



Holistic Resource Management of Texas, Inc.

Newsletter

Volume 19, Number 2

Spring 2004

Ozona, TX— West Ranch Field Day, June 12

Offers a variety of opportunities for learning and networking

The field day committee is excited about our plans for the next event at The Savory Center's David West Ranch. With thanks to Joe and Peggy Maddox and The Savory Center, on June 12 we will have a full and varied day brimming with information.

For early birds, we will begin at 6:30 am sharp with a birding session especially focused on the feathered residents and migrants on the ranch. Texas horned lizards, javelina, mountain lion, wild turkey and other critters are known on the ranch.

Event registration will open at 8:45 am and the formal program will start with a welcome at 9:15. A buffet lunch will be served so pre-registration is required (details below). Concurrent sessions will run in the morning and afternoon to allow participants to hear up to 4 speakers. Topics include:

☛ **Decision Making at West Ranch** (Hear about the decisions made at West Ranch over last two years and see for yourself what is happening.)

☛ **Creating Successful Producer Partnerships** (Ways to organize your partnership, carry it forward, and keep it on track.)

☛ **Advantages of Multi-species Grazing** (Why it makes sense and cents! And why are hair sheep soaring in popularity.)

☛ **Nature Walk** (Explore the native vegetation and wildlife of West Ranch and the Trans-Pecos area.)

☛ **Value Added Livestock Production** (Why profit increases with changes in your handling of livestock.)

☛ **Maximizing Your Use of Federal Programs** (Finding the program that fits your operation.)

☛ **Holistic Management, What is it?** (The basics of Holistic Management.)

Sessions will be led by Joe Maddox, Peggy Maddox, Janice Ramirez Castro, Dr. Bob Steger, Jennifer Lanier, Mike Everett, Marty Behrens, Peg Wallace, and Margaret Krome. Most sessions will conclude at 3:30 p.m., although one additional nature walk will be offered at that time.

RSVP: To attend please RSVP by June 7. Contact Peggy Maddox at 325-392-2292 or e-mail westgift@earthlink.net or Peggy Jones at HRM of TX office at 412-858-2761 or e-mail hrmoftx@earthlink.net.

Directions to the ranch – From 1-10 at Ozona take #163 south toward Comstock for about 15 miles. Turn right on RR 1973 and go 16.3 miles. Turn left at the Cole Fresh Water Station sign. Go 1 mile and turn right and go .5 mile to a cattle guard. When you cross the cattle guard you have entered West Ranch. Follow the signs on to the ranch headquarters. Signs will be at each place where you need to make a turn.

Planning Meeting redefines the whole

The HRM of TX annual long-range planning meeting was held April 28 & 29 in San Antonio. After a consensus-building workshop led by Christina Allday-Bondy, the group took some time for monitoring. The ID of the Whole was modified to include: **People:** Board of Directors, **Land:** Texas Ecosystems, **Resource Base:** Advisory Board Members, Landowners/Managers, Policy Makers, Foundations, Educators, Students, Savory Center, Satellite HM Groups, Non-Member Participants, Policy Makers, Government Agencies, Other Non-Government Organizations, Merchants (Business and Industry), and **Money:** Assets – Cash, Skills, Capacity, Examples, Role Models, Dues, Grants, Donations, Bequests, Sponsorships, Endowments, and Fund Raisers.

The group, which included members, directors and advisors of HRM, then reviewed the organization's activities for the past 9 months to assess whether or not they are congruent with our values and taking us toward our stated goal (see page 2). Some commented that our reputation seems to be growing, reflected in more opportunities for partnering and funding; others suggested we focus more on producer example and experience as we broaden education. Our organizational logjam was identified as weakness in the fundraising arena and the possibility that our scope has changed faster than our educational focus. Perhaps the formality

see Planning, page 9

Range Health Field Day at the Richards Ranch still has a few openings

Call or e-mail today to register for the May 20 Field Day and/or the May 21 HRM Workshop

512-858-2761 or hrmoftx@earthlink.net. See page 3 for details.

