

# NH PERMACULTURE GUILD BY- LAWS

## Mission Statement:

The Mission of the New Hampshire Permaculture Guild is to educate and raise awareness of the philosophy of Permaculture and build/strengthen the New Hampshire permaculture network. These goals will be accomplished primarily by, but not limited to:

- Organizing and sponsoring an annual Permaculture Day event which involves people spending a day together to learn from each other and to celebrate regional sharing.
- Exploring host sites in different parts of the state
- Developing, and collaborating on, educational and research opportunities
- Expanding a network of permaculture organizers and sponsoring organizations and institutions

## ARTICLE I

The name of this organization shall be The New Hampshire Permaculture Guild whose fiscal year is January 1 to December 31.

## ARTICLE II

### *GUILD PARTICIPATION AND OPERATIONAL STRUCTURE:*

- The Guild is made up of New England residents who share a commitment to the mission statement listed above and who choose to help the organization further these goals.
- The Guild uses the “8 Shields” model of organization. This model has 4 cardinal and 4 ordinal directions and each direction benefits by being held by two guild members. Together, this group is called an “Acorn.” People who wish to participate in the Guild but who do not wish to hold a direction as an Acorn can choose to be on the “Soil Team” as a “Soil Builder,” offering assistance and expertise on a selective basis.
- A one-year commitment is requested when choosing to participate as an Acorn, usually beginning at the annual meeting, and agree to attend the 4 quarterly meetings during the year. Soil Team/Builders can join at any time and list their skill set and time availability with The Guild.
- The Acorns/Cardinal Directions make the operational decisions of the Guild utilizing consensus.
- Detailed descriptions of the Cardinal Directions and Soil Team are as follows:

### **Key Attributes of directions:**

- **North:** Consistency, calmness, focus, tracking, summarizing, making requests, delegating, giving thanks and recognition, celebration, wisdom, clarity, storytelling, big picture, selfless unity
- **Northeast:** Perceptive, visionary, creative, catalyst, intuitive, inspiration, peace of mind
- **East:** Clear, concise, positive, sends reminders, networks, inviting, welcoming, energizing
- **Southeast:** Motivating, passionate, curiosity, inspiration
- **South:** Tracking details, follow-through, timely communications, implementation, focused
- **Southwest:** Grounded, balanced, caretaker, steward, logistics, focused, wandering, self-reliance, health
- **West:** Collaborative, assimilates feedback, builds momentum, celebration, connected, honor, service, delivery
- **Northwest:** reflection, internalization, transformation, healing, revealing
- **Background:** Gentle, supportive, willing

## NORTH

### Oversight, Direction, Task Tracking & Accountability, Facilitating Calls and Meetings

- Holds regular check-ins with each seed team member (or the group collaboratively) to see where everyone is at, what the next steps are, and who needs to communicate to make it happen.
- Organizes and facilitates Guild meetings for the year
- Keeps schedule for Guild and communicates timelines
- Integrates current needs, feedback, future goals, and all voices

Important -- North does not *do* all of tasks; their role is tracking, accountability and support... which is in itself enough.

*Task Example: Coordinates locations, dates, and necessary agenda items for quarterly guild meetings. Facilitates meetings to stay on-track and cover all agenda items. Offers action items for each guild member.*

## NORTHEAST

### Perception, Inclusion, Inspiration, Brings Minds Together

- Makes sure everyone is heard and needs are being met.
- Invites and inspires new folks to join guild
- Actively seeks out and brings underrepresented voices and perspectives into our circle and suggests ways to collaborate with outside groups with aligned missions.

*Task Example: Researches initiatives local to NHPD site and/or within NH, connects with information, and invites them to Guild meeting if there is interest in collaboration. Assists NORTH in facilitating Guild meetings.*

## EAST

### Outreach & Communications, Website & Social Media, Photos, Announcements

- Regular Website Updates: Posts events, guild meetings, calls to action, collaborative efforts with other organizations, NH Permaculture Day info, announcements, photos from events, etc.
- Helps with sending out communication for meeting scheduling (e-mails and doodle polls, etc.) and major announcements to the Guild, NH Permaculture Community, and broader network.
- Collects, organizes, and shares all event photos for future use. Shares on website and social media.
- Creates, maintains, and improves systems of cataloging and sharing information.

