



Oakdene Park Community Garden Group (OPCGG) Mid-way Strategic Report (May 18 2025)



Galaxy A32 5G

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Session Purpose

To reflect on progress, align on shared values, clarify expectations, strengthen group cohesion, and collaboratively draft a Code of Ethics. The session also opened a discussion on the possibility of a name change for the group.

Session Objectives

- Develop a draft Code of Ethics.
- Discuss and explore a name change for the group.
- Build shared understanding and team cohesion.
- Clarify next steps and responsibilities.

Core Values Reaffirmed

- Support local food causes.
- Cultivate fresh fruits, vegetables, and herbs.
- Invest in community.

Guiding Principles:

- Respect for people, space, and nature.
- Foster inclusion.
- Share responsibility across members.
- Sustainability, Equity, Accessibility, and Environmental Care.

Code of Conduct vs. Code of Ethics

Code of Conduct: Focuses on behavior, rules, and what is or isn't acceptable (practical and enforceable).

Code of Ethics: Focuses on values and principles (shape culture and provides a shared moral compass).

Expected and Unacceptable Behaviours

Expected Behaviours:

- Respect others from the start.
- Share tasks/work and ask, don't demand.
- Use respectful voice tones.
- Communicate clearly and accessibly.
- Show professionalism in the garden.
- Follow through on commitments.
- Respect space/equipment.
- Everyone has a right to be heard.

Unacceptable Behaviours:

- Being rude or dismissive.
- Excluding others intentionally.
- Talking behind people's backs.
- Damaging property or stealing.
- Not communicating or assuming bad intent.
- Taking out frustration on others.

Conflict Resolution Process

Steps:

- Decide if the issue is significant enough to act on.
- Try resolving it directly with the person involved.
- If unresolved, seek mediation support from the executive or a neutral mediator.

Mediation Notes:

- Use talking circles.
- Hear all points of view.
- Keep an open mind.
- Aim for timely resolutions.

Consequences of Violations ("Three Strikes")

- 1st: Verbal warning.
- 2nd: Written warning.
- 3rd: Temporary suspension (1–3 months, based on infraction).
- Severe/Non-negotiable Offenses: Immediate termination (e.g., violence, abuse, aggression).

Accountability and Conflict Resolution Framework

To maintain a respectful and inclusive garden environment, the Oakdene Park Community Garden Group follows a tiered approach to addressing conflicts and enforcing group expectations:

Tier 1 – Peer Resolution: Members are encouraged to address minor concerns or misunderstandings directly with one another in a respectful and constructive way.

Tier 2 – Executive Committee Oversight: If the issue cannot be resolved between members or is of greater significance, it should be brought to the attention of the Executive Committee for support, mediation, or appropriate action in line with the group's Code of Ethics.

Tier 3 – Ad Hoc Mediation Group: For repeated, unresolved, or complex conflicts, the Executive Committee may form an ad hoc mediation group composed of 2–3 neutral members to facilitate a resolution process.

This framework ensures all members are treated fairly and that concerns are addressed in a timely, transparent, and community-centered manner.

Strategic Discussion: Group Name

Unfortunately, a lot of time was lost so this discussion didn't happen however the idea is that it happens at the next monthly general meeting. Below are questions that should be used to facilitate any discussion on a potential name change/adjustment:

1. What are the rationales for a possible name change?
2. What are the evolving values and goals of the group?
3. What suggestions and shortlist will be captured for future follow-up?



Member Participation Expectations

Oakdene Park Community Garden Group (OPCGG)

As a community-run garden, we rely on the collective participation of all members to keep the garden thriving and enjoyable for everyone. To ensure fairness and sustainability, the following expectations apply to all members:

◆ **1. Shared Responsibility**

- All members are expected to contribute to the upkeep and overall **care** of the Garden and **shared garden responsibilities** (e.g., composting, pathways, tool cleaning, weeding and small projects).
 - Members must participate in at least **2 group work day per month** (April–November) or complete an equivalent number of tasks at the garden at a convenient time of their choosing.
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◆ **2. Participation**

- Members who cannot attend group workdays should communicate and arrange alternate tasks (e.g., watering common beds, fixing signage, organizing tools).
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◆ **3. Communication**

- Members must respond to key communications (email, text, or bulletin) within a reasonable time (3–5 days).
 - If you are unable to participate for an extended period, notify the executive to discuss options (e.g., short-term exemption, shared tasks).
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◆ **4. Teamwork & Conduct**

- Help create a welcoming environment by supporting one another and respecting communal spaces.
 - Avoid leaving tools out, wasting water, or taking produce from other members' plots.
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◆ **5. Inactive Membership**

- Members who consistently fail to participate (e.g., 2 months of no communication or contribution) will receive a **check-in notice**.
 - Continued inactivity may result in garden access being paused.
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◆ **Support and Flexibility**

We recognize that members have different abilities, schedules, and commitments. We aim to be flexible and supportive—please reach out if you're struggling to meet expectations so we can find a solution together.

Next Steps

- Discuss and vote on med-way strategic report to make it binding.
- Continue the name-change conversation at the next full meeting (16th of June 2025).
- Reaffirm commitment to shared values and open communication.

