
Plan of Management for TWELVE FINE ORANGES KINGS CROSS COMMUNITY GARDEN

Updated September 2022

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1. Vision

1.1 Purpose of our community garden

The Kings Cross Community garden is now well established, and our original vision and objectives still apply:

'A productive and welcoming urban garden which encourages the community to come together, learn and share their interest in food production, gardening and sustainability, and which co-exists in harmony with others who use Lawrence Hargrave Reserve.'

1.2 Objectives of our community garden

We have to a considerable extent achieved our original objectives of:

Integration - We will continue to contribute to the overall public amenity of Lawrence Hargrave Reserve by respecting other users, integrating the garden into the broader reserve, and contributing to an inviting street address.

Organic - We will continue to promote use and education of organic gardening principles, use natural pesticides and fertilisers and non-GMO seeds.

Community - We are sharing our produce amongst the members and with the community, and developing the garden as a place for community gathering, education and leisure.

The purpose of the community garden is:

- To create a place which allows community members to connect over a shared interest in establishing and maintaining a productive urban garden
- To bring the community together to enjoy the garden and to grow, harvest and share fresh produce

The garden is benefiting the broader community by:

- Providing a shared space where people can engage in gardening and meet and mix with other members of the community
- Providing a public herb garden. One garden bed (A) is now well established as a herb garden and is well known and used by the community
- Increasing community knowledge and awareness of how food is grown. The garden has become a place where people who are isolated can join others in producing and sharing food
- Ensuring mutual respect between our gardeners and the diverse users of Lawrence Hargrave Reserve
- Minimising opportunities for anti-social behaviour through community engagement. Since the upgrade of the park and extension of the garden by Council, the garden community has observed that anti-social behaviour such as drug use has reduced.
- Interacting with homeless people. We continue to encourage the homeless to interact with garden members and vice-versa, breaking down social barriers to encourage a strong community.

2. Management of site

2.1 *Managing waste on site - organic and non-organic waste*

Managing waste and contamination: We are composting organic kitchen waste deposited by the community into two labelled rubbish bins. Overflow is collected by arrangement with Council, which provides a twice-weekly collection of kitchen compost for recycling.

Acceptable day to day garbage is placed in the existing Council garbage bins. Council has installed two new garbage bins in the Reserve.

Any rubbish that is dumped on the site will be reported to the City of Sydney on 9265 9333.

All garden members are trained in the safe handling of needles found on site and all new members are briefed during their induction. We can also contact the Needle Clean-Up Hotline on 1800 633 353.

2.2 *Organic gardening practices*

Our garden encourages all members to use organic techniques and we do not use any pesticides.

In terms of organic feed, we use Eco-Aminogro, which is a registered organic plant fertiliser.

2.3 *Outline of our organic gardening practices*

We are using primarily organic gardening methods, importing soil into raised garden beds and planting from seed. Our current members represent a wide range of gardening skills, including composting, pest organic management, worm farming, companion planting and using wicking beds or no dig gardening methods.

2.4 *Water management*

All our garden beds are raised and situated on top of a car park so run-off into neighboring properties is not an issue.

There is currently no possibility of harvesting or storing rainwater, except in the wicking bed which is in one of the raised garden beds. Otherwise we rely on watering, rainfall as well as an organized roster of volunteers who check and water the garden, including filling the Olla pots and managing the wicking bed water supply.

2.5 *Use of sustainable materials on site*

All structural work on the garden has been completed. The Council is currently investigating ways to address a problem caused by a newly installed shade structure channeling excess water into one of the garden beds, washing away the soil in the bed.

2.6 *Garden tools and storage*

Council has supplied a shed where all our garden tools and supplies are stored. Members clean and maintain all tools on a regular basis.

2.7 *Site safety*

All new members are briefed on health and safety issues and compliance with such requirements as wearing closed shoes, sunscreen etc..

A notice is on display with information on emergency contacts. A first-aid kit is kept in the shed, together with a sharps box and tool to pick up sharps.

We will report any emergency incidents to the Council's Community Garden coordinator.

Records of emergency contacts of all members are kept on site in a secure location.

Gardeners sign in on working bee and maintenance days. All members are briefed on safety issues on induction, and all members have provided emergency contact details.

In the new shed all tools are stored safely on racks. All solids and liquids are stored on high shelving.

2.8 Allocation of plots

As this is a communally run garden, there are no allocated plots and all members work collaboratively within four different groups.

2.9 Management of shared areas

We have agreed on which tasks will be shared amongst all members, and how resources will be managed amongst the four special interest groups (KXCG teams), i.e. bush food garden, kitchen garden, rambling potager garden and trees tenderers. Working bees are held at least once weekly for each group, and there is a roster of members to manage compost and day to day tasks.

2.10 Dealing with common objections to new community gardens

The garden is welcomed and accepted by the community. It is designed with gates open to the public, but with child-proof latches, and the community can enter at any time. There have to date been no issues or confrontations with the public.

