

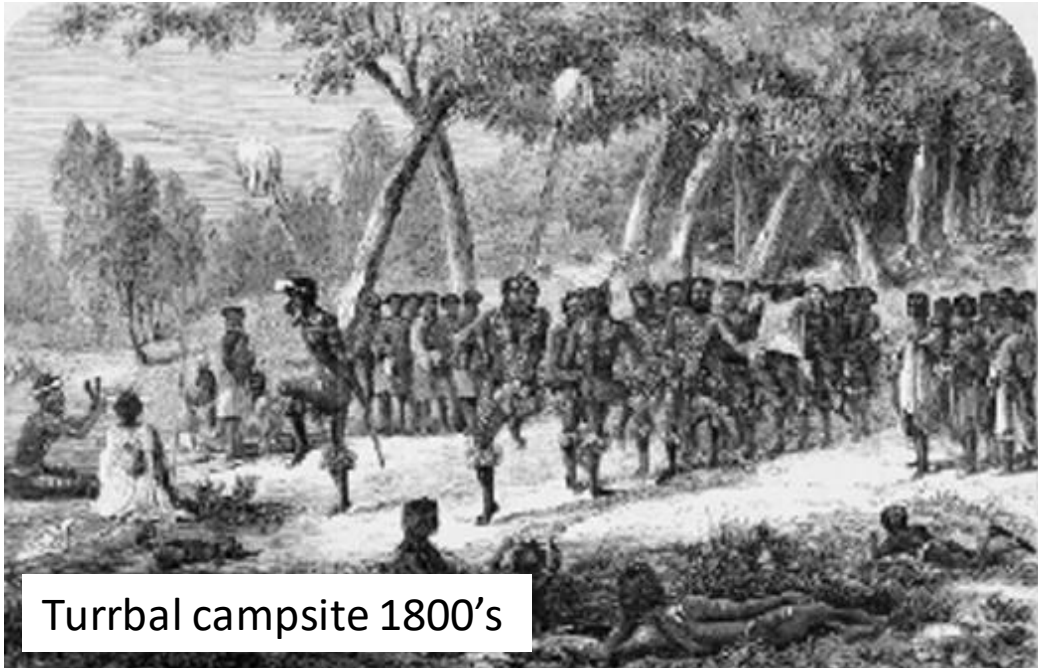
**25 years**  
at  
**16 Victoria Street**  
**Windsor.**

# Traditional Custodians

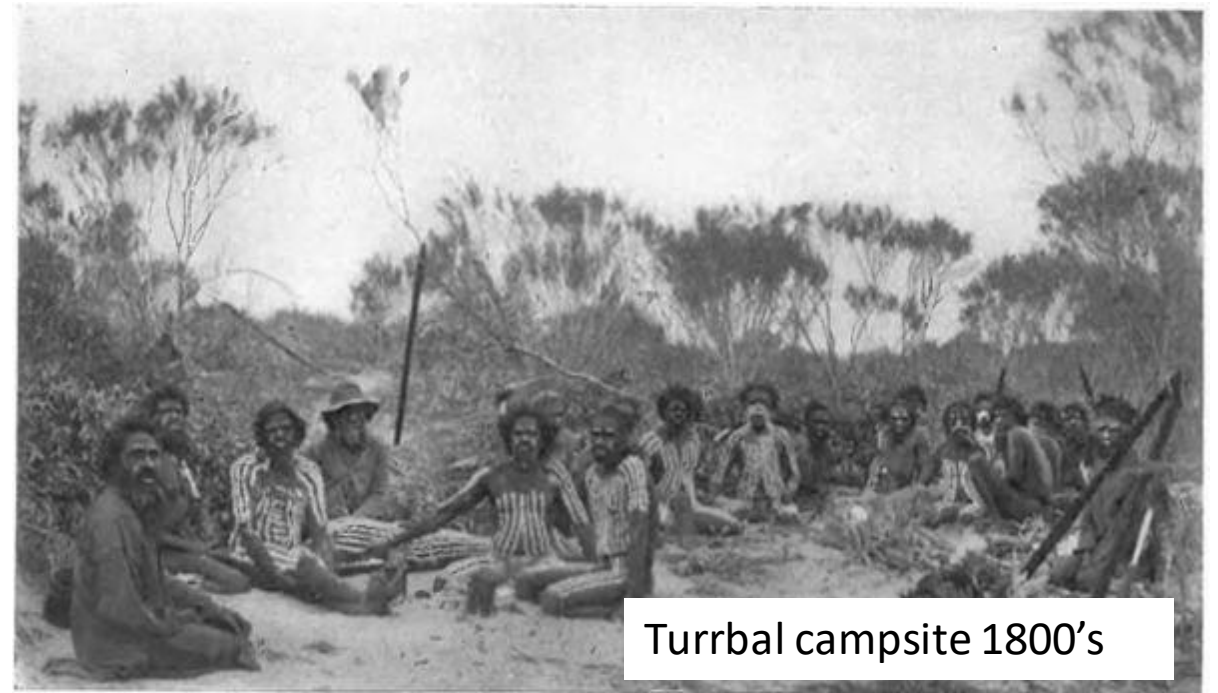
We acknowledge the traditional custodians of the land on which the Farm operates and pay our respects to their Elders past, present and emerging.

First Nations people occupied the land on which the Farm is located for at least 40,000 years. The site of the Farm was known as Jalung (Jalang, Walang or Yulang), 'place of the bream' by the inhabitants, the Turrbal. The creek had fresh water as there was a sand bar blocking the mouth of Breakfast Creek and so it would have provided freshwater fish.

There was a large campsite at 'Yorke's Hollow' nearby until the twentieth century and the Farm site would have been a part of their territory.

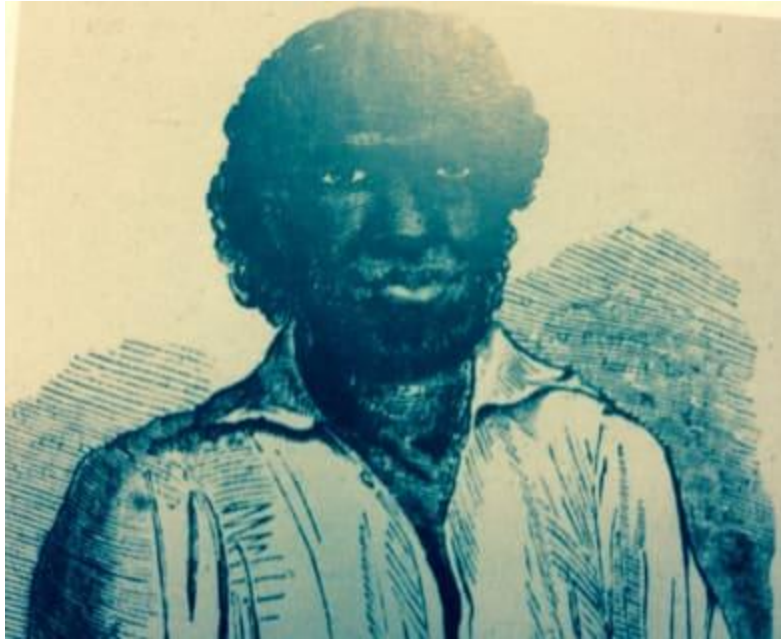


Turrbal campsite 1800's



Turrbal campsite 1800's





Dundalli , local warrior, was executed in 1855.



Maroochy Marumba,  
Turrbal songwoman

**1824.** Explorers Oxley and Cunningham saw large numbers of people camped around the mouth of Breakfast Creek.

**1829.** Colonial botanist Charles Frazer described northwest Brisbane as a thinly wooded undulating grass plain. The grassland was likely created by traditional burning. With European settlement rapid tree growth caused a dramatic change in the landscape.

**1855.** Dundalli, a local warrior, was executed in Brisbane.

**1858.** Two Turrbal men from Breakfast Creek area wrote to the Moreton Bay Courier protesting about the treatment of their people by the settlers.



Local Brisbane Campsite ca. 1890



# Settlement History of the Windsor area

**1860.** Bowen Bridge was built across Breakfast Creek, which gave access to the Windsor area for settlement.

**1862.** Rev. George Wight owned 150 acres at Eildon Hill, a part of Windsor.

**1865** The first school was built on Bowen Bridge Road to service the increasing numbers of residents in the suburb.

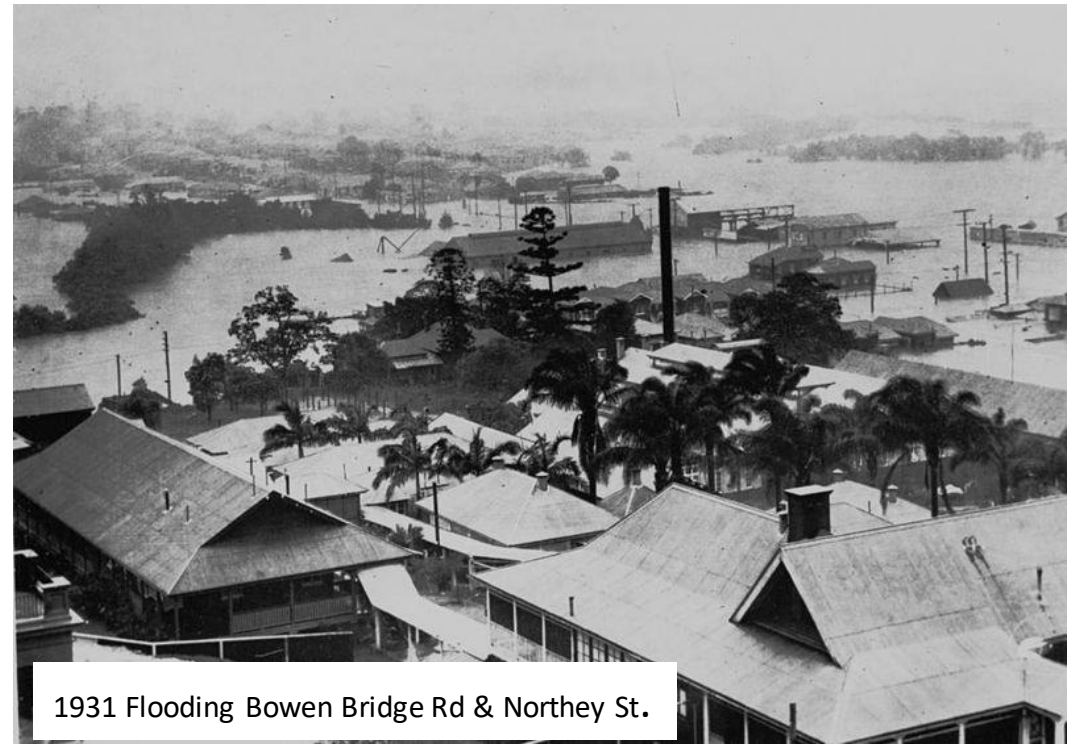
**1884** The area around the Farm was sub-divided for housing.

**1887** The Shire of Windsor was formed.

**1898** The railway passed through Windsor, further increasing settlement.

**1930** The water reservoir on Eildon Hill was built.

**1930's.** Breakfast Creek was straightened in an attempt to mitigate flooding.



Swan Hill US Navy Stores Depot







By 1964 the creek was lined with factories and warehouses and Downey Street joined Edmund Street. The whole of the northern section of the Farm was covered in housing and factories.

The 1974 flood destroyed most of the buildings on site. The land was converted into a park after the flood debris had been cleaned up. The fig trees along the roads were planted at this time.



## 1974 Flood







### **Before & after the 1974 flood.**

In 1972 the creek banks were covered in factories and the northern section was covered in housing. By 1978, houses along Northey St. were being removed, mangroves were stripped from the creek banks, and the netball courts had been built



# Northey Street City Farm founded

1994

## 1986.

- Crystal Waters was founded near Maleny. The idea of Permaculture was on the rise, with Bill Mollison's book "A Designers Manual" widely popular.
- Edible Landscapes Nursery and Permaculture Design Service was operating from the Alternatives Centre in Auchenflower. Mal McKenna, John Morahan and Ronni Martin were founders of the nursery.

## 1990.

- The van Tinterens organised a meeting of people interested in Permaculture at Tingalpa. The idea of a Brisbane City Farm was discussed.
- People like Dick Copeman, John Morahan, Morag Gamble and Evan Raymond followed up with further meetings about a northside City Farm.

## 1992.

- Ithaca City Farm newsletter was established.
- The City Farm was an idea looking for a home. A meeting at Newmarket Hall failed to agree on using the area at the intersection of Ithaca and Enoggera Creeks. Several other sites along Ithaca Creek were considered.

- With the assistance of Councillor Helen Abrahams, Brisbane City Council agreed to locating a City Farm on the 1Ha site on Council parkland on Northey Street in Windsor.
- A public meeting about the Farm was held at St Georges Hall on the corner of Newmarket Rd and Victoria St. in October.
- Volunteers gathered on Thursday mornings and weekends. The first three gardens were established around the central mango trees.
- At first, water was bucketed to the site from a tap near the creek and equipment was wheeled in from a shed in Downey Park. Later, BCC local area manager Brian Schwitzer organised a storage shed and connected water to the site.
- The first free workshop, on No Dig Gardening, was held on site.
- Northey Street City Farm Association was incorporated and people became members. Monthly Management Committee meetings began.



Before the Farm – the site in 1994



1995

- Two sheds were donated by BCC.
- Approximately 10 volunteers gathered on Tuesdays, Thursdays and sometimes on weekends. Large planning meetings were held, sometimes off – site.
- The Riverine Project employed Evan Raymond as Co-ordinator, with funding from Brisbane River Management Organisation.
- Boundary planting began, including bush foods and native plants.
- Chickens and a worm farm were established.
- Colin & Michele Piele established the Backyard Garden.
- The Management Committee consisted of Michele Piele, Morag Gamble, Elsa van Baalen, Kevin Goodman, John Morahan and Richard Neilsen.





1996



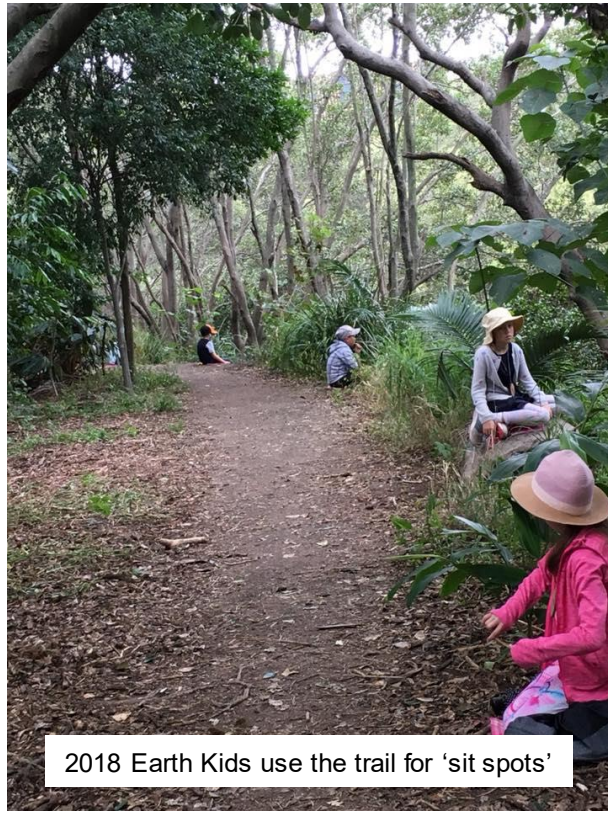
- Power was connected by BCC.
- The first SkillShare program with Wayne Wadsworth co-ordinating was held. They built a chook house and two ponds.
- A toilet was built by John Morahan with a Gaming Machine Community Benefit Fund grant.
- A nursery shade house was built by Bill Watts, Jenny Nash & Jenny's partner.
- The first City Farm and Community Gardens gathering was held.







