

2010 Wendell Berry Community Garden Collective Member Agreement

Covenant

We, the members of the Wendell Berry Community Garden Collective, covenant to treat one another as we treat the land: with care, consideration, respect, and patience. The goals of the collective are to grow food for both the community and ourselves while providing a location to educate the community and ourselves on various aspects of sustainable living through gardening and community building.

In the spirit of this covenant, that we may have guidance and clarity about our responsibilities and benefits and so that we may govern ourselves in a manner consistent with our intentions, we commit to the following guidelines.

Member Responsibilities

- Member agrees to enter and uphold the covenant.
- Member commits to physically working in the garden for a minimum of four hours a week for each share they have in the garden. The collective may adjust the number of hours to respond to unforeseen circumstances or fluctuation of seasonal chores.
- Member documents their hours on a weekly basis.
- Member agrees to abide to the consensus method for major organizational decisions.
- Members attend quarterly meetings and serve on a rotating basis on one of three committees.
- Member agrees to keep the gates locked when they leave.
- Member agrees to keep the garden a pet free zone, and to pick up after themselves and their pets.
- It is the member's responsibility to alert the membership committee if they will be gone for vacation or other emergencies and how they will make up hours missed (for example, people going on vacation can store up hours before they go or after they return).
- Members are expected to attend the weekly garden walk through and harvest on Saturday mornings at 9:30am. The collective may change the day and time of the walk through and harvest or add additional harvests at its discretion.
- Members of the Wendell Berry Community Garden are also members of Sustainable South Sound, and 10% of the dues paid by members will be retained by Sustainable South Sound to provide administrative services (website, insurance, etc). In addition, the collective shall select at least three representatives to serve rotating one year terms on the Sustainable South Sound Urban Agriculture Committee.

Coordination

- Each member is expected to serve at least one week as a back up coordinator, followed by one week as a coordinator.
- The coordination schedule will be developed by the operations committee and posted in the shed. Anyone wanting to switch coordination or back up weeks after the initial schedule has been established is responsible for making their own arrangements, updating the schedule, and e-mailing all members of the collective.
- The coordinator is responsible for:
 - Posting contact information for themselves and the back up coordinator on the white board.
 - Being the emergency contact for the Walrod's.
 - Leading the weekly walk through, recording notes in the garden notebook, sending out notes by e-mail within 48 hours, developing the weekly greenhouse management schedule and updating the white board with important information and tasks.
 - Managing the weighing, recording and distribution of the harvest, and ensuring that the distribution area is not too crowded.

- Track and arrange deliveries to the Food Bank.
- Reminding members to record their hours on a weekly basis.

Collective Meetings & Consensus Process

- The full collective will meet at least quarterly. The purpose of the quarterly meetings is to strengthen our community, consider proposals brought forth by committee, and deal with other business related to the garden.
- A quorum is necessary to make decisions at any collective meeting. A quorum shall be 50% +1 of the current number of members.
- Agenda items and times are agreed upon by the members present at the meeting.
- The collective operates on consensus. When consensus is not reached after the initial time limit set by the agenda, there will be two extensions of twenty (20) minutes allotted for further discussion and decision.
- If consensus is not reached after two extensions, a supermajority vote will be automatically triggered. A supermajority is 80% of the members present at a meeting.

Committees

- All collective members are required to serve on at least one of the three committees. The committees and their primary responsibilities are:
 - The Membership Committee shall develop proposals for:
 - Determining and monitoring labor hours
 - Selecting new members to fill vacancies on the collective
 - Events (like the Harvest party) to build community and realize our vision
 - Ongoing assessment of our consensus process
 - The Planning Committee shall develop proposals for:
 - Annual garden plans including what crops to plant, where to plant them and when
 - Identifying the sources of seeds and/or plant starts
 - Informational signage designed to identify crops and further our educational mission
 - The Operations and Maintenance Committee shall develop proposals for:
 - An annual capital program, highlighting major capital and equipment needs
 - Annual collective member dues
 - A system for tracking the harvest
 - Defining the garden management system (for example, garden coordinators and their primary responsibilities)
 - Coordination with the Thurston County Food Bank and other community groups.
- Committee terms shall be for a minimum for one year.
- Committees should work for consensus when developing proposals to bring before the collective. In the event consensus cannot be reached, decisions shall be made by a supermajority of 80% of the committee members present at any meeting. Any proposals made by committees should be presented in writing (via e-mail) to the collective at least one week before any meeting of the collective at which the proposal will be considered. Individual committee members may submit minority reports in response to committee proposals with which they disagree, provided they do so in writing at least one week before any meeting of the collective at which the proposal will be considered.
- Committees should operate with rotating facilitators and note takers.

