

The California Alliance for Community Composting

Welcome!

Thank you for your interest in the California Alliance for Community Composting--we're looking forward to you joining us! We believe that an organizational culture of trust and open commitment to bigger-than-self ideals (such as social justice, community well-being, environmental health, and living in a world of beauty) will best support sustainable and joyful community composting across the state and beyond.

We'd like to ask you to take a few moments to get to know us by reviewing our basic agreements around shared purpose, organizational structure, community agreements, decision-making, and conflict resolution. If you feel in alignment with what's written, please share your contact info with us and sign on as a general member supporting our shared purpose and willing to uphold our community agreements.

Shared Purpose

We come together as the California Alliance for Community Composting to strengthen, protect, and develop small- and medium-scale community composting across the state and to support and empower community composters alongside the communities they serve.

We do this through:

- Policy, Community, and Environmental Advocacy & Support
- Extensive and Diverse Education, Training & Technical Assistance
- People-oriented Economic Development & Social Enterprise Support
- Community Composter Network Development, Coalition Building & Resource Sharing
- Community Composting Data Collection & Research
- Outreach & Public Communications that uplift the voices of Community Composters and highlight the positive impacts of community composting with respect to sustainability, community health, equity, and building a world of beauty.

Organizational Structure

CACC is composed of individuals working in organizations and in communities across the state who are composting at a small scale.

We organize our membership at three levels of involvement:

- 1) General Membership
- 2) Decision-Making Membership
- 3) Leadership Team

2021 Steering Committee Organizations

L.A. Compost
Los Angeles, CA
lacompost.org

Common Compost
Oakland, CA
commoncompost.org

LB Community Compost
Long Beach, CA
facebook.com/lbcc2020/

IDI / ECOFARM
Pomona, CA
theIDI.org

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The General Membership tier is our entry-level membership. The general membership is composed of individuals who work in communities or organizations carrying out community composting or affiliated activities, such as micro-hauling, urban farming, environmental justice, policy advocacy, etc. These members are included in our general monthly meeting invitations, given time to share their voice and hear what is said, and will receive meeting minutes. General Members sign on to:

1. support CACC's shared purpose;
2. uphold CACC's Community Agreements; and,
3. agree to make their contact information available to the decision-making membership or leadership team so they can be consulted on issues related to CACC activities.

The decision making membership is composed of CACC general members who regularly attend meetings. A general member becomes eligible to be a decision-making member after attending 3 general monthly meetings and loses this status after missing 3 consecutive general monthly meetings or missing 6 monthly meetings in one year's time. Decision-making membership compose the council eligible to weigh in on CACC decisions, including the selection of the leadership team and the delegation of tasks & autonomy to ad hoc committees.

The leadership team is composed of 3 to 7 members of CACC representing a diversity of skill sets. These individuals represent CACC and are responsible for strategic planning, recordkeeping and communication, and ensuring that CACC remains accountable to carrying out our shared purpose and community agreements. The leadership team agrees to actively attend all general monthly meetings, as well as participate on critical ad hoc committees and attend all leadership team meetings. (We agree that attending at least 80% of meetings is critical to remaining informed and prepared to lead the group).

Community Agreements

When participating in the CACC community, we agree to:

- Acknowledge Growth
- Actively Listen: *one speaker at a time, be present*
- Agree to Disagree
- Assume good intent
- Be Conscious of Space & Participation: *take space, make space*
- Be Inclusive
- Be Open to Opinions & Dialogue
- Be Solution-Oriented: *propