

1. The group's ethos is to be respectful, inclusive and welcoming of all backgrounds.
2. The group should equally benefit buyers and growers.
3. We respect each other and are compassionate.
4. We make our decisions by consensus.
5. We encourage a culture of co-learning and up-skilling together.
6. Our structure is a two-tier structure, but decisions are made collectively. This means that we have a steering committee for planning and organizing, that every member is welcome to take part in. Our decision structure is non-hierarchical and collective.
7. To fulfil the purpose of a CSA, our group asks for a minimum commitment, but allows for different levels of participation, remaining non-hierarchical with different levels of participation.
8. Raise questions in appropriate forums.
9. State conflicts of interest.
10. Respect the decisions taken as a group.

11. Communication

We listen with a view to understand and don't speak over each other.

We want to be aware of how we communicate (for example, our mannerisms, volume of our voices, cultural differences).

We can look to Non-Violent Communication for practical examples and encourage positive communication (for example, we try to use "I"-messages and avoid blaming others).