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From the President

Forrest Armke

A big Thank You to The Magnolia Charitable Trust and the National Fish and Wildlife Foundation for generous gifts to help with our operations and education.

Most of Texas has received above average rainfall this spring. The visual effect on our landscape is outstanding. It is rewarding to see the Earth respond in such a positive way. Keep up the good work and remember others are watching our success. We teach while we practice.



HRM of Texas Mission Statement To provide encouragement and support of holistic management in Texas

HOLISTIC GOAL

Quality of Life - We value a healthy ecosystem capable of supporting the people in it, strong family units, financial sustainability, a land ethic, and personal growth and development; while enjoying life and the fellowship of a professionally proactive organization.

Forms of Production / Activities - Practicing holistic management, self-sustaining forms of revenue, facilitating training and education, creating public awareness and forming collaborative partnerships.

Future Resource Base - High biodiversity, a healthy water cycle, a healthy mineral cycle, efficient capture of solar energy, and a harmonious interdependence between urban and rural communities through an understanding of ecological processes; an active membership with respect for diversity, long term productive relationships with public agencies and endowment groups, and proactive networking with other groups that manage holistically.

Holistic Resource Management of Texas, Inc.

Newsletter

is published quarterly by HRM of TX, Inc., a non-profit organization. News articles, area updates and photos are gratefully accepted and will be published as space allows. We welcome letters to the editor related to HRM principles or activities. Advertising is available. Direct newsletter correspondence

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HRM Events, Etc.

For a complete calendar with links to all the events we know about, see our web calendar at www.hrm-texas.org.

RANGE HEALTH THE BASIS FOR HEALTHY PROFITS: A FIELD DAY—AT THE RICHARDS RANCH, JACKSBORO, TX, MAY 20, 2004

Learn all about Participatory Assistance and how to form your own grazing club. Understand why goal setting and decision-making is the crux of good management. See Holistic Management in action on the Richards Ranch. Experience the use of the HM process for problem solving. Enjoy lunch in the company of interesting people. The fee to attend this event is \$25 per person (\$40 per couple) if registered before May 15. (\$35 per person late registration and at-the-door). You may register by phone (512-858-2761) or e-mail (hrmoftx@earthlink.net) and pay when you arrive.

On May 21, following the Richard's Ranch Field Day, Richard Sechrist will lead a one-day workshop on the application of Holistic Management. Titled, "How Did They Do It?", this workshop will focus on the achievements viewed during the Richard's Ranch Field Day and provide instruction and clarification on the practices used to achieve their success. Topics will include goal formation, planning for profit, grazing planning and monitoring, and decision making.

This is the first time that a workshop has been held to allow for in-depth exploration and discussion regarding the success of an individual ranch. By learning from this real life situation, it is hoped that participants will begin their own journey of creating success through holistic management.

The "How Did They Do It?" Workshop will be held at the Richard's Ranch. Registration is \$40 per person or \$75 per couple and includes lunch and handout materials. Please register for this workshop when you register for the field day.

HRM FIELD DAYS & WORKSHOPS— THE 2004 SCHEDULE

June 12, we will make a return visit to West Ranch at Ozona. Reports are that the Ranch is already showing signs of responding to Holistic Management. We will have an opportunity to see and hear about these exciting developments and the implementation of the land plan, as well as a host of short workshops. see page 1 for details.

September 17, at the Hornsby Bend Center for Environmental Research, near Austin, Jim and Judy Reed (www.reedfamilyranch.com) and Christina Allday Bondy are collaborating on a workshop, "Working Towards Sustainability" with a particular focus on several areas of interest to families (and other groups) working together toward resource sustainability. This class is especially intended for those in groups and families who are working together toward healthy, productive lifestyles and careers, ecological and environmental responsibility, keeping things running smoothly, and resource management in a way that is sustainable for generations to come.