Absences & Accountability

- If there are unforeseen or emergency circumstances which affect a member's ability to fulfill their weekly obligations, the member may contact the membership committee to request up to two weeks of leave.
- During the two week leave, the member will enjoy full benefits of membership.
- Any changes to leave times will be at the discretion of the collective.
- If a member does not fulfill their hourly obligations in any given month, and has not made

prior arrangements with the membership committee, someone from the committee will contact that person by email or phone call to inquire if there is a problem, and to offer support in finding a solution that will help the individual remain a member of the collective.

- If there is a response, then a plan, with a time-frame, is set in place to help the member make up the hours missed and continue their responsibilities.
- If the person does not respond within two weeks, they automatically receive a letter informing them that their membership in the WBG Collective is terminated.
- If at the end of the agreed-upon time, the member has not complied with their responsibility to make up missed hours, they are automatically sent a letter informing them of the termination of their membership the WBG Collective.

Shares

- The maximum number of shares for the 2010 growing season is 20.
- Each share will receive an equal portion of each harvest.
- Only full shares will be offered. In the event that a member wishes to split their share, then the following procedure shall be followed:
 - The member will send out a notice to the collective to see if anyone would like to increase or decrease their share portion.
 - If no one in the collective is interested, then the next person on the waiting list is contacted.
 - If that person cannot commit, then the member will find someone who meets our agreed upon criteria:
 - Geography (within a mile);
 - Willingness to abide by our covenant and guidelines; and
 - Willing to contribute financially.

Harvest System

- Everything harvested from the garden will be weighed, counted and recorded prior to distribution.
- Members shall provide their own boxes for the harvest. Any member that wishes to receive a portion of the harvest must have their box at the garden by the time the harvest begins. No late comers.
- It is the member's responsibility to arrange for their box to be at the garden for the harvest distribution when unable to attend the harvest. They are also responsible for arranging delivery of their box.
- Each box will get approximately the same percentage of the harvest; members can trade or share when all boxes have been filled.
- Only full shares will be distributed at harvest – it is the responsibility of half share members to divide their own box.
- The collective decides on the number and duration of harvests during peak times. The decisions will be made at the weekly walk through.
- Hours spent harvesting will be counted as working hours.
- The Walrod's will receive a share every week unless their box is not in the shed.
- The Food Bank will receive at least the percentage of the harvest stipulated by the collective. The collective may also choose to donate a portion of the harvest to other community groups or individuals. Individual members may choose to donate a portion of their share to the Food Bank or other community groups.

New Member Criteria and Guidelines

- New members will be chosen based on their geography (within a mile of the garden) and their position on the waiting list. This waiting list will be maintained by the membership committee.
- New members will attend an informational meeting to introduce them to the collective and determine if they can commit to the expectation contained in this document.
- New members will make the agreed upon one time financial contribution not to exceed \$35.00 plus the annual collective member dues.

I willingly agree to become a member of the Wendell Berry Garden Collective. I understand that by agreeing to join the collective I am committing to the structure outlined above, including a minimum of 4 hours per week of work in the garden through the 2010 growing season. I agree to keep track of my commitment and record my volunteer hours weekly. In exchange for my commitment, I understand I will be eligible for an equal share in the harvest, and that I will have a voice in all significant decisions about the garden.

Further, I agree that any injuries I sustain while acting as a member of the collective are my sole responsibility, and that neither the landowners, Sustainable South Sound nor any other individual or organization bears any responsibility or liability.

Name: _____

Email: _____

Address: _____

Home Phone: _____

Cell Phone: _____

Signature: _____

Date: _____