

# Thunder Gardens Community Growing Gardener Agreement and Code of Conduct

This document sets clear expectations so our community can grow food safely, efficiently, and respectfully on a working farm that is also a private home.

Applies to: All participants	Core model: Shared work and shared harvest	Setting: Working farm and private residence
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## Purpose and scope

This Agreement sets out the expectations, responsibilities, and standards of conduct for participants in the Thunder Gardens Community Growing program.

Thunder Gardens is a working farm and a private family residence. Participation is a privilege grounded in shared responsibility, cooperation, and respect. The success of this program depends on participants contributing time, effort, and care so food can be grown efficiently, shared fairly, and enjoyed by the community.

Community Growing is different from individual gardening. There are no personal plots. All participants work together on shared growing areas and share in the harvest. Individual actions affect the entire group.

## Location and respect for our home

Thunder Gardens is located at a private residential property. Only designated areas shown on the site map are part of the Community Growing program. All other areas are private and are not accessible to participants.

Participants must restrict their visits to posted hours of operation and remain within Community Growing areas at all times. Please do not enter the family residence, family garden spaces, or other non designated areas.

When assistance is required, please contact the Garden Coordinator listed on the contact board or through approved communication channels. Please do not knock on the door of the family residence.

This is a quiet working property. Picnicking and quiet enjoyment are welcome. Smoking and open fires are not permitted anywhere on site. If you want to smoke, we ask that you do so on the street.

Children are welcome and must be supervised at all times.

## Parking and access

Parking is permitted only in designated parking areas. Do not use the house laneway or block access routes, equipment paths, or neighbouring properties.

### Community Growing model

Thunder Gardens operates under a shared work and shared harvest model. All planting, weeding, maintenance, and harvesting are collective responsibilities.

Food grown through the program is shared among participants according to the program structure communicated at registration and throughout the growing season. No produce may be sold unless part of an approved partnership or initiative.

The growing season runs from mid May to late October. Exact dates may vary slightly year to year and will be communicated to participants.

### Attendance and shift commitment

Regular attendance is essential to the success of the Community Growing program. Planting, weeding, watering, and harvesting must happen at specific times to ensure crops thrive and food is not lost. When participants are absent without making up their commitment, the workload shifts to others and the overall productivity of the farm is reduced.

When you register, you commit to your assigned shift for the duration of the season. Shifts are balanced to ensure smooth operations and to avoid overburdening coordinators or other participants. For this reason, permanent shift changes are generally not possible once the season has begun.

Full share participants may be absent up to four shifts per season and half share participants up to two shifts per season without needing to make them up. When you miss a shift, you may either use one of these included absences or complete a make up shift during the same week. Once your included absences are used, any additional missed shifts must be made up during the same week.

If attendance becomes a challenge, participants must communicate with the Garden Coordinator as early as possible. In some cases, alternative contributions may be discussed. Communication helps our operations run smoothly.

If a participant chooses to opt out of the program, refunds are not available.

#### Missed shifts

- Full share participants may be absent up to four shifts per season.
- Half share participants may be absent up to two shifts per season.
- Make up shifts should be completed during the same week when required.

## **Weather and working conditions**

Community Growing shifts operate rain or shine. Participants should dress appropriately for weather conditions, including sun, rain, insects, and uneven terrain.

In cases of dangerous weather, shifts may be cancelled or adjusted. Notice will be provided by the Garden Coordinator.

## **Accessibility and inclusion**

Farming involves physical work, and participants have different abilities and comfort levels. Coordinators will work to identify appropriate tasks where possible.

Participants are encouraged to communicate needs, limitations, or accommodation requests to the Garden Coordinator.

## **Organic and sustainable practices**

Thunder Gardens follows organic and sustainable growing practices.

Only certified organic fertilisers, pesticides, herbicides, fungicides, compost, and natural soil amendments are permitted. If unsure, participants must check with the Garden Coordinator before applying any product.

Only healthy plant material may be added to the designated compost areas. Diseased plant material may need to be removed from site as directed.

## **Tools, equipment, and water use**

Shared tools and equipment must be returned to their designated locations after use. Tools may not be left in the field.

Water is provided via an on site well and is a shared resource. Participants must use water responsibly, watering only designated growing areas, turning taps off completely, and avoiding unnecessary use during heat or rainfall.

Misuse of tools or water may result in suspension of privileges.

## **Toilets, cleanliness, and waste**

A composting toilet is available for participant use. All posted guidelines must be followed. Handwashing after use is required.

Participants must take all personal garbage home. There are no on site bins for personal waste.

## **Animals**

Dogs are permitted only when leashed at all times and must be kept out of growing areas. Owners are responsible for immediate cleanup and removal of waste.

### **Community standards and code of conduct**

Thunder Gardens is committed to maintaining a safe, welcoming, and respectful environment for all participants, coordinators, visitors, and family members who live on site. The Community Growing program relies on cooperation, trust, and mutual respect.

All participants are expected to conduct themselves in a manner that supports a positive and inclusive community.

#### **Participants must**

- Act with respect toward coordinators, fellow participants, visitors, and the farm property.
- Follow all farm policies and instructions provided by coordinators.
- Work safely, attentively, and to the best of their ability, asking for guidance when needed.
- Wear appropriate clothing, including closed toe footwear, and be prepared for changing weather, mosquitoes in the early season, and field conditions.
- Not engage in harassment, discrimination, bullying, verbal abuse, or physical aggression of any kind.
- Respect the privacy of others and seek permission before sharing contact information or images of other participants.
- Raise concerns or observed wrongdoing promptly with the Garden Coordinator.
- Respect decisions made by coordinators, recognising their responsibility to the overall safety, productivity, and integrity of the program.

### **Enforcement and right of removal**

Thunder Gardens reserves the right to immediately remove any participant who violates this Code of Conduct or whose behaviour compromises the safety, wellbeing, or integrity of the program. Removal may include permanent revocation of permission to be on site without refund.

### **Communication channel**

Program communication will occur through approved channels such as email or messaging groups, as determined by Thunder Gardens to ensure clarity and inclusion.

## **Liability and assumption of risk**

Participation in Community Growing involves inherent risks associated with outdoor work, tools, uneven terrain, weather, and farm operations.

Participants accept full responsibility for their own safety, the protection of their personal belongings, and for the safety of their household members and guests.

## **Acceptance of agreement**

Participation in the Thunder Gardens Community Growing program requires acceptance of this Agreement and Code of Conduct at the time of registration. Registration and payment constitute full acceptance of all terms and conditions outlined in this Agreement.

For the most current version, please refer to the Thunder Gardens website.