

SG IMG Meeting Minutes 1st November 2018

Present IMG: Sue, Sarah, Vik, Graham, Jean, Goff, Carla, Chris, Peta

Invited friends: Nige, Charles, Helen

Apologies: Lis, Zara, Nick

- Previous minutes agreed
- Management group extended to be more representative of garden. It was agreed that the extended IMG seemed to be working and plans to establish a similar garden group were welcomed (expanded further in minutes)
- Helen and Nick welcomed as members of the IMG
- Co-founder Nigel has returned after a furlough, we are happy to have him back
- Our thanks to Charles, once again, for advice and support during this period of change.

The objectives of this meeting are to take forward and refine some of the points and proposals from the last IMG.

Inspection/lease update

Council Inspector, Eamon Divine, visited the garden and has provisionally confirmed that the Council would be open to an extension of the lease based on our achievements. Following a round-table discussion, a consensus was reached to propose our lease is extended for a further 5-year period and will remain in the name of our umbrella organisation, Southsea Greenhouse Community Cooperative Ltd. This will allow us to pitch for more funding going forward. **Motion carried**

Sue has spoken to Gail from the Food Partnership to update her on our position, who endorsed our efforts to continue as a single group rather than split into two separate entities. She is still open to further opportunities should our plans change.

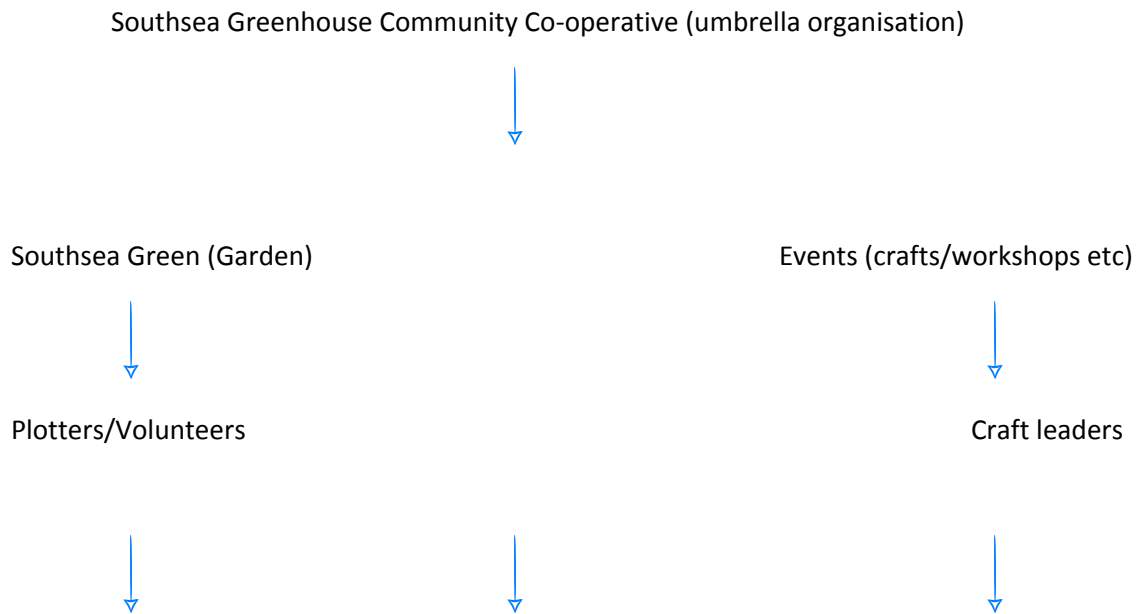
Action: Gra to contact Eamon Divine with our proposition which will be referred to the committee for approval.

Management Issues

Moving forward, the group wishes to keep the community at the heart of what we do so we need to promote this and improve communications as highlighted at the previous meeting.

Vik identified a simple organogram to clarify structure and show how the organisation fits together.

Organogram



Friends of Southsea Greenhouse

Ideas discussed for improving information flow in all directions.

- Revisit Management TOR (Terms of Reference)
- Develop a simple code of conduct, “treat all as you would like to be treated” philosophy

Draft volunteer code of conduct guidelines (amended by Sue) were discussed and some simplification and a section on H&S to be added

Action: Carla to amend/simplify/ revise code of conduct guidelines for volunteers

Garden Transition Group

Helen identified the garden had experienced significant churn with a number of vacant plots. Moving forward it was acknowledged that the garden is our base for all activities and therefore needs to be a priority and should be a welcoming and safe place.

It was agreed that in order to make the garden work it needs a group to identify and implement actions. The garden transition group will drive this forward and some of the areas within their remit were identified as an initial approach (more to be added as they arise)

- Develop effective communication, including a schedule of shared jobs
- Recruit more community volunteers
- Decide ratio of plots to communal areas
- Develop and implement an induction process to aid volunteer retention and possible transition to plot holding (if that's what the group agrees)
- Current plot holders to be the constant and advise/support new volunteers
- Foster community spirit and values
- Recruit more volunteers, it was suggested it may be possible to recruit volunteers via Tesco volunteer fair and Portsmouth Together
- Any other ideas identified by the garden transition and garden group
- Plot allocation process, Garden identity: Is it a garden or a set of allotments, or a hybrid, this is a decision for the garden group.

Goff and Sue advised care in being prescriptive when meeting new would-be volunteers so that they won't be upset or feel intimidated by being asked to prove themselves first, but that some measure of intention to help needs to be forthcoming to secure them a free plot. The group discussed how a system needs to be devised and agreed whereby plots left uncultivated, are identified in a reasonable timescale and the user asked to respond or give up their plot for other use.

Action: Ideas and proposals to be debated and agreed by entire garden group and stakeholders

Charles and Nige asked the group - what or who does the garden consist of? How many plots and how many then might be used as shared community plots -suggestion using the printed leaflet for garden mapping to identify plots and promote garden and attracting volunteers

Action: Garden transition group. Update of current plot holders/vacant plots to be reported back at next IMG

Helen has links to a community garden in another location and she will arrange a visit to discuss their systems to see what we can learn and perhaps use this as a template to improve our practices.

Jean suggested a recruitment drive entitled "Come and help our garden grow"

The garden (Southsea Green) will be driven by the transition group, supported by the Southsea Green garden group and plans supporting their objectives will be reported back at the IMG.

Action: Transition group championed by Helen, Vik, Sar, Jean and Goff will meet to put plans into place to manage the garden and develop processes for effective communications/information exchange and planning for the garden and associated activities.

Finance and Legal

Funded projects are coming to a close so opportunities for funding to be discussed further.

Once agreed, new lease to be signed by Southsea Greenhouse Community Cooperative officers

AOB

Friends of Canoe Lake Leisure and Southsea Green working together for a "Dig for Victory" event

Action: Group to take this forward formed: Gra, Goff and Jean.

Gemma at Tesco has identified a regular monthly slot where we could use their community room, this could be useful for both garden and IMG meetings.

Action: Sue/Carla to review

Idea for a December social event suggested

Action: Ideas via email.

Next IMG to be scheduled for Thurs 3rd January, venue and time TBC