will be held at 9.00am, next Friday 15 February 2019.



Members are invited to observe and take part in the discussions in the meetings.

If you would like to add any items to the agenda in addition to the usual business of the meeting, please email admin@gympielandcare.org.au.

Respectively, if you wish to attend the MC meeting, please RSVP by 5.00pm Wednesday 13 February 2019 to admin@gympielandcare.org.au to ensure we cater for all attendees.

Join One of Our Sub-Committees

Gympie Landcare has an active management committee who to give as many members the opportunity to be part of guiding the organisation into the future.

To facilitate this process and ensure a focused effort on various areas of the organisation that require attention the management committee have created sub-committees.

All the sub-committees are chaired by a management committee member and have a 'Terms of Reference' (scope) that has been approved by the management committee.

We invite all our members who want to actively take part in developing the organisation to become part of one of our sub-committees.

For more information on the sub-committees and who to contact see below.



Marketing Sub-Committee

Purpose

To develop a marketing & promotions strategy, and oversee the implementation of that strategy

Delegated Authority

Provides direction on marketing and promotions strategy and manages the resources delivering on the strategy.

Makes decisions on all the activities within its area of responsibility that have been approved by the management committee.

Specific Areas of Responsibility

- Marketing & promotions strategy
- Social media (Facebook, Instagram, YouTube)
- Other media (includes media liaison)
- Website
- Newsletter
- Events
- Organisation Branding (Organisation logos, style sheet, templates, presentations, business cards)
- Signage
- Publications (brochures, flyers, fact sheets).

To see the full Terms of Reference visit www.gympielandcare.org.au

To express interest, please email Mel Marx at marketing@gympielandcare.org.au

Education Sub-Committee

Purpose

To develop an education platform (workshops, courses etc.) that supports both the landowners and our vision.

Delegated Authority

We identify, develop and implement education content to further the vision and purpose of Gympie Landcare

Specific Areas of Responsibility

- Education policy, guidelines, procedures and practices
- Pricing of education content (workshops, courses, online resources, information sessions)
- Development & sourcing of education content
- Planning and implementation of education content
- Manage & report on feedback with regard to education content
- Management & development of online education content
- Marketing & promotion of the education content in collaboration with the marketing & promotion sub-committee
- To collaborate with the following: science and technology sub-committee, marketing & promotion sub-committee and staff

To see the full Terms of Reference visit www.gympielandcare.org.au

To express interest, please email Louise Watson at education@gympielandcare.org.au

Human Resources Sub-Committee

Purpose

To develop a basic human resources framework that meets the requirements of the Fair Workers Act ensuring all legislative requirements are met and that the organisation has effective people management policies, guidelines, and strategy.

Delegated Authority

Provides direction on all the people management aspects required by the Fair Workers Act and the effective people management of the organisation.

Makes decisions on all the activities within its area of responsibility that have been approved by the management committee.

Specific Area Of Responsibility

- Human Resources Policies
- Human Resources guidelines, procedures and practices
- Grievance procedures
- Human Resources templates (contracts, role descriptions)
- Monitoring of the entire employee lifecycle
- Coaching of staff & managers/supervisors in their human resources roles
- Organisation effectiveness (structure, leadership, work practices/methods, accountabilities, culture, climate, decision making, engagement)
- Recommendation to MC on adhoc HR matters arising

To see the full Terms of Reference visit www.gympielandcare.org.au

To express interest, please email Mel Marx at marketing@gympielandcare.org.au

Terms of reference are currently being created for 2 additional sub-committees. They are a finance sub-committee and science and technology sub-committee.

To express interest in either of those sub-committees please contact the chairperson of the sub-committee.

Science & Technology – Ernie Ryder: president@gympielandcare.org.au

Finance – Barry Lambooy: finance@gympielandcare.org.au

Summary of January Management Committee Meeting

To keep you up to date with what is happening at Management Committee (MC) meetings we will be providing a summary of the important points discussed at the meeting every month. The Management Committee meetings take place on the 3rd Friday of each month. We kick-off with the January meeting highlights.

The month of January is the close of the 2018 budget and the finalisation of the new budget for 2019. The teams have been working hard for the last two months to prepare their budgets and plan all the new grants that have been received.



We also welcomed two new staff members in October to our team and appointed Shane Litherland in a job sharing role with Tony James as the new Nursery Manager. Shane will be taking over from Tony once he retires in July 2019.