Some topics planned for this class day sure to be of interest to many who are now practicing holistic management (or heading in the direction of practicing) are:

- Holistic Goal setting, consensus building, and how/when to use the 7 testing guidelines
- finances, planning \$\$\$ now and for the future, and generational transfer
- resolving conflict, working together, keeping the peace, and having fun—all at the same time
- how to conduct family and group meetings in a way that they are productive, with outcomes which are aligned with the Holistic Goal.

see Announcements, page 6

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Practitioner Profile: Joe & Peggy Maddox, Ozona, TX

The David West Field Station for Holistic Management, an aspect of The Allen Savory Center

Joe and Peggy Maddox and son, Dalton, went to their first course in Holistic Management in 1986 and management for them began to change. Over the next 18 years, their Mitchell County Ranch went from a debt crisis to profitability and increased in biological capital as well.

In the late 1990's Joe and Peggy began to look at that generational change that always comes in family partnerships. Joe and Peggy, a public school teacher, wrote those changes into their personal holistic goal and began to think about a move. The thoughts became a necessity when one of their ranches, a property that had been leased for 75 years, sold in 2001. Then a call came from The Savory Center asking them if they would like to manage the newly acquired West Ranch in Ozona, Texas. Now, two years later, they are in Ozona with Joe in charge of ranch operations and Peggy as Director of Public Relations and Education.

Over the years since their first introduction to Holistic Management, Joe and Peggy have attended courses offered by The Savory Center and have attended numerous seminars. Joe is past president of HRM of Texas, and Peggy is currently serving on the Board of HRM of Texas as secretary. Joe is a graduate of the Center's Ranch and Rangeland Managers program and Peggy will graduate from the certified educator program next April.

A holistic goal was formed when they came to the ranch in 2001. The 11,000 acre West Ranch in Crockett and Val Verde Counties is a working ranch and also an education and research site. In 2004, they decided to form a holistic goal for each operation and found that decision making was more exact when they treated each operation as a lesser whole of the whole ranch.

Managing holistically means diagnosing problems using the Holistic Management® Model. One of the first decisions was deciding how to deal with 65% bare ground, an invasion of juniper and prickly pear, and 70% dying or dead

plants. Since the ranch, located in a brittle environment, had been rested for 18 years, the conditions were the result of human management. In the region, technology and fire are the most common tools used for removal of cedar. Since fire has the tendency to create more bare ground in brittle environments and use of technology did not cash flow, the decision was made to bring on livestock and use the tool of animal impact. The first animals arrived in September of 2002 and were there as a pasture lease herd for 9 months. In 2004, the ranch purchased 120 cows and 600 hair sheep. In order to help with herd effect

country. He really likes the hair sheep for their qualities of multiple births, browsing ability, mothering instincts, and there is no shearing expense. The lack of wool does not cut the income as researchers are finding that the hides may be more valuable than wool sheep hides and can compete with goat hides. The hair sheep breed is also worm resistant and really is adapted to their hot climate.

There have been challenges for the couple. Coming from a ranch with 50 paddocks to a ranch with 4 pastures of 3000 acres, creates problems for Joe and his two hired hands. He is confident that

the ranch will improve and he also knows that mistakes will be made, but holistic management monitoring gives early warning signs if you stay alert to them. Peggy is adjusting to being a full time ranch wife after 18 years as a public school teacher. She is busy with the intern program that is part of the research and education program at the ranch and is in charge of the field days and school visits.

The intern program has proven to be very valuable to the ranch. Janice Ramirez Castro is a veterinary student from the Faculty of Veterinary Medicine (FMVZ) in the National Autonomous University of Mexico (UNAM). She arrived last August and helps with all aspects of ranch work, which will help her to get her degree back in Mexico. She has become an integral part of achieving the holistic goal set for West Ranch.

Every aspect of the ranch and its work is available for the public to view. When you enter the headquarters, you will see posted the holistic goal, grazing plan, and financial plan for the month with a calendar and daily check up list. The June 12 field day will be the third they have hosted. There will be time to see the land and infrastructure changes made over the last year. Sessions on holistic management principles, multi-species grazing, value added livestock production, government grant & entitlement programs and networking are all part of the day. See page 1 for more field day details.



Joe & Peggy Maddox teach Ozona school children all about wind and water cycles.

and simply for better management of the livestock, the first pasture was divided in fourths, using portable electric fencing, in September of 2003. This April the monitoring shows the land moving toward the resource base described in the holistic goal. The process will be slow, as the ranch will only build infrastructure as the ranch generates the income to pay for it.

Therefore, Holistic Management financial planning is one of the most important aspects of the work at the ranch. They use The Savory Center financial planning software and compile monthly reports to see if the plan is staying on track. Joe is always looking at ways to cut expenses and generate more income. He recently converted to the use of mules instead of horses, as he found he had to shoe all his horses at least once a month in order for them to work in the rough, rocky

Practitioner Profile: Art Roane, Ozona, TX, The Double T Ranch

HRM: How and when did you start practicing holistic management? Art: I was introduced to HRM through Rusty Deeg in about 1982. We were living on the Goodrich ranch near Lampasas and had the good fortune to work with and learn from Rusty. I attended a formal course in 1987 or thereabouts when Sally and I went to an HRM In Practice course taught by Allan Savory in phoenix. The ranch where we lived at the time was focused on production from cattle and goats, with very little thought or planning concerning the health of the range. Rusty's teachings kept surfacing as many of the negative consequences of long term, constant, low density grazing were very apparent. The ranch land became out teacher. Curiosity and interest grew. I surrounded myself with books that espoused respect for the land: Wendell Berry's *The Gift of Good Land*; *One Straw Revolution* by Masanobu Fukuoka. Even though the ranch management didn't change direction to a healthier attitude toward the land, I was given the freedom to apply the tools of animal impact and planned grazing to a trap of about 320 acres. Seeing positive response and improvements in this trap's plant density and composition was extremely gratifying and "hooked me" as knowing that these two tools could be creatively applied to the land to achieve advancement in all of the ecosystem blocks (succession, water and mineral cycles and energy flow).

Describe the whole under management. The land we manage now is about 24,000 acres in the Ozona, TX area. It ranges from low, stony hills with cedars (red berry juniper) and grasses (curlmesquite, buffalograss, sideoats, green sprangletop, threeawn, red grama) to draw sites with mesquite trees and tabosa grasses predominating.

To define the whole: at this time the people are the land's owners (the Thompson family, who live in Dallas), one ranch hand and his wife, myself and my wife, and the community of Ozona. I feel that all of the people mentioned should be included because they are all impacted in some way by management decisions made on this land. We are very close to the town of Ozona and there are 2 water wells on the ranch which supply part of Ozona's water.

The ranch owners are in the oil and gas business in this region. The financial resources available to the ranch aren't solely dependent on the ranch's production. It's important to include all these facets of our whole in the whole's definition because all are considered when planning and making decisions. By defining the whole, I can better see the resources available to use.

Describe the management team. The management team consists of the ranch owners, our ranch hand and myself.

What is your holistic goal? Our holistic goal is to be happy, healthy, resourceful and productive members of our community. We want to learn and realize we have choices to enjoy, profit from, and share the fruits of our efforts. We want to benefit ourselves and the rest of the community with plenty of quality water that is positively influenced by our creative management of this ranch's land and animals. We want to feel free to recreate while we learn. We want to remember that the results of our efforts will outlive ourselves. We want to be examples of responsible, sustainable stewardship for our families and the rest of the world. We want to create opportunities for others to learn from the land.

The perspective that life's journey leads toward the goal helps keep us from becoming overwhelmed by the day-to-day steps that are necessary to travel that direction. Some of those day-to-day steps are monitoring the health of the range with photo points, grazing exclosures, rain gauges, observing livestock and wildlife habits and condition. We are planning our grazing and finances, adjusting the numbers and species mix of livestock and wildlife according to monitoring indicators, market trends and predictions. We're trying to get the most "bang for the buck" in terms of time and money spent toward an enterprise, at the same time trying to cover more of the ground with higher successional plants. We've introduced a relatively new enterprise into this area on a feasible and profitable scale. That enterprise is raising hair sheep in an area where wool sheep had been a very profitable, predictable and prideful tradition. Folks who want to change from wool to hair sheep have been able to see our stock, how they benefit our bottom line

and some have taken the plunge (pushed by the negative economics of wool) into a new endeavor. We're meeting new friends and knowing old ones in new ways through these and other related activities. We attend field days, share meals, thoughts, hikes and horseback rides. We spend time with our families on the land observing and learning while having fun.