2016 Stabilising the creek banks



2018 Earth Kids use the trail for 'sit spots'

## The Heritage Trail

**1996.**

Brisbane River Management Group funded the creation of the trail. The aim was to increase biodiversity and enhance wildlife habitat along the creek.

Hundreds of local native plants were planted, and boulders with plaques describing the natural, First Nations and early history of the site were placed along the track.

**2000.**

The Centennial Breakfast Creek project created the entry archway and further interpretive artworks along the trail.





## NORTHEY STREET CITY FARM

EDUCATION CLAN: INITIAL CONTACT- SUE

Tasks - To focus on presenting quality Farm based education programs to school students  
To organise teaching materials for Adult tour groups  
To monitor student placements which have an educational aim

Who - Dick, Richard, Sandy, Morag, Trudi, Helen, Sue

Budget - 1997

Possible expenses:

Photocopying

Paper

Materials for students e.g. potting mix, hay, blood & bone

Tools for students e.g. Secateurs

Leader fees for groups

Approx costing \$500. 00

Expected Income:

School visits at one per fortnight @ \$3.00 per head e.g. 30 students per visit for approximately ten months per year

Expected Income \$1800.00

Future Ideas:

To apply for a Gaming Machine grant for an Education officer one day per week for three months to develop School program.

Consideration of splitting income three ways -1/3 for Farm, 1/3 for Education Clan and 1/3 for Leaders of Groups.

- Morag Gamble was employed as Farm Administration Officer with a BCC grant.
- A Green Harvest Festival was held.
- The following groups were active: Backyard nursery; Worm farms; Compost toilet; Bushfoods; Recycling; Education; Riverine forest; and Vege patch.



The Farm in 1997





● Kaylene McGill and Gavin Hardy at work on the farm.

NK108701

## 1998

- NSCF had 200 members. Membership fees: Unwaged \$10, Individual \$20, Family \$30. Winter Solstice Festival tickets were \$5 for members and \$8 for non-members.
- Colin Piele further developed the Backyard Garden as an employment project.
- BCC's 'Growing Old, Living Dangerously' program funded workshops at the Farm.
- The first shade structure was built in the kitchen area with a Gaming Machine Community Benefit Fund grant.
- School group visits started.
- An article on the City Farm featuring a photo of Kaylene McGill and Gavin Hardy appeared in the Northside Chronicle.
- Community Work students were on placement at the Farm.

## 1999

- A post box was installed with the new official street address of 16 Victoria Street.
- Dick Copeman, Richard Neilsen, John Morahan, Bob Dwyer and Jasmine Berry were elected as the Management Committee.
- Work for the Dole started with John Morahan and Richard Nielsen as Co-ordinators.
- Planning for the Centennial Breakfast Creek project to upgrade the Heritage Trail.



2000



- The first 5-year strategic plan was developed.
- TAFE Horticulture Certificate was delivered as part of Work for the Dole programs.
- Dick Copeman was employed full-time.
- NSCF received a Green Grant to research green waste processing on site.

### Urban Permaculture Skills (WFD)

#### TIMETABLE

Version 1.0

Dates	Topics	Presenter
11.12 – 15.12.00	Food and Nutrition (1)	DC
18.12 – 22.12.00	Plants in a permaculture system (1): <ul style="list-style-type: none"> <li>• Healthy plants</li> <li>• Garden maintenance</li> </ul>	JM
25.12.00 – 5.1.01	XMAS BREAK	
8.1.01 – 12.01.01	W/place H&S	JM
15.01 – 19.01.01	Plants in a permaculture system (2): <ul style="list-style-type: none"> <li>• Identity</li> <li>• Interrelationships</li> </ul>	DC
22.01 – 26.01.01	Water in a permaculture system	JM
29.01 – 2.02.01	Soils in a permaculture system (1):	RN
5.02 – 9.02.01	Climate and Bio-regions	JM
12.02 – 16.02.01	Animals in a permaculture system	RN
19.02 – 23.02.01	Food and Nutrition (2)	DC
26.02 – 30.02.01	Plants in a permaculture system (3):	DC
5.03 – 9.03.01	Soils in a permaculture system (2):	RN
12.03 – 16.03.01	Community Development	RN
19.03 – 23.03.01	Permaculture philosophy etc.	JM

To be integrated:

- Induction session/s
- Education and Training needs analysis (including literacy and numeracy)
- Development of individual ed. and tr. plan

*Needs Analysis*



# 2001

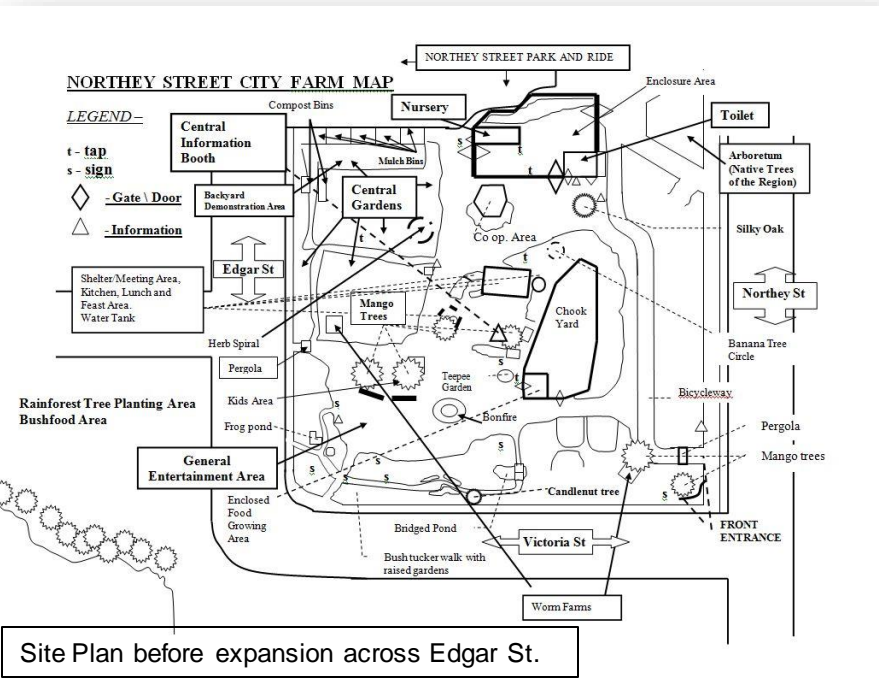
- An Urban Permaculture Certificate was offered to Work for the Dole participants.
- A utility vehicle was purchased to collect food scraps from shops for composting.
- The worm farm was expanded, and worm juice and worms were sold.
- The first Community Jobs Program (CJP) focused on building the Green Waste Recycling Center and the Nursery.
- The second CJP worked on the Farm's expansion across Edgar St. by creating water management features like swales, retention basins and wetlands.
- The Organic Farmers Market started on Saturdays.



Nursery without an office building



Saturday Organic Farmers Market



Site Plan before expansion across Edgar St.



Image © 2013 DigitalGlobe



2001 Special General Meeting



2002



- The Kitchen was upgraded with shade shelters and new benches.
- The third CJP established the Market Garden.
- A Bush Foods project with Clive Sam and Dick Copeman included a Bush Food Harvest Festival.
- An Organisational Review was undertaken in July.
- Open Garden Day was held in September.
- Edible Landscapes Nursery expanded to 2 employees.
- There were four full-time and two part-time permanent employees.



Kitchen roof & new table



2002

### Current Activities at NSCF

These have been grouped in categories of activity. This may be useful in developing role structures in the future.