During planning stages, we consulted extensively with community members, particularly dog owners. We maintain cordial relations while encouraging dog owners to watch their dogs and stop them jumping over our fences into the garden beds.

We try to maintain well-managed compost to avoid potentially offensive odors.

Noise has not proven to be a problem and no complaints have been received to date.

There has been very little vandalism or removal of plants during the three years since the garden was opened. There have been two occasions of minor graffiti.

Alienation of public space and the idea of the community garden only benefiting members is not an issue that has been raised. Visitors and locals frequently comment on the pleasant and tidy aspect of the garden.

There have been some rats and Council has set traps/poison baits. We expect rats to be an ongoing issue as Kings Cross is a very high density area with numerous restaurants.

3. Management structure

3.1 Roles in the community garden

Chair	Responsible for the smooth running of management committee meetings and ensuring its effective operation.
Secretary	Organises meetings; keeps records; correspondence.
Treasurer	Manages community garden funds; banking and payments; management of grant funds; manages a balance sheet of incoming/outgoing funds. Produces financial reports for meetings, for the annual general meeting and reporting to the state government authority that administers community associations.
Public officer	A role called for when incorporating, the public officer is a signatory for the association and a contact for official business.
Committee members	Elected members who attend management team meetings.

Team leaders	<p>Team leaders manage four special interest groups. Each team develops a plan in consultation with Garden Committee.</p> <p>In addition, the team leaders also act as coordinators for regular working bee sessions. During these sessions, garden members are invited to put the plans, developed in consultation with the Garden Committee, into action.</p> <p>Each special interest group coordinator sources the plants and seeds that have been discussed with the group members through meet ups and workshops and that then will be planted into the garden beds designated to each special interest groups. The coordinators communicate with the interest group members through Group Whatsapp chats.</p>
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3.2 Code of conduct/gardeners agreement

Members are expected to be respectful to each other, to promote a harmonious social environment and to work together and share responsibilities.

All new members are given an induction by an experienced garden member, who draws on our Guidelines for Inductors. Induction includes site orientation, introduction to other members and information on personal protective equipment. Health and safety requirements are explained, and there is a general briefing on fees, rosters, composting, maintenance and garden vision. New members are asked to provide personal details and contact details for an emergency.

It is explained that those working in the community garden are covered by Public Liability insurance.

Members are expected to participate in general maintenance and monthly gatherings.

Visitors are welcome to view the garden, but work in the garden is by members only.

People under the age of 18 who want to work in the garden must be accompanied by a parent/guardian/carer.

3.3 Decision making process

The Kings Cross Community Garden is incorporated as an Association and we comply with all requirements as outlined by the NSW state government. Committee and interest group members meet regularly as needed.

3.4 Resolving disagreement

Minor conflicts are resolved by privately asking the individuals involved to meet and discuss the issue, using conflict resolution techniques.

For major conflict the committee will discuss privately, proposing various solutions, and if necessary re-arrange rosters or call in a mediator.

3.5 Communication

We have an email address which is known and used by members, periodic news bulletins online, as well as various WhatsApp groups (general, social, interest groups) and Instagram.

We have a noticeboard in our shed for sharing information, jobs to do etc.

We encourage people to visit our website, read our newsletter or write to our email address.

We have a welcoming sign on the gate of the garden providing information on how to become a member, referring visitors to our website.

4. Policies

4.1 Access and acceptance

The garden is open all the time. It has three gates with childproof latches. People can and do visit the garden at all hours.

4.2 Alcohol, smoking and drugs on site

We have a no-smoking policy, and do not encourage alcohol.

5. Funding

We have a bank account where membership fees are deposited, and have also received grants and donations. The management committee draws up an annual operating budget, and the different groups are allocated funds.

5.1 Membership fees

Membership fees are \$40 per annum, with a policy of waiving the fee for those unable to pay.

5.2 Applying for grants

We have been awarded grants from the City of Sydney, and will apply periodically for grants for specific requirements.

5.3 Fundraising activities

We have so far been able to cover expenses such as purchases of tools, plants, soil, mulch etc. without fundraising activities being necessary.

5.4 Donations

Local individuals and businesses continue to donate funds to the garden.

6. Training

6.1 Recruiting and induction of new gardeners

We find we have constant enquiries about membership and have not needed to recruit new members.

As well as the induction, new members are shown everything by existing members. They are encouraged to participate in any of the interest group activities and meetings, and are encouraged to help with general maintenance jobs in daily rosters and weekend working bees. New members bring their own gardening ideas and experience which benefit us all.

6.3 Ongoing training workshops

We look for opportunities to hold workshops which may interest members. The bush garden group is working with an indigenous horticulturalist on an on-going basis.

7. Partnerships and community engagement

We are constantly looking for opportunities to engage with the community and partner with horticultural experts.

8. Contacts

Email: kingscrossgarden@gmail.com

Instagram: [kingscrosscommunitygarden2011](https://www.instagram.com/kingscrosscommunitygarden2011)

Council: A Committee member has been appointed as contact with City of Sydney garden coordinator