

Addison Road Community Garden Code of Conduct

1. Gardening in the ARCG is a community based activity – even though I may be allocated an Individual or a Community Team Shared Plot, my responsibility is not just to the wellbeing of my plot, but to the wellbeing of the garden and the group that participates in it as a whole.
2. I will work constructively with other garden Members. In my interactions with Members (including via gmail) I will be respectful of differences with regard to race, gender, sexuality, ability, culture, and to differences of opinion.
3. If a dispute does arise, I will settle it through calm discussion and goodwill and according to the ARCG dispute resolution processes.
4. In order to facilitate the resolution of disagreements, if I object to a decision or suggestion regarding the running of the garden, I will offer a reasoned argument for my objection rather than flatly refusing it.
5. When I use tools I will always be aware of the safety of others and myself.
6. I understand my participation at the ARCG is at my own risk. The ARCG and the ARCG Committee are not liable for any injury to me, or to my invited family and friends, or for the loss of any of my possessions.
7. I appreciate the need for security of the Garden and if the last to exit I will ensure the shed is locked. I will return and secure any communal equipment (including gardening tools, watering cans & hose attachments) after use.
8. I will respect the garden and will not allow my family, guests or pets to interfere with areas that have not been allocated to me.
9. I acknowledge that the ARCG is supplied by tank water and I will avoid wasting water.
10. I agree to place only materials appropriate for composting (which will break down to soil) in compost bins.
11. When harvesting crops, and when using compost, worm casings and juice, and other shared resources, I will be guided by a principled sense of fairness.
12. I have read and agree to abide by the lease between the Addison Road Centre and the ARCG.

Addison Road Community Garden Charter

Guiding Principles

- ❖ To use sustainable and organic gardening practices, that is, not using poisons, disruptive chemical or artificial fertilisers. Using natural methods to create fertile soil means plants are more likely to be disease-resistant and less attractive to pests. Organic soil supports a host of important micro and macro-organisms such as worms that all do their bit to aerate, condition and fertilise. Good soil is balanced and seething with life. For more details see:
<http://www.abc.net.au/gardening/stories/s786216.htm>
- ❖ To acquire, share and increase knowledge of organic and permaculture gardening.
- ❖ To care for & foster general well being of both the garden & gardening community.

Membership and Member Requirements

There are three categories of membership of the ARCG.

1. Community Member.
2. Community Member with an Individual Plot.

Membership can be taken out by:

1. an individual over the age of 18.
2. a family or household (groups of adults/children residing at the same address).
3. not-for-profit association. (Requires further discussion.)

Community Membership

All prospective Members must first become a Community Member of the ARCG.

All Members of the ARCG are required to:

1. attend an induction program,
2. complete an application form,
3. agree to abide by the Charter and the Code of Conduct,
4. agree to abide by requirements stipulated by the Addison Road Community Centre,
5. pay membership fees within 28 days, and
6. contribute at least 30 hours in a 12 month period to general garden maintenance. This includes weeding, watering, composting, maintenance of the irrigation system and planning of the common areas of the garden.

Individual Plots

To be eligible for an Individual Plot, a Member must:

1. notify the ARCG Committee of an intention to become a Community Member with an Individual Plot,
2. participate in general maintenance of the garden and have contributed 10 hours or more to working bees or the equivalent for at least three months, and
3. ideally live within walking distance of the ARCG.

If a Community Member has, in the opinion of the ARCG Committee, satisfied these three criteria, the Community Member is placed on a waiting list, which is managed on a first-come, first-serve basis. When a plot becomes available, the ARCG Committee will notify the Member and show the Member the boundaries of the plot. Every attempt will be made to give all Members an equally sized plot. The Member must pay the Individual Plot fee before they can commence gardening on the plot.