How does your holistic goal get translated into day-to-day operations? We try to plan our days so that there is time to learn from our efforts. That might mean adjusting our action plan according to weather, livestock location, etc. We try to learn from our mistakes and not to take them personally. We try to communicate efficiently and effectively, not assuming that we are mind readers. We try to involve all the labor force in owning the goal of the task at hand by encouraging input in the planning, fair compensation and mental respect for each other.

What kind of progress have you made in achieving your holistic goal? Real life example: Yesterday afternoon I received a call from a rancher near the Mexican border. He introduced himself and said that he'd heard of us through a former employee. This rancher explained that his family had been on the land since 1910 and that the generation after him won't be able to support themselves ranching traditionally unless changes were implemented. Specifically the costs associated with raising wool sheep were drowning his operation. We talked about the alternative of introducing hair sheep genetics into his existing flock, made plans to meet and when we hung up, I got the hugely gratifying feeling that what we were doing can benefit others who want to stay on the land if choices are made toward that end. This guy on the phone was just like me in many respects—he saw the need to change when the status quo threatened what he held dear; he was a family man who wanted his children to be able to choose to support themselves and their families ranching the land; when his wants and needs were great enough, he reached out for help.

I've made the same call on many different occasions for different specific

see Roane, page 6

Events, from page 3

Anyone interested in being involved in this class day, contact Christina, or Judy/Jim Reed at the addresses on page 2.

September 18, The Ross Farm (www.RossFarm.com) will be hosting us for a field day. Betsy Ross and her brother Joe David Ross, along with Betsy's family and extended team have developed 100 paddocks on the farm's 500 acres (you read it right: five hundred acres) near Granger, Texas. Betsy is also a certified Soil Food Web™ consultant and a proponent of compost tea.

October 30 we are planning something a little different—in the Waco area. In the morning we will visit Virginia and Paul Mezynski's blackland prairie remnant to learn about grass identification. Our afternoon will be spent visiting the World Hunger Relief farm (www.worldhungerrelief.org) where volunteers for developing countries are trained in agricultural enterprises. We have tentatively planned a workshop with Peggy Sechrist on the "Four Key Insights" in conjunction with this field day (date and details to be announced.)

Be sure to watch the HRM of Texas website (www.hrm-texas.org), calendar (on the website) and this newsletter for more information and details as they become available. Committee Co-chairs Judy Reed (msjudy@reedfamilyranch.com) and Christina Allday-Bondy (todayia@peoplepc.com) welcome your comments and suggestions.

HRM 2005 ANNUAL CONFERENCE SET FOR EARLY MARCH NEAR AUSTIN

Plans are beginning for the 2005 Annual Conference for HRM of TX. Although the date is not confirmed as we go to press, you can count on our traditional timing of the first or second Friday-Saturday in March. The facility is the lovely and spacious Pavilion of the Texas Disposal Service in Creedmore, just east of I-35, south of Austin. The theme will be Water for Texas and will center on the various ways the water cycle in Texas Ecosystems can be made healthy and abundant. Mark your calendar now and don't miss it. Keep an eye on our web calendar and on this website for more details as the committee creates another outstanding event.

Roane, from page 5

reasons but in general, the calls were for help—admitting I need others' creativity, labor, sharing my pain, etc.

As far as my quality of life, my ability to learn is enhanced by the realization of how much I have to learn and how finite my time is. If we place value according to supply, then our time becomes immeasurably valuable. Toward that end, my quality of life has benefited by choosing how to use my time more wisely.

Our landscape description is moving toward our goal. That is apparent this year more than some. We've been blessed by timely rains and the land has responded positively. Much bare ground has been covered and many dormant or absent life forms have returned.