#### Employment Programs

Work For The Dole	John, Richard
Community Jobs Program	Helen, Dick, Tash
CDEP	Dick, Richard

#### Volunteering Program

Volunteer Program	Dick, Tash, Helen, Richard, John
Community Service Workplace	Richard, John
GOLD ? (possibly a workshop program – not sure)	Sam? Or Sally

#### Marketing / Community Liason / Education

Public Relations	Max
Website	Tess, Max, Katie, Michelle, Rikki P
Newsletter	Tess, Max, Katie, Michelle, Rikki P
Events management	No specific person
Political Liason (Council/funding obligations)	Dick, Tash, Richard, Rikki P, John

#### Educational Activities

Tours program	Tash, Richard, Dick
Eco-tourism Destination	Dick
School Visits Program	Dick and tutors
Workshop Program	Max, Dick, Carolyn (Vol)
Consulting function to outside groups	John, Dick
Horticulture/Permaculture Training Program	Tash, Dick, tutors and guests
Research	Tash, Dick

#### Organisational Management

Funding Co-ordination	Dick
Workplace Health and Safety	Richard, John and all staff
Administration	Rikki P, Max, Richard, Tash, John, Dick, Tracey (CJP), Greg (Vol)
Financial Mangement	as above
Reporting	all project m'ment staff
Human Resource Co-ordination –	
Employment	Management Committee
Planning	all staff
and Evaluation	all staff

#### Business Arm/Sales

Farmers market	David, Tash, Richard
Nursery	Tash
Coffee Shop	Maree, Richard

#### Site Resource Maintenance

Equipment Maintenance and security	John, Richard
Maintenance of NSCF - the Venue	Richard, John, Dick, Rikki C, CJP
Green Waste Recycling Centre	Bill, Tash
Chickens and worms	Richard

#### Co-operative Tasks

Cooking Lunch for everyone	all staff supervise, volunteers
----------------------------	---------------------------------

#### One Off Projects currently underway

Open garden day	Sub-committee, volunteers
Office and site redevelopment	John
Kitchen redevelopment	Richard
Nursery Expansion	Tash





# Community Jobs Program Projects 2002



2003 CJP Graduation group



## COMMUNITY JOBS PLAN

Northey Street City Farm Application ATTACHMENT B

### AIM

The overall aim of this proposal is to start substantial implementation of the proposed expansion of NSCF into the area between Edgar Street and Breakfast Creek (see map), as outlined in the NSCF Five Year Plan, adopted in June 2000.

### OVERALL OBJECTIVES

#### DESIGN AND IMPLEMENT A PERMACULTURE SITE PLAN

This will involve design and implementation of a water management plan for the site, including construction of earthworks for swales, wetlands and retention basins and drainage pipes. Water supply pipes will also be installed. An orchard will be designed and planted, as well as allotments for vegetable gardens.

#### 1. PLANT AND MAINTAIN SITE VEGETATION

This will involve the planting of a new orchard, a firewood lot, plants to stabilise the swales and wetland plants around the retention basins. The riverine plantings and the rainforest cabinet timber woodlot (that will have already been planted) will be maintained and improved.

#### CLEAN-UP AND REVEGETATE THE CREEK

This will involve regular working bees to remove rubbish from the creek edges and mangroves and to remove weeds from the creek banks. Trees, vines and shrubs will be planted along the creek bank behind the mangroves.

A canoe and dingy launching ramp will be constructed to facilitate the clean up. The creek clean-up will also include testing of water quality and liaison with other community groups working in the upper reaches of the creek catchment.

#### PROVIDE OFFICE SUPPORT FOR ADMINISTRATION OF PROJECTS AND EVENTS AT NSCF

This will include maintaining the basic office functions of NSCF, including administration of the CJP project. It will also involve support for regular farm events such as meetings, workshops and festivals.

#### USE INFORMATION TECHNOLOGY TO DEVELOP A SMART WORKPLACE

This will involve the provision of internet access to each CJP trainee, with training in how to use e-mail and the web as communication and research tools.





Chicken tractor



# Community Gardens Network Gathering representation

- The National Community Gardens Network Gathering was held at the Farm.
- A Refugee Week concert and fair was held.



Refugee Week concert



Compost tumblers



Worm Farm



2004



BEMAC (Brisbane Multicultural Arts Centre)  
in association with  
Brisbane City Council & Northey Street City Farm  
presents

## HARVEST 2004

A celebration of the rich and diverse cultures brought to Brisbane by its many refugee communities - with delicious Food, Family activities, World Music, Dance and authentic Earth Rituals ~ in the delightful and colourful setting of Northey Street City Farm.

Unique traditional rituals connected with fertility of the Earth & growing and harvesting of food, organic practices, traditional cuisines,

World music and dance - performances include the fearsome Tinku fighting dance by the vibrant Bolivia Marka Dancers  
With the Kente Group of Ghana, Zhiva Voda Bulgarian singers, Scattered People Choir & many more.

Roving artists, side stalls, tours of Northey Street City Farm, children's activities, (including school project displays) organic gardening info sessions, demonstrations of traditional cooking with delicious diverse foods to sample, picturesque outdoor Café with delectable home-baked cakes, tea, coffee, juices.


**Sunday 21 November**  
**10.00am – 5.00pm**

**Northey Street City Farm**  
**16 Victoria Street, Windsor**

**FREE EVENT**

Enquiries: BEMAC - 3391 4433  
Northey Street City Farm - 3857 8775



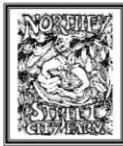



## New Farmers

A Training Manual  
for  
Volunteers, Volunteer  
Coordinators and Trainers  
at  
Community Gardens and City Farms

Compiled by  
**Tash Morton and Dick Copeman**

Northey Street City Farm  
16 Victoria St, Windsor, QLD 4030, Australia  
nnorthey@bigpond.net.au  
www.northeystreetcityfarm.org.au  
Ph 07 3857 8775, Fax 07 3857 8108



- The next 5-year plan was developed.
- A Harvest Festival was held with BEMAC.
- The musical playground was created.
- Rainwater tanks and gazebos were installed.
- The New Farmers Training Manual, written by Tash Morton & Dick Copeman, was published. It was a training program for working with volunteers.



Office building



Rainwater tank & gazebo



Musical playground

20/04/2004



2005



Growing Communities CJP participants



- Organic Certification was received in October.
- The Mosaic Mandala was created with Katie McGuire.
- Growing Communities worked on community & school projects off-site.
- NSCF delivered workshops at Woodford Folk Festival for the first time.



Winter Solstice Festival



Building the mosaic mandala



## Team Structure at Northey Street City Farm

The NSCF community has widely accepted the following TEAM management structure.  
This has been endorsed in principle by the MC.

TEAM	ROLE/S	
	COORDINATOR	
GREEN TEAM	Gardening, green waste, facilities	Richard N
ED & TRAINING TEAM	All training, courses, tours, school visits, library	Dick C
MANAGEMENT COMMITTEE	Overall responsibility, including finance & policy	Carmel H
ENTERPRISE TEAM	Support & develop enterprises across the farm	Adrian H
OPERATIONS TEAM	Daily operations of the office and across the farm (sub groups: Events, Promotions, Site design, Kitchen)	Rosco C
<b><u>FURTHER TO THESE TEAMS, THE FOLLOWING GROUPS OPERATE IN SPECIFIC AREAS</u></b>		
GROWING COMMUNITIES	All outreach & off-site activity (see advert next page)	John M
STAFF GROUP	Meet to discuss employment issues	Shared

### **FARM MANAGEMENT STRUCTURE IS UNDERPINNED BY THE FOLLOWING LONG ESTABLISHED UNDERSTANDINGS:**

- Farm management is a flat structure, not hierarchical, with widely shared leadership and responsibilities. **We're egalitarian.**
- The farm is a *community*, first & foremost, & meetings are open to all members and changing needs. **We're inclusive.**
- There needs to be good communication, cross-representation & good faith for this to work. **We trust.**
- Each management group would work with a high degree of autonomy (operations, budgeting, planning & staffing) within NSCF policies and procedures. **We're diverse, but linked.**
- Any farm management structure should be to simply support the farm, and rather than restrict creativity, be scaffolding for new ideas, developments and surprises. **We're flexible & Creative**

**We've been pretty good at this, but not always. There's a real energy at the farm now though that gives us this chance.**

**[from 2006 Autumn Newsletter]**

2006

- A grant for a composting toilet and greywater treatment system was received.
- The kitchen was revamped with new benches built.
- The Farm hosted a talk by Richard Heinberg & David Holmgren.





2007

- Growing Communities “Growing in the Garden” seminar was held.
- NSCF had a display at the ABC Garden Expo and received coverage on Gardening Australia
- The PDC and APT were delivered.
- BEMAC Music Festival was held.
- Organic Farmers Market was changed to Sundays instead of Saturdays.
- Edible Landscapes Nursery became an agent for the BCC Free Trees scheme.



Permaculture Design Course class



Accredited Permaculture Training class



Multicultural Festival



Setting up at the ABC Garden Expo





This is a snapshot of the NSCF Operations. It does not list the names of all the farm workers, volunteer & paid. Rather it is a guide to the Teams, Groups & Key Contact People in a variety of the farm's operations.

Team	Roles / Tasks	Contact People & Membership	Finance Committee
Management Committee	Oversee whole of Farm Policies. Financial Accountability. Overall Planning & Reporting.	<div><div>- Brendan Wright (Acting Coordinator)</div><div>- Robert McGuigan (Assist. Coordinator)</div><div>- Genevieve Willis (Secretary)</div><div>- Rikki Pieters (Treasurer)</div><div>- Caitlin Clare</div><div>- Dave Cross</div></div> <div><div>- Simon Ross</div><div>- Malcolm Teggin</div><div>- Di Fyson</div><div>- Gemma Schuch</div><div>- Bronte Morris</div></div>	(providing data, analysis & advice to MC & Teams) - Rikki, Peter, Brendan
Green Team	Oversee all gardening activities at the farm – "all things green & brown". <u>Gardening:</u> Gardens, Orchards, Animals, Grounds, Planting Calendar <u>Facilities:</u> Workshop & Work Areas, Tools & Equipment, WH&S, Security & Keys, Repairs, Maintenance, Farm Ute, Construction, Facilities.	<div><div>- Robert McGuigan (Coord, WFD, Green Waste, Site Design)</div><div>- Richard (Tools, Facilities, Chooks)</div><div>- Barb Ford (Food Forest)</div><div>- _____ (Multicultural Gardens)</div><div>- Simon &amp; Bunya (Market Garden)</div><div>- Dick (APT, Bush-tucker, Revegetation)</div><div>- Virginia (Toilet Group)</div><div>- Allan (Maintenance, Woodlot)</div><div>- Gavin (Harvesting)</div></div> <div><div>- Brendan (WH&amp;S, First Aid)</div><div>- Peta (Green Waste)</div><div>- Carolyn (Herb Spiral &amp; Kitchen Gardens)</div><div>- Genevieve (Nursery)</div><div>- Caitlin (Genetic Diversity Garden, Tea Garden)</div><div>- Brian (Weed Control)</div><div>- Nadine (Backyard Garden)</div></div> <div><div><u>Toilet Group</u> Virginia, Dick, Barb, Brendan, Robert</div><div><u>Site Design Group</u> Meets periodically.: Robert (Coordinator &amp; MC Rep), Brendan, Richard, Gavin, Dick</div><div><u>Chicken Group</u> Richard, Kate L, JR, Sharon, Dana, Robert, Carolyn, Caitlin</div></div>	
Education & Training Team	Oversee all courses, workshops, tours, school's program & materials relating to these.	<div><div>- Dick (Coordinator, PDC, APT, Workshops)</div><div>- Kym (Permaculture trainer) (MC Rep)</div><div>- Emma (Admin Support)</div><div>- Rossco</div></div> <div><div>- Richard (Hort. Courses, APT)</div><div>- Sara (Schools Program, BCC Programs, Farm Tours)</div></div> <div><div><u>Schools Group</u> Sara, Julia, Robert, Dale,</div></div>	
Operations Team	Oversee daily operations of the farm, including Volunteers, Kitchen, Events, Community Usage & Development, Art & Performance Art, Promotions (whole of farm), Technology, Communications, Office Activities, Membership, general signage.	<div><div>- Rossco (Coordinator, Newsletter, Events, e-News, Community Engagement Worker)</div><div>- Emma (Office Administration)</div><div>- Peter (Finances)</div><div>- Kym (Farm Promotions Worker)</div><div>- Robert (IT, MC)</div><div>- Alastair (Website)</div><div>- Hilda</div><div>- Celia (Memberships)</div><div>- Anaheke (Art)</div><div>- Celia (Playgroup)</div><div>- Gavin (Community building)</div><div>- Virginia</div></div> <div><div><u>Events Group</u> Rossco (Coordinator), JR, Robert (MC Rep), Caitlin, Hilda, Emma, Anaheke, Bunya, Simon, Julie, Kym, Gavin</div><div><u>Grant Writing</u> Emma, Rossco, Hilda, Dick, Virginia, Carla</div><div><u>Art Group</u> Anaheke, Celia, Amie, Karen, Rossco, Fiona, Bronte, John, Ross</div></div> <div><div><u>Community Engagement (Volunteers, Grants, Training, Events, Partnerships)</u> Gavin, Rossco, Emma, Rob</div></div>	
Enterprises	Enterprises run as separate groups. They develop opportunities for income while contributing to the overall sustainability of the farm.	<div><div>1. <u>"Edible Landscapes" Nursery</u> Genevieve (Coord. &amp; MC Rep), Caitlin, Rob,</div><div>2. <u>Market Garden</u> Simon (Coord.), Bunya, Robert (MC Rep)</div><div>3. <u>Organic Market</u> Paul (Coord.), Robert (MC), Gemma, Dave, Rossco, Virginia, Di, (MC Rep),</div><div>4. <u>Chai Café</u> Sandi (Coord.), Virginia, (MC Rep),</div><div>5. <u>Sausage Sizzle</u> Rossco (Coord.), Robert (MC Rep), Hilda, Alimah, Peter, Dale, Paul</div><div>6. <u>Design Group</u> Dick, Gavin, Richard, Kym, Barb, Caitlin, Mal, Steve, Sara,</div></div>	
Staff Group	Paid workers meet occasionally to discuss issues relating to employment.	Regular staff, Regular Contract Workers Paid Project Officers.	<div><div><b>Farm Elders</b> – The farm recognizes the unofficial role of our tribe's elders across all of farm activities. We respect and listen to them.</div></div>
Reps from the above teams meet with each other monthly, between MC meetings, to share information & network			
Growing Communities (OPERATES OFF-SITE)	All off-site activities: Providing outreach, networking & support services to Community Gardens, Schools, Individuals, Businesses, Governments, Government Agencies & NGO's.	<div><div>John (Coordinator)</div><div>Gavin (Networking)</div><div>Giuliano (Schools, Promotions, Workshops)</div><div>Robert (link to NSCF &amp; all teams)</div><div>Members from other CG's</div></div>	



2008





2009



PDC students in the Market Garden



Ko & world's longest mud painting

- A major flood destroyed much of the office equipment and covered everything in a thick layer of silt.
- Planting for Pizzas program started.
- Thursday members' harvest mornings encouraged members to get involved on site.
- As well as the Winter Solstice Festival, Autumn Equinox Earth Arts and Spring Equinox Circus Festivals were held.
- Share Cookbook was published.



2009 Flood



Revamped kitchen





# 2010

- Construction of the education building started.
- Village Life Market started
- Green Jobs Corp Program was co-ordinated by Tim and Bunya.
- A Rainbow Family Fun day for LGBTI families was held.



