

Vision:

Increased food security in Anchorage

Mission:

To make gardening resources and materials accessible to everyone in the Municipality of Anchorage (MOA), regardless of income or home ownership status; and to connect individuals and their skills into a network for the purpose of building social capital through gardening.

Guiding Principles:

- Everyone of us is a leader
- Anyone is invited to contribute to committee work if they would like to become more involved in decision-making
- Prioritize activities that are consistent with our mission and have the potential for meaningful impact
- Recruit, facilitate, and incorporate diverse perspectives and viewpoints
- Experiment and learn from mistakes
- Support each other
- Collaborate
- Practice consensus decision making whenever possible

Foundational Objectives and Activities:

- A.** Develop gardening networks/gardens at the Community Council and neighborhood levels.
 - a.** Identify neighborhood/council captains/coaches and maintain a contact database
 - b.** Create and foster neighborhood/council FB pages
 - c.** Maintain gardener survey database and listserv
 - d.** Create and launch website
 - e.** Observe neighborhoods to identify potential gathering and gardening locations and connect with individuals who can activate the community and facilitate garden development
 - f.** Facilitate sharing of resources among community members
 - g.** Actively search for land for gardeners who have no access in order to develop community garden space.
- B.** Develop an easy to understand printable pictorial “playbook” (including educational gardening materials) to support network and garden development throughout Anchorage.
 - a.** Post to website
 - b.** Post to Facebook
- C.** Develop connections and relationships with a roster of subject matter experts and suppliers (aka community partners). (Examples include workshop teachers, soil distributors, local garden stores, and farmers.)

- a. Maintain a contact database
- b. Thank them for their support via social media and personal communications
- D. Develop foundational materials and practices to sustain Anchor Gardens
 - a. Draft bylaws
 - b. Document priority objectives and activities, with budget figures
 - c. Secure fiscal sponsorship
 - d. Pursue grants consistent with our mission and current status
 - e. Fundraise

Bylaws

A. Name and Location

Our overarching organization is named Anchor Gardens, which is organized into community council/neighborhood-specific Anchor Gardens groups in the Municipality of Anchorage.

B. Membership

Anchor Gardens membership is open to anyone in the Anchorage Municipality, and is organized into multiple categories based upon communication channels and level of engagement.

Membership categories are as follows:

- **Nasturtium:** Has joined an Anchor Gardens Facebook group and/or email listserv
- **Gardener:** Has completed the membership survey and the email listserv. Joining an Anchor Gardens Facebook group is encouraged, but not required.
- **Neighborhood Coach:** Serves as a community resource/mentor for those interested in learning about gardening. Participates in the Neighborhood Coach Committee.
- **Anchor:** Participates in the Core Team and/or other Anchor Gardens committee(s).

C. Decisions

Decisions are proposed and approved at Core Team meetings and require the consensus of all three coordinators (see section 2 below).

1. **Workgroups** – Beyond workgroup a. Core Team, this list of potential workgroups is aspirational.
 - a. **Core Team:** Supports governance and decision making, as well as legal organization structuring requirements such as indemnification and fiscal sponsorship/responsibility. Meets biweekly.
 - b. **Communications:** Supports events planning and communication strategies and implementation. Responsibilities include the website, social media, the email listserv, and event communications. Maintains member survey data and list of community partners.

- c. **Community Partnerships & Finance:** Supports raising money for operations, writing grants, coordinating budget-planning process, maintaining relationships with donor base, creating fundraising events, and administering financial systems. Supports development of community partnerships.
- d. **Community Gardening:** Supports the operational and maintenance needs of the community gardens. Supports coordination of events, educational activities and learning opportunities at the Community Garden(s). Recruits new gardeners to the space regardless of neighborhood or income.
- e. **Neighborhood Gardening:** Recruits and Supports neighborhood coaches in promoting Anchor Gardens mission and objectives. Supports coordination of educational activities and learning opportunities for coaches and their neighborhood communities.
- f. **Ad Hoc:** Committees formed as needed in response to opportunities that arise.

2. Coordinators

- a. Neighborhood Connector: social media, website networking, neighborhood coaches, etc.
- b. Community Garden Coordinator: materials, land, community gardeners, nurseries.
- c. Partnership and Sustainability Coordinator: writes grants, assists in organizational development, website.

3. Meeting guidelines

- a. **Workgroup Membership:** Open to anyone in the Municipality who participates in Anchor Gardens. Must participate in monthly meetings.
- b. **Workgroup Meeting roles:** Are aspirational. Ideally, roles would be assigned prior to each meeting and rotate between committee members each meeting.
 - i. **Facilitator:** Ensure the meeting stays focused on the issues being discussed, and discussion runs smoothly.
 - ii. **Recorder:** Capture an accurate record of the meeting, which may include only the decisions taken, major discussion points and disseminate to members following the meeting.

iii. Time keeper: Partner with facilitator to help keep topics to designated time and ensure the meeting begins and is adjourned on time.

iv. Vibe checker: Help facilitate a collaborative and supportive meeting environment. With smaller groups, this can be performed by the group as a whole.

c. Guidelines for meetings:

- i. Don't be afraid to say what you think
- ii. If you don't like the direction this is headed, the two feet rule applies (walk away)
- iii. This is a session where EGO is not allowed.
- iv. Talk it through until there's agreement or table it for later. If vote is necessary: Absolutely Yes: 5 fingers; almost absolutely 4 fingers;...etc.
absolutely opposed = fist