A Member with an Individual Plot is required to:

1. pay a plot fee plus surcharge to cover bond to ARC. If a Member fails to pay their fees within 28 days, they forfeit their right to use the plot.
2. maintain the plot and areas around the plot i.e. keep them free of weeds, pests, rubbish and any items that may obstruct access or drains. Pests and weeds must be controlled so they do not become a problem to other areas of the garden – ARCG encourages mulching to control weed growth and to retain moisture.
3. contribute at least 30 hours per year to the common garden area (as opposed to an Individual or a Community Team Shared Plot). This includes weeding, watering, composting, plus maintenance and planning of the common areas of the garden.
4. make the most of their plot. If a plot is untended for a period of six weeks or more, the ARCG Committee on behalf of the Garden may require it to be returned to the garden community. In special circumstances (e.g. illness) the ARCG Committee on behalf of the Garden may grant a Member a period of exemption from this rule. A Member must discuss any arrangements, which may include another Member or Members maintaining the plot, with the Committee. In making decisions about Exemptions, the interests of the ARCG as a whole are paramount.
5. consider adjacent gardeners when growing climbing plants (for example, be aware of not casting shade on another's plot).
6. take responsibility for soil improvement. It's important to put nutrients back into the soil after every harvest. (Nutrients which can be added include compost, worm juice, blood and bone, dynamic lifter and suitable animal manure.)

7. collect seeds from at least one of the plants and deposit seeds back to the Inner West Seed Savers' library, if the source of seeds has been the library, so as to keep the cycle of seed saving alive.

If a Member with an Individual Plot fails to comply with the obligations listed above and/or any other obligations set out in the Charter and Code of Conduct, the ARCG Committee may require the Member to return their plot without refund.

If a Member resigns from Membership of the ARCG, any plot which that Member has been allocated cannot be allocated by that Member to any other person.

Committee Roles and Responsibilities

The ARCG Committee's primary function is to facilitate peaceful and productive gardening for Members. The vote of a Committee Member in a meeting is equal to the vote of an Ordinary Member. However, Committee Members have certain roles in, and responsibilities to, the ARCG.

Only a Member of the ARCG Committee can make representations on behalf of the ARCG to any Member or non-Member of the ARCG. This means, for example, that a Member cannot enter into a contract using the name of the ARCG, or speak to the ARC Board on behalf of the ARCG.

Specific Committee Positions and Associated Roles include:

The Treasurer:

1. Reports every 3 months at committee meetings.
2. Collects membership fees.
3. Updates list of current Members to ensure all Members can send and receive emails to the garden group.
4. Is accountable to the ARCG, rather than to individuals, and has a responsibility to the whole of the ARCG.
5. Talks to the ARCG Committee and Members (rather than to individuals) to get approval for spending on items other than regular operating expenses.

The Chairperson:

1. Facilitate meetings and remains as neutral as possible.
2. Creates and sends out meeting agenda.
3. Sets dates for meetings

The Secretary:

1. Records minutes at meetings (i.e. a record of any decisions made, tasks or actions identified in the meeting and any tasks or ideas proposed that have not been resolved and need to be put on next agenda).
2. Emails minutes to Members via GoogleGroups.
3. Is responsible for providing copies of documents e.g. membership forms, Charter etc.

Nomination for Committee

Nominations for committee can be made online i.e. emailed to Members via GoogleGroups.

Committee Members are voted in at the AGM which is held in December.

Meetings

Meetings are held at the ARCG or an agreed wet weather venue. Meetings can be called if need be.

Meetings are a forum to discuss and make decisions about matters concerning the ARCG, including but not limited to planting and garden planning, plot allocation and Member requirements, dispute resolution, changes to the Charter and Code of Conduct.

Meetings are advertised via email to Members via GoogleGroups (and may also be advertised on the whiteboard in the Garden) at least 5 days before the meeting.

Any member may put forward a motion or topic for discussion via email to the GoogleGroups website, or by contacting the Chairperson who will add it to the agenda.

Motions are passed if they receive two thirds of the votes cast at the meeting.