April 2010. Start of education building



Earth Arts with Bob Mud (McMahon)



Kids Birthday Party





## Introduction

The Whole of Farm Review arose out of management difficulties being experienced in 2010. A steering committee was appointed consisting of Kirsty, Peter and Belinda, to bring the review into effect. In August 2010, Kirsty put out a tender setting out the requirements for the review and seeking professional help in the facilitation of the review process. A number of tenders were received, and at a late stage in the process a tender was also received from ourselves, Richard Nielsen, Emma Brindal and Rachel Hammam. This last tender was accepted in September 2010. The three of us have a history of involvement at the Farm, knew most of the staff both paid and volunteer, and had some experience of the ongoing managerial problems that were being encountered. None of us were employed at the Farm, nor were we engaged in managerial positions.

Having been contracted to undertake the Whole of Farm Review process, we determined to first undertake a survey of all members with a role at the farm, in consultation with the steering committee, with the two fold objectives of seeking information and involving the members in the project. This survey was completed by 54 participants. We subsequently followed this up with three meetings to which all were invited, and we facilitated the process of the meetings, with the result that the whole group made consensual decisions about changes to be put into effect.

This report is essentially about those decisions.



Review workshop participants



Green Army built the allotment beds



- A Whole Farm Review resulted in restructuring into 3 Teams.
- The Education building was built.
- The Farm hosted the 'Sea of Hands' during NAIDOC week.
- There was another flood.
- A Green Army project built the allotment beds.
- The Allotments launch was held in October.





# 2012



Steph Zanakis planting the green roof



The deck completed

- Green Roof and kitchen deck, benches & pantry built with a Community Infrastructure Grant.
- Solar hot water systems installed.
- Implemented the operational changes identified in the 2011 Whole Farm Review.
- NSCF shopping bags and T-shirts produced.

Changes implemented include:

- A new three team structure comprising of the Farming Team, the Information Team and the Site and Events Team (see flower model for details)
- Clarity around the function of the Management Committee and Team Representative group (detailed in the Decision Making Policy)
- New Policies and Procedures or improvement of existing ones, including: Code of Conduct, Recruitment, Decision Making, Grievance, and Disciplinary
- Amalgamation of smaller roles into new more significant roles
- Detailed Position Descriptions for new roles, including; Farming Team Manager, Information Team Manager, Site and Events Team Manager, Administration and Finance Officer, Market Coordinator, Education Coordinator
- Recruitment for all of the above positions
- Provision of training for all key staff and volunteers, in the areas of Non-Violent Communication, Consensus Decision Making.

*(Extract from 2012 Annual Magazine)*





2012

The tunnels and roadworks were completed. The Farm became even more of a quiet green oasis in the city.

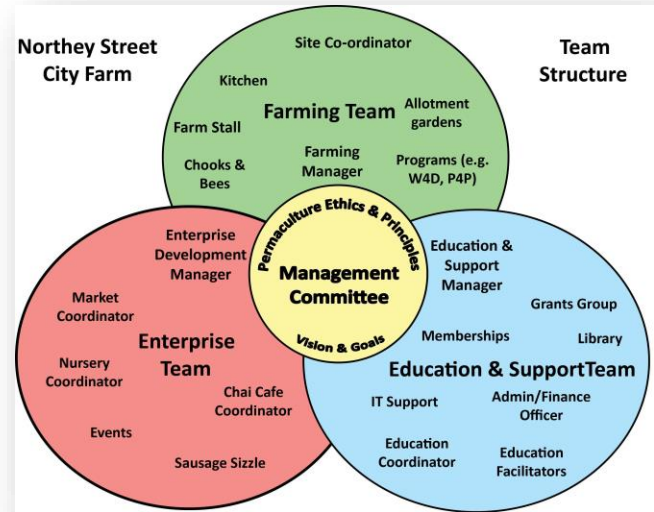




2013



Nursery before the rebuild



Planting for Pizzas program



Flood

Farm



Kitchen Crew



Allotments



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In June 2014, the day before the Winter Solstice Festival, the Farm was closed to allow for soil testing after some asbestos cement sheet pieces were found on site. Over the next few months we demonstrated our huge community support through petitions and letters to BCC. We also developed a Contaminated Land Management Plan which allowed the site to fully re-open a year later.







Costa visits the Farm



Fire destroys the kitchen



SEQld Community Gardens gathering



Scott building the nursery office extension



20<sup>th</sup> Anniversary dinner



2015



Fences in the healing circle



Market garden raised beds built



Education building completed



First fence panel being removed



Nursery office building rebuild completed



Wedding held at the Farm



# Some NSCF Achievements 2016 to 2019

## Services

- Grey water system for kitchen upgraded
- Installed taps on tanks and a mobile pump to use the water
- Improved the drainage in Nursery and carpark
- Reused biolytic system tanks for water storage.
- Irrigation on green roof improved and plant/media trial completed
- Taps and bubblers, and irrigation systems in market garden installed
- Electrical upgrades in markets (carpark power poles) and kitchen done.
- Flood proof power points installed.
- Bin enclosures & signage to improve waste sorting by users built and installed in carpark and on site.
- Waste audit carried out by Markets Co-ordinator.
- Improved waste management at Markets – less packaging and disposables used

## Shelter & seating

- Roof on cob ovens built
- Fencing around workshop area, and improved storage of tools & materials
- Increased fixed seating around the site. Decks built in carpark for stalls seating.
- Sheds built to improve storage – Farm, Earth Kids, Bees, Laundry, and Market shed stairs.

## OH&S, Security

- Installed CCTV and sensor lights
- Improved access for emergency vehicles past the kitchen by widening and surfacing the path.
- Evacuation plan & signage installed.
- Systems created for First Aid (training & Kits), contaminated land management, safety inductions
- Child Safety systems maintained (Blue Cards)
- Constructed a safe fireplace in the healing circle area.

## Farming

- New shade house
- New market garden & allotment beds
- Provided honey, wax and seedlings for sale in Nursery
- Sold produce to food collectives
- Converting orchards to forest gardens
- Naming all trees on site, plant lists put on web site.
- Community Composting hub set up
- Improved compost production systems
- Improved worm farms
- New chicken run and house built. Increased diversity of the flock.
- New facilities for Native and European bee keeping built.
- Allotments tool shed and hose box built.
- New plantings and path made through bush foods area.
- Bat boxes and improved habitat for wildlife created

## Education

- Playgroups with Earth Arts happening regularly 3 times a week
- Increased number of school visits. Improved training for tutors. Partnership with Chinese school visits organisation.
- PD for teachers introduced.
- Developed & implemented Earth Kids program
- Reviewed and improved PDC curriculum, course materials and communication with participants.
- Hosted Retrosurbia training for Brisbane
- Off-site PDC in Lockyer Valley held
- Tree Change tours held
- Increased number of workshops including more short courses.
- Free Wednesday Talks held most weeks
- Held Film & Discussion Nights
- Mosaic Wall community arts project completed



## Admin/Promotions

- Annual Report produced each year
- Monthly Enews revamped
- Website rebuilt
- Directional signage & outdoor notice board installed
- Attended Qld Garden Expo in Nambour each year. New stall displays produced
- Phone system upgraded and wifi introduced
- Sharepoint filing system introduced
- Computers upgraded.
- Eventbrite ticketing introduced
- Improved use of social media platforms – integration of Facebooks, more Instagram posts.
- NSCF merchandise produced – t-shirts and shopping bags

## Partnerships and networking

- 2 Community Gardens networking events held
- First Nations Advisory Group and Decolonisation Action Group formed and active: flag-raising, field trips, fireside yarns, FNEC appointed.
- Bid to hold Australasian Permaculture Convergence 2020 in Brisbane was successful.

## Staffing

- 2 Intern programs held
- Volunteer handbook and procedures updated
- Staff training budget in place.
- Recruitment and induction procedures reviewed and documented.
- Enterprise Agreement re-negotiated.
- Work for the Dole programs continuous.