At the January meeting we focused on the following:

1. Preparation for the delivery of 25000 trees for the grant work received. Both the CLS and Nursery Managers developed a plan to ensure that the trees will be delivered on time.
2. We are currently upgrading our hardware, network and IT infrastructure and the management committee approved the quotes presented by the Administration Manager
3. The team are currently revising the evacuation and emergency procedures and discussions were had on how to communicate with staff working on the far side of the property and what our OH&S classification is. The classification determines what procedures are required to be in place.
4. Seed saving was high on the agenda as the nursery requires seed to propagate. It was proposed that a more formal seed savers group be established and that workshops be held for people who want to learn to save and propagate seed. Shane our Nursery Manager will be working up a proposal for the MC to look at
5. The 2019 budget was approved and the MC are looking forward to a good and productive year
6. Our Bio-control area has seen an upsurge in requests for Jewel Beetles and this has meant that Yvonne our Bio-Control Manager has had to do a lot of work reviewing the bio-control facility to improve production. To keep up with demand the MC has approved an additional staff member (2 days/week) to support Yvonne.
7. Yvonne has also put up her hand to organise a bio-control conference in the next few months. We will be inviting people involved in bio-control to come and learn and share their problems and solutions and in so doing we hope to build a stronger bio-control community. We will let you know how this is progressing.
8. As per normal procedure we approved new members and we would like to welcome: Leesa Millard, Rick Clarke, Jason Sawrey, Shakya Jemison, Janice Mortimer, Christine Jefferies, Antoinette Augustinus, Evelyn Morrisson, Nicole Taylor and Graham Pratt
9. We continue to refine the management of your membership database and have made some significant headway with this project. A list of members is up in the office for viewing.
10. Our all-important "Blockies" course (how to take care of your rural block) is starting on Wednesday 6th of February. The committee were happy to hear that preparations and sign-ups were progressing well.
11. Contract Land Care Services (CLS) through grants has more than doubled the work required for 2019. To enable Carl Scheffe, our CLS Manager to get through all the work we have approved the recruitment of an additional team. This team will also require an improved work space and equipment which Carl is getting quotes for.



Please give us feedback if you found this summary helpful. Also, if you want to receive a copy of the minutes let us know. To send feedback or indicate you want to receive the minutes of the management committee meetings please email admin@gympielandcare.org.au

First Member Gathering for the Year – Please Give Feedback

Gympie Landcare held its first member gathering for the year on 4 February 2019. The aim of this informal gathering is to share what is happening in the organisation, that includes successes and challenges. Having more people than just the committee talking about the future and finding solutions is a sure way to finding innovative and creative solutions. Thank you to all the members who attended, shared a cuppa and shaped ideas for the future of our organisation and landcare.

We also talked about the future times and format for these member meetings and the members in attendance suggested that each gathering kicks off with a guest speaker, this idea enjoyed a lot of support. We have currently set the following dates and times for the next meetings: Wednesday 15 May at 10am, Saturday 3 August at 9am, Wednesday 27 November at 6pm. Please give us feedback on the following:

What time of day will suit you best (in the week, on the weekend & time)?

Would you like a guest speaker and what topics would you like covered?

Do you know anyone specific that would be a good guest speaker?

You can email us on admin@gympielandcare.org.au



Gympie & District **Landcare** Group

Contract Landcare Services Team Member

POSITION DESCRIPTION

Position:	CLS Team Member
Award:	Gardening & Landscaping
Hours:	24 – 36 hrs per week depending on project availability (The applicant will be required to work weekends)
Pay rate:	\$25.28 per hour, and entitlements as defined in the award
Contract Position:	Casual, Award Level 2
Responsible to:	Carl Scheffe

Our Organisation

Gympie and District Landcare Group is a community based organisation active in the Gympie Region, Queensland. The Group is an incorporated organisation and a registered charity. Members elect an Executive (Management Committee) each year that is responsible for management oversight. Members and volunteers are integrally involved in the group's main activities: operating a local native plant nursery; raising biocontrol insects for invasive plant species control; providing land care services, fostering local land caring activities; and community education.

Purpose of Position

To provide the best environmental outcomes for our clients through a range of specialist landcare services.

Person

This person will be able to implement project objectives as directed. Work well with others in a team environment. Have a passion for land caring activities as it pertains to revegetation, clearing and caring for the environment. This person will have initiative and be open to sharing their practical skills and experiences with a broad range of people and be committed to working safely.