Dispute Resolution

Disputes between Members

If any Member has a dispute with another Member (in their capacity as a Member), they should first seek to resolve the matter directly with that other Member.

If the dispute is not resolved, the matter should be tabled at the next committee meeting. If the next meeting is not scheduled within 14 days one will be specially convened.

If the dispute remains unresolved, further remediation will be pursued if necessary.

Disputes between Members and the ARCG

If any Member (in their capacity as a Member), has a dispute with the ARCG the dispute should first be scheduled to be discussed at the next committee meeting.

If the dispute remains unresolved, further remediation will be pursued if necessary.

Communication

The main form of communication used by the Committee to communicate with Members is electronic, that is, by email.

The GoogleGroups website is used to announce Working Bees and meetings, and discuss matters pertaining to gardening.

Members of the Committee communicate with Members by email regarding membership fees, individual plot allocation, individual plot maintenance, breach of rules.

It is the responsibility of each Member to check their email Inbox, and to ensure that the Committee has the Member's correct email address.

The diary which is kept in the shed is used for recording work completed in the Garden (Trial System).

Garden Practices

No Member may use chemical or artificial fertilizers, or poisons to control pests. Gardening is to follow organic principles, using environmentally friendly products that will not be detrimental to the overall garden.

For examples of environmentally friendly pesticides and fertilizers see the links listed below, or refer to the ARCG Manual which is kept in the shed.

Planting must be done in accordance with the garden plan, which is made in consultation with Members at meetings.

Any proposal for spending should be email to Members via GoogleGroups or directed to the Chairperson who will add it to the agenda for the next meeting.

ARCG money cannot be used to reimburse a Member's purchase if the Member did not first receive approval from Members at a meeting or provide a receipt to the Treasurer, unless the ARCG Members agree to reimburse that Member. This includes any spending undertaken by the Treasurer.

Fees

| | Annual Fee | Half-yearly fee (ie joined garden from July to December) |
|---|-------------------|---|
| Community Membership fee | \$50.00 | \$25 |
| Individual Plot Hire (optional) | \$100.00 | \$50 |
| Concession Community Membership fee | \$20 | \$10 |
| Concession Individual Plot Hire (optional) | \$40 | \$20 |

NB: 'Concession' is applicable to any Member not working full-time.

Membership fees are waived for those experiencing financial hardship.

Some Useful References

Organic pest & weed control

<http://www.abc.net.au/gardening/stories/s786216.htm>

<http://www.abc.net.au/gardening/stories/s1638514.htm>

http://www.canh.asn.au/media/1825/organic_pest_control.pdf

http://www.canh.asn.au/media/1862/responsible_control_of_pests_&_weeds.pdf

<http://www.abc.net.au/gardening/stories/s1805263.htm>

<http://www.abc.net.au/gardening/stories/s2534493.htm> (nematodes)

http://www.canh.asn.au/media/1828/organic_weed_control.pdf

<http://www.abc.net.au/gardening/stories/s2748810.htm>

<http://www.abc.net.au/gardening/stories/s2621481.htm>

Mulch

<http://www.canh.asn.au/media/1819/mulch.pdf>

Worm Farms

http://www.canh.asn.au/media/1847/worm_farming.pdf

Compost

<http://www.abc.net.au/gardening/stories/s2748946.htm>

Fertiliser Teas

<http://www.abc.net.au/gardening/stories/s2947565.htm>

Companion planting

http://www.canh.asn.au/media/1831/companion_planting.pdf

http://www.canh.asn.au/media/1834/planting_seedlings.pdf

Seed Saving

http://www.canh.asn.au/media/1840/saving_seed.pdf

Back Care

http://www.canh.asn.au/media/1856/permaculture_principles_for_back_care.pdf

http://www.canh.asn.au/media/1859/manual_handling.pdf

No Dig Gardens

<http://www.abc.net.au/gardening/stories/s2954301.htm>