## Governance

- Developed updated belief, purpose, and values statements & goals.
- Improved monthly reporting to MC
- Improved annual planning and budgeting processes.
- Reviewed, updated and introduced new policies.
- Made the transition to being registered with the Australian Charities & Not-for-profits Commission
- Renegotiated our lease with BCC.
- Design Group made a submission to the Enoggera Creek Precinct Plan process.

## Nursery

- Name change to City Farm Nursery
- Rebuilt facilities- office, sales benches, prop area, shade sails, irrigation system, fences & rainbow gates.
- New signage within and without (above gate, roadside A-frame)
- Introduced occasional information sessions.
- Changed to Kounta app for Point Of Sale system
- Selling coffee, cold drinks, and ice blocks.

## Markets

- Improved stall layout and added seating
- Introduced Integrapay to simplify stallholder payments
- Updated Stallholder Terms & Conditions.
- Included more hot food, makers and wellness stalls.
- Introduced occasional information sessions e.g. for Bee Day, and the Food for Thought series.
- Customer surveys completed to inform marketing
- Greater use of social media

## Events

- Winter Solstice Festival ticketing introduced.
- More educational workshops included in Winter Solstice Festival.
- Winter Solstice Festival aimed for zero waste.
- Site Hires included a wedding & Summer Solstice Festivals



2016



NSCF stall at Qld Garden Expo



BCC compost hub



Seedling shade house in market garden



Bee Shed



PDC Design presentation



Earth Kids build a cubby



Decolonisation Action Group flag raising ceremony

### **Our Belief**

The dominant way of life is unsustainable but by practicing Permaculture we can create an environmentally, socially and economically just world.

### **Our Vision**

“All living sustainably”

### **Our Purpose**

Our purpose is to be an inspirational working model of a community-based urban permaculture farm which promotes and educates for sustainability.