The livestock and wildlife have also responded favorably to the rains. The stocker calves, which came in the fall to use some of the excess forage, have gained above expectation by about 30%.

The sheep's reproductive ratios have increased over 70% (2 lamb crops in 1 year). Wildlife seems to "breed up" according to available feed. In that respect, quail and turkey numbers are increasing, as are whitetail deer.

It's no great accomplishment to increase deer numbers in this area, the trick is to improve the quality and that is done by keeping numbers in balance with the available and predicted forage.

No amount of goal setting or planning will grow forage. The implementation of good plans, monitoring those and above all, timely rains work wonders.

Describe your monitoring program. Our monitoring can be broken down as follows:

- 1) land
 - a) fixed photo points of areas before and after grazing
 - b) flagging grazed plants to plan recovery periods
 - c) grazing exclosures (fenced small areas that aren't grazed to show the difference in areas that are grazed)
 - d) rainfall records (plotting yearly timing & amounts of rainfall)
- 2) livestock
 - a) recording reproductive rates
 - b) recording pounds produced per acre
 - c) adjusting species and ages among species according to markets and climatic conditions (rain)
- 3) wildlife (whitetail deer)
 - a) population surveys
 - b) harvest data (age, sex, pounds, antler measurements)
- 4) financial
 - a) recording allocation of time and money toward a specific enterprise
 - b) use of gross margin analysis
 - c) use of marginal reaction to get the most out of time and money
 - d) quarterly financial review of all enterprises to see where we are now and progress, or lack of, during that quarter

Do you have any data/statistics to share that illustrate progress in biological, human or financial areas?

Yes. Here is a short comparison between our current stocker calves and sheep.

Criteria: 1 AU = 2 stockers = 6 sheep, 1AU / 35 acres. Comparing stocker calves and sheep from 10/03- 3/04:

	Calves	Sheep
Income	\$1,280.00	\$702.00
(per AU & salvage value for ewe)		
Cost	\$1016.00	\$444.00
(includes purchase price, death loss & supplements)		
Profit per AU	\$264.00	\$258.00

Note that even though the dollars per AU are higher for the stocker calf, our forage can produce those results with the calf in good rainfall years only—the sheep have produced the above profit or close for the last 3 years.

Please describe any significant experience that you might have had with specific tools. We've done some prescribed burning & overall more problems were created than addressed. These were mainly due to my poor planning for recovery and absence of rain. Some of our country lay exposed after a burn and when it started to recover, wildlife (deer & rabbits) began using the tender shoots before sufficient growth. It's taken a long time (8 years) and lots of rain for some of this land to get back to where it was in terms of grass cover.

continued on page 9

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References available upon request.



"In Harmony With the
Environment"

Planning, from page 1

of HRM overburdens those trying to enter the new paradigm. The group of planners had many suggestions about ways to make HRM more user friendly and brainstormed fundraising opportunities galore.

Peggy Maddox led us through a workshop on HM financial planning on Wednesday in preparation for the group financial planning on Thursday. As a result, three new committees were formed: the Financial Planning committee, the Structure & Function committee and the Fundraising committee. Each of the board members present pledged to raise \$100 to \$1000 for HRM of TX by October, 2004. Executive Secretary Peggy Jones was promoted to Executive Director with a salary increase as soon as HRM can raise the additional funds.

Many thanks to Malcolm & Delphine Beck and Garden-Ville for hosting the meeting. Delphine made wonderful lunches and Malcom took us to Bracken Bat Cave. It was nothing short of awesome.

Roane, from page 6

We've also learned something about mechanical brush clearing & recovery. There are areas of this ranch that react adversely to brush clearing, especially raking the brush after grubbing it. The tractor was taking away most of the ground cover and altering the energy flow, water and mineral cycles significantly. The first plants to come up in some areas were noxious (broomsnakeweed, bitterweed). Many times clearing the shallower soils has taken us backwards successionaly. Currently, when we remove cedar or mesquite, the tree is uprooted and left near where it stood to somewhat shade the ground and act as a shield to new sprouts by protecting them from grazing until they are established and that maturity allows a more sustainable root structure.