*Task Example: Gets new announcements, photos, and ticket links from WEST and shares them with broader NH Permaculture Community and partner organizations through social media, e-mail. Helps create excitement!*

## SOUTH

### Money & Accounting, Event Registration Coordination

- Keeps books and handles bank account
- Assists with NHPD budget
- Provides Host Site & Coordinator required funds for yearly event as needed (money going out)
- Assists with online registration for events and ticket sales (money coming in)

*Task Example: Assists WEST with NHPD budget planning. Approves and writes checks from Guild account as needed by NHPD organizing committee.*

## SOUTHEAST

### Motivation, Curiosity, Looking Ahead

- Always seeking and exploring options for future NHPD locations.
- Actively brings future goals of the Guild into the conversation and makes sure that questions about “what’s next?” are being worked on and eventually have clear answers.

*Task Example: Researches promising sites within NH to host future NHPD events, extends invitation to connect, offers information, and coordinates host site applications. Works with NE to connect and partner with aligned organizations.*

## SOUTHWEST

### Facilities and Site Logistics

- Tracks site needs and space requirements for yearly NHPD gathering and other Guild gatherings.
- Ensures that sites have sufficient amenities and crowd capacity.
- Brainstorms and organizes way for Guild to collaborate with Host Site and Lead Coordinator to contribute to the land in a physical way each year.

*Task Example: Reviews current infrastructure and required additions at host site with WEST prior to event. Coordinates with SE to visit potential future NHPD sites to review.*

## WEST

### NHPD Host Site, Lead Coordinator, and Organizing Committee

- Full leadership of organizing and facilitating the year’s New Hampshire Permaculture Day event.
- Gathers and directs an organizing committee to organize the year’s NHPD event (this organizing committee is separate from the Guild).
- Assimilates feedback from previous events to improve the year’s offerings
- Collaborates with NH Permaculture Guild to support event continuity and sustainability

*Task Example: Plans and coordinates NHPD event presenters, volunteers, schedule, site preparation, announcements, local publicity, food, art, music, etc. WEST make NHPD happen!*

## **NORTHWEST**

### **Relationships, Acceptance, & Reflection**

→Fosters good relation, communication, and collaboration between NHPD organizing committee, the Guild, past and future sites.

→Keeps pulse on team dynamics and offers mediation if required.

→Tracks the communication to and from NHPD attendees and makes sure that the Guild is responding to feedback in a conscious way.

*Task Example: Creates and coordinates feedback (forms, etc.) for yearly NHPD event and other Guild gatherings). Distills information and presents it to guild for future planning. Connects with WEST in early stages of NHPD planning to express Guilds involvement and support.*

### **Soil Builders Team or Background Guild Support**

Folks who have been members of the New Hampshire Permaculture Day organizing committee in the past and/or have previously served on the Guild. Also, folks interested in supporting the NH Permaculture Guild endeavors, want to be included in internal correspondence, but are not currently able to hold a direction.

This role requires that you are present on the email list, some calls, and attend some meetings when able. People in this role step in to contribute based on their experience, skill set, wisdom and interests. Some Soil Team members also step up to assist people holding a Cardinal Direction for a short time, based on a specific need. They agree to be called upon for specific tasks or input that could benefit from their experience and skills.

## **ARTICLE III**

### *MEETINGS - All Are Welcome*

- General Meetings:

Four quarterly meetings shall be held annually in the months of February, May, August, November  
The date of the meetings may be changed at the discretion of the Cardinal Directions.

At any General Meeting, one-half of the 8 Shields must be present to constitute a quorum.

- Annual Meeting:

Shall be held in November. At this meeting the annual reports shall be given, Acorn/Direction positions filled, and any necessary business conducted.

## **ARTICLE IV**

### *DUES*

As of 3/11/2018, there are no monetary dues, The Guild will be operating under an “Energy Exchange” system

## **ARTICLE V**

### *NON-DISCRIMINATION*

The New Hampshire Permaculture Guild seeks a wide audience and broad participation with as many voices and as much diversity as possible. It shall not permit in its conduct of Association affairs, any restrictions or limitations what-so-ever based upon race, color, creed, gender, national origin, or economic status.

**ARTICLE VI*****DISSOLUTION***

In the event of dissolution, all of the remaining assets and property of the organization shall, after payment of necessary expenses, be distributed to such Permaculture related organizations as shall qualify under Section 501C(3) of the Internal Revenue Code of 1986, or corresponding provisions of any subsequent Federal Tax Laws or to the Federal Government, a State or Local Government for public purpose, subject to the approval of a court of competent jurisdiction within the state of New Hampshire.

**ARTICLE VII*****AMENDMENTS***

These by-laws may be amended by consensus of Acorns/Cardinal Directions present at any General Meeting, provided that the proposed amendment has been read at the previous regular meeting and/or sent to each Acorn/Cardinal Direction at least fourteen (14) days before the meeting.