Responsibilities

- Carry out safe and correct manual handling of heavy items up to 20kg.
- Undertake handling transportation and use of Herbicides.
- Choose the best equipment for jobs and tasks.
- Have a working knowledge and skills to identify native and exotic vegetation.
- Develop a working knowledge of native plants and where they are suited.
- Weed control work
- Chainsaw use
- Drive a vehicle to and from site
- Revegetation/Tree planting
- Operate equipment

Required Knowledge, Skills and Abilities

Essential

- ACDC license
- White Card
- Drivers' License
- Experience with revegetation and maintenance
- Good communication and writing skills
- Experience with herbicide application
- Problem solving skills as it pertains to equipment maintenance

Desirable

- Traffic Control

Physical Demands

This position may be physically demanding at times and requires a person who is fit, energetic, and flexible. Carry out safe and correct manual handling of heavy items up to 20kg.

GDLG PURPOSE

We support and inspire landowners to practice sustainable land stewardship

GDLG VISION

To leave a legacy of sustainable land care management in the Gympie region



Gympie & District Landcare Group

Bio-Control Team Member

POSITION DESCRIPTION

Position: Bio-Control Team Member

Hours: 14 hours per week

Award: Nursery Award 2010

Pay Rate: Grade 2 - \$24.79 per hour, plus any entitlements as defined in the award related to your role.

Contract: Casual

Report to: Yvonne Hennell

Our Organisation

Gympie and District Landcare Group Incorporated (GDLG) is a community based organisation active in the Gympie Region, Queensland. The Group is an incorporated organisation and a registered charity. Members elect an Executive Management Committee each year that is responsible for management oversight. Members and volunteers are integrally involved in the group's main activities: operating a local native plant nursery; raising biocontrol insects for invasive plant species control; providing land care services, fostering local land caring activities; and community education.

Purpose of Position

The purpose of this position is to work within GDLG's bio-control facility that forms part of the organisation's sustainable land management practice strategy and assist the Bio-Control Manager.

Person

The Bio-Control Team Member should have a proven background working in laborious roles and harsh weather conditions. This role will be responsible for supervising and developing volunteers to assist in the bio-control facility. The successful candidate will be reliable, passionate about insects and other organisms, an enthusiastic self-starter who is willing to work with our community to meet the financial, social and environmental objectives of the bio-control area. This person will have initiative and be open to sharing their practical skills and experiences with a broad range of people. Full training will be provided to the successful candidate in this role.

Responsibilities

- Coordinate the day-to-day activities regarding the rearing of insects and other organisms;
- Contribute to the development of a strategy and marketing plan for the bio-control facility;
- Build a loyal customer base, providing advice on the removal and maintenance of weeds;
- Rearing and releasing of bio-control insects;
- Supervise and develop volunteers to meet the operational needs of the bio-control facility;
- Ensure the bio-control facility resources are maintained and in good working order;
- Manage the ordering and release of the bio-control products (insects, other organisms);
- Work co-operatively with other teams to support the vision and purpose of Gympie Landcare;
- Stay abreast of all new and best practice in the field of bio-control relevant to the facility;

- Adhere to organisation health and safety practices;
- Carry out safe and correct manual handling of heavy items up to 20kg.

Required Knowledge, Skills and Abilities

Essential

- Good communication and writing skills;
- Excellent customer service skills;
- Intermediate computer skills;
- Problem solving skills as it pertains to bio-control;
- Ability to assess and prioritise tasks;
- Decisions making skills;
- Good eye sight.

Desirable

- A working knowledge of Tingid Bugs, Jewel Beetles, Madeira Beetles and Leaf Tying Moths, and other organisms and their requirements, and uses;
- Knowledge in pest and weed control in relation to Cats Claw Creeper and Madeira Vine;
- Previous experience in bio-control.

Physical Demands

This position is physically demanding at times and requires a person who is fit, energetic, and flexible. The successful candidate must be able to work within high temperatures and carry out safe and correct manual handling of heavy items up to 20kg.

Roster

Your normal roster of hours will be as follows:

Wednesday: 7:30 am – 3:30 pm

Thursday: 7:30 am – 3:30 pm

GDLG PURPOSE

We support and inspire landowners to practice sustainable land stewardship

GDLG VISION

To leave a legacy of sustainable land care management in the Gympie region

Would you like to become a member?

Gympie Landcare values your involvement and support. Members receive discounts on nursery plants, newsletters, and email notices.

Title _____ Surname _____ GivenName/S _____

Residential Address: _____ Postcode: _____

Postal Address: _____

(If Different from above)

Home

Phone: _____ Work: _____ Mobile: _____

Email: _____ Occupation: _____

Signature:.....

Date:...../...../.....

Membership Price Table	1 Year	2 Years	3 Years
Individual	\$25.00	\$45.00	\$60.00
Family	\$37.50	\$67.50	\$90.00
Community Group/ Organisation	\$50.00	\$90.00	\$120.00

Life Membership: \$220.00

Method of Payment: Cash / Cheque/ Direct Deposit/ Other: _____