Why did you decide to change your management? Seeing that other forms of management weren't realistic in terms of profitability (ecologically and economically).

What steps were taken to change management? 1) Decide that change was needed, 2) seek the resources (people, literature, animals and land) to bring about that change, 3) notice and appreciate the advantages of the changes as they occurred, and 4) involve all of the people in some way who were/are affected by the management change.

What changes have you noticed as a result of changing management? I am more patient with all living beings (myself included). So far, no problem has seemed insurmountable. Work is more fun because I feel that the little mundane jobs are contributing to the big picture: I realize that my work is never going to be complete—so there is no pressure to complete it—I just keep chipping away, doing the best that I can at that time.

What problems have you encountered and what mistakes have you made? Most of my problems have occurred as a result of my being in a hurry and/or lack of

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Working to provide encouragement and support of holistic management in Texas

Holistic Resource Management of Texas, Inc. is a non-profit organization made up of ranchers, farmers, public land managers, educators, conservationists, and others who are interested in finding economically and ecologically sound ways to manage land.

Categories of membership: \$35—Basic *\$100—Active *\$250—Sustaining *\$1,000—Lifetime

*Includes the textbook, *Holistic Management*, by Allan Savory

Annual (calendar year) membership dues entitle you to:

- Subscription to the quarterly *HRM of Texas, Inc.* Newsletter • Membership directory
- The privilege to vote for and serve as director of *HRM of Texas, Inc.*

• The opportunity to be notified of and participate in management clubs, field days, practitioner panels and other educational opportunities to assist with the application of *Holistic Resource Management*.

Please complete, detach and return the form below with a check for your dues.

Name: _____

Address: _____

City, State, Zip: _____ county _____

e-mail / website: _____

Phone (evening/day/fax): _____

Occupation /Business name: _____

Committee preference: _____ Membership Category: _____

Please make check for desired membership category payable to Holistic Resource Management of Texas, Inc.

and send to: HRM of TX 101 Hillview Trail, Dripping Springs, TX 78620

For more info contact: Peggy Jones (512-858-2761), or Forrest Armke (325-286-4572)



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planning.

What steps are taken to correct the problems? I have made time to plan, realizing that is an invaluable expenditure.

What advice would you give someone just beginning to practice HRM? Notice the little things and appreciate them in yourself and all of life. Be patient and open to change. Choose how to spend your time and with whom, as if that time were your most irreplaceable resource (it is!). Set goals and stay focused on them, but allow yourself the freedom to make adjustments as needs change.

How did you get involved with a grazing club? Briefly describe how your club is structured, how it works. A fellow HM practitioner in my region organized a group of ranchers to come together and observe, then discuss, various topics concerning resource management. We meet quarterly, usually at a grazing

club member's ranch or a research area. One of our members e-mails the rest of us concerning schedules, topics, etc. Sometimes a meal is provided, other times we bring one.



Art Roane hangs with his hair sheep on the Double T Ranch

Describe the experience of having the group come to your place. Describe the experience of giving this help on someone else's place. When the group comes to our place, it is somewhat of a soul baring experience. I respect the experience and opinions of the members and hope that what

is presented on our place is valuable to all in some way. I used to worry that my efforts were being judged. I've since decided that doesn't really matter unless I let it. I value the perspectives offered toward different aspects of our operation, but realize that some are applicable toward our goals and some not. Offering help on someone else's place is gratifying for me if I feel help is needed and that need understood. There is a feeling of sharing in either accepting or offering help that reinforces the "we're all in this together" belief.

Give an example of a problem and solution the grazing club helped resolve. A problem that the grazing club helped resolve is to alleviate the "isolationist" mindset (that no one else encounters the trials that I do), and this helps to further enhance dialog, idea exchange, growth—all the good stuff.

HRM of TX, Inc. is grateful to all the members who have joined or renewed this year. Your dues are very important to the work of this organization.

Thank You!