### **Our Values**

Caring for Earth, Caring for People, & Learning

*(New statements developed at 2016 strategic planning sessions)*



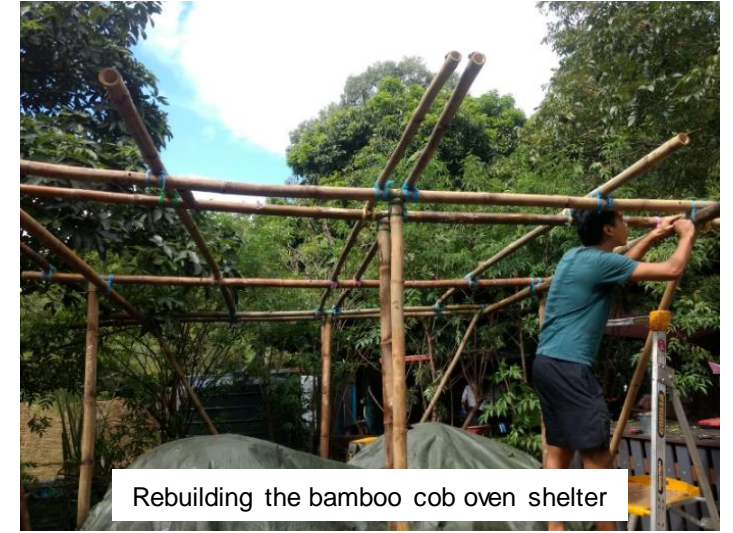
2017



Winter Solstice Festival



Bush skills for teens workshop



Rebuilding the bamboo cob oven shelter



Introduction to Permaculture course



New nursery sign and entry



DAG Bunya Mountains camp



2018



Allotment gardens entry archway



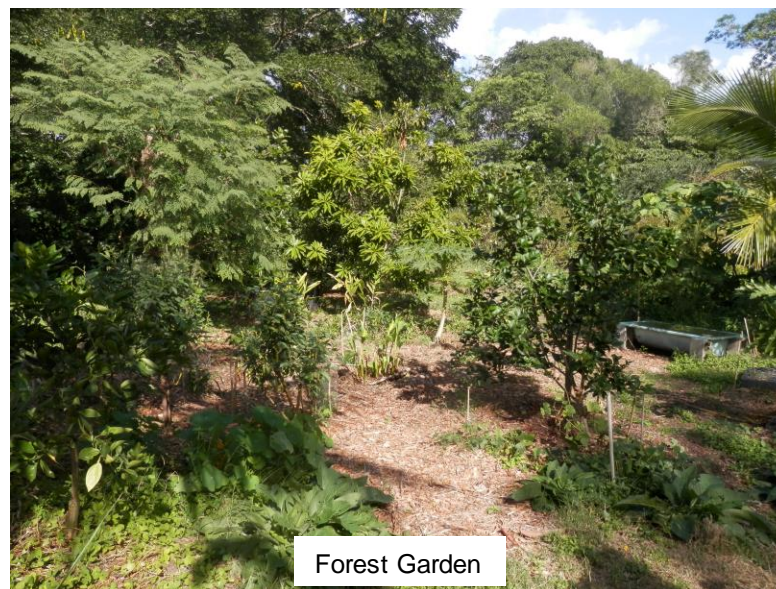
Market garden



Native bee hive built at the Farm



Winter Solstice Festival



Forest Garden



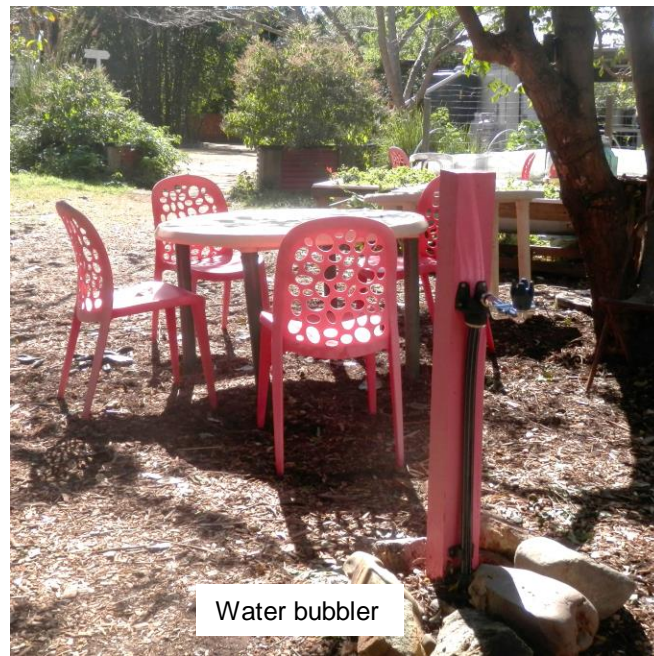
Added bench seating



2019



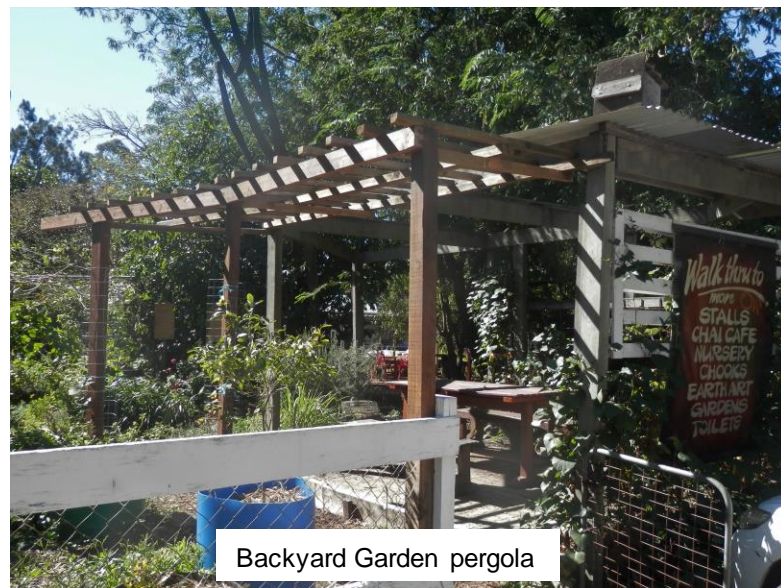
Kitchen Garden



Water bubbler



Earth kids watch a native bee hive being split



Backyard Garden pergola

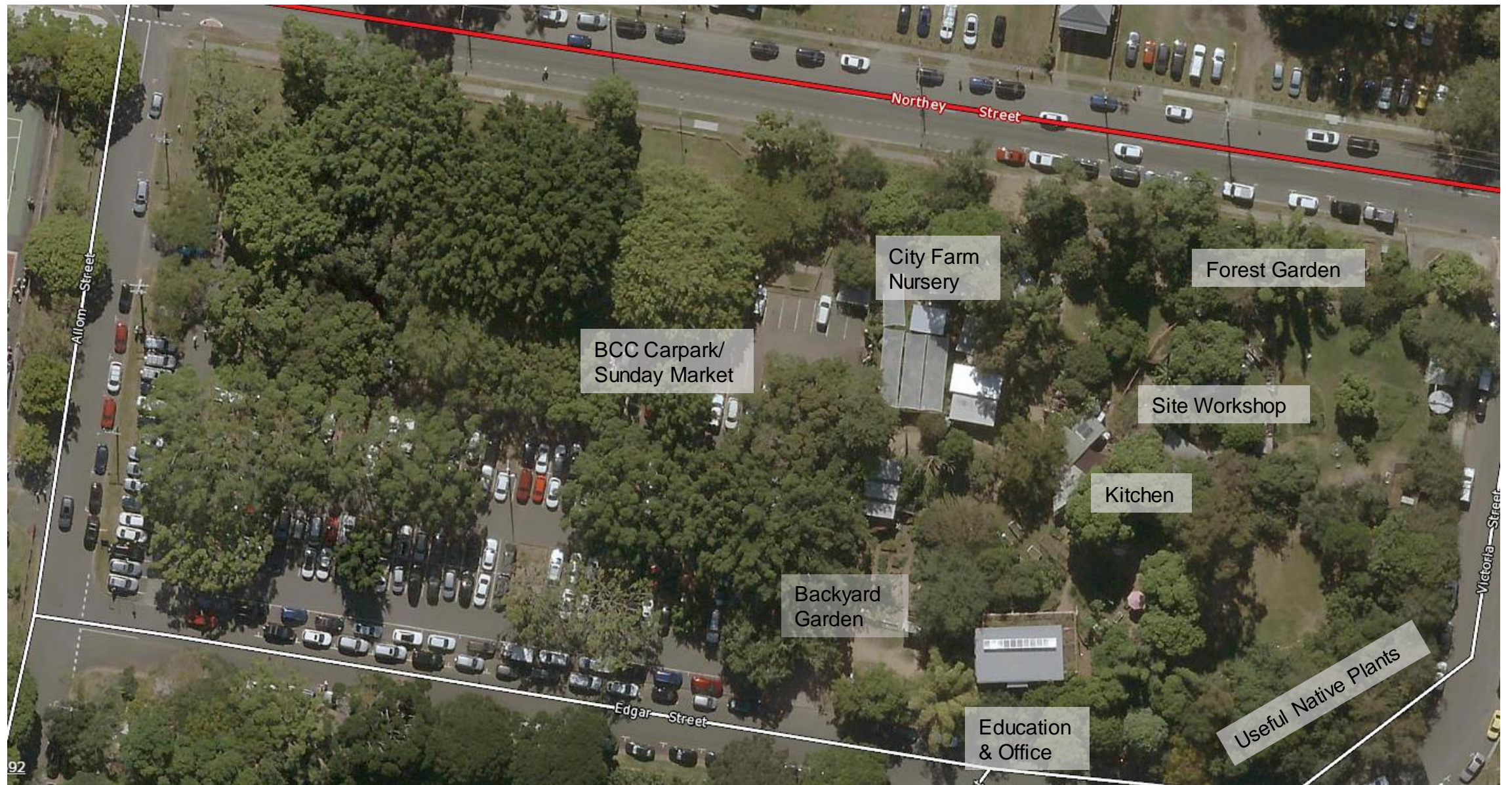


Yolngu visitors talk



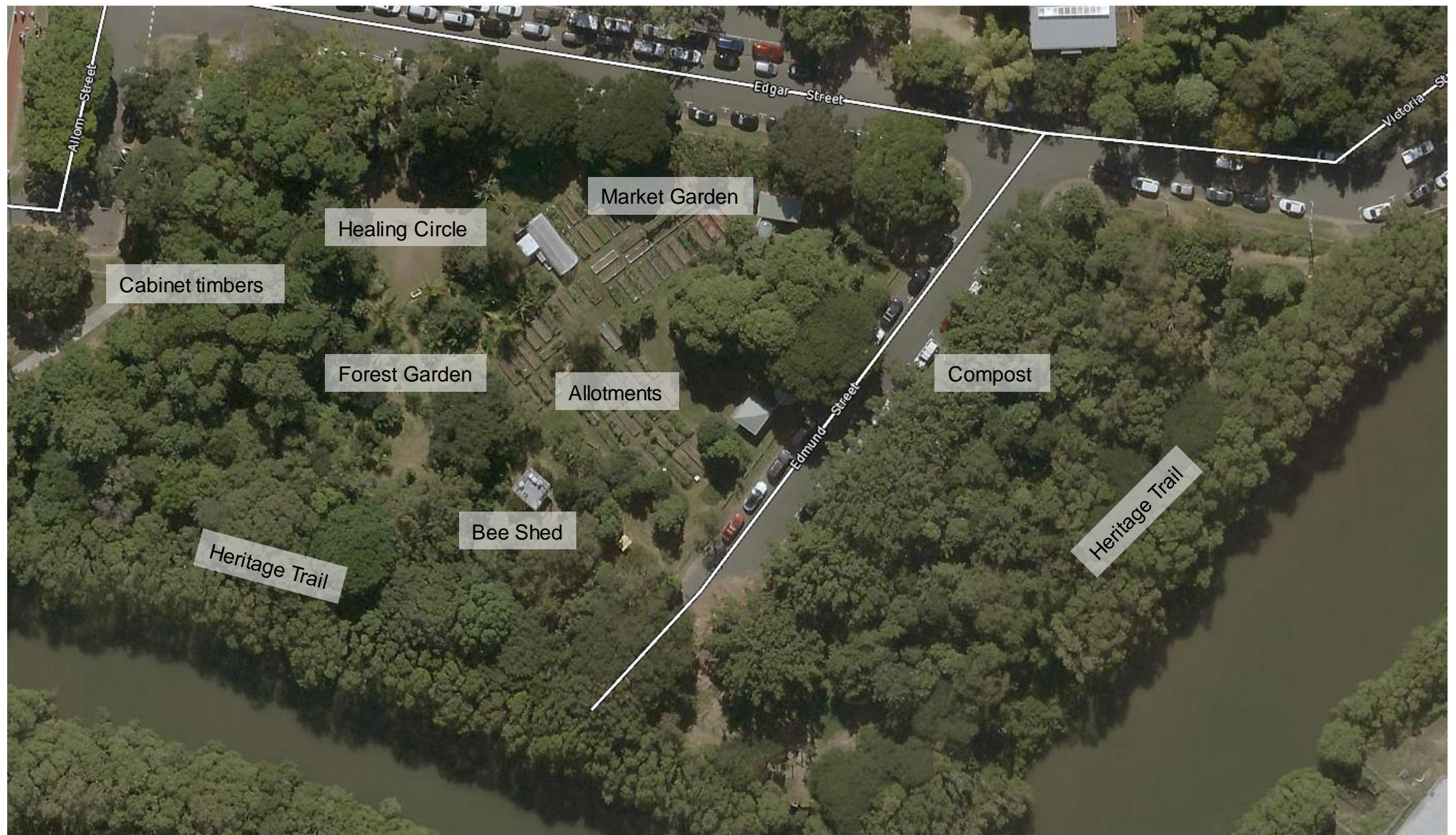
Deep Litter chicken run and shed





2019 NSCF North





2019 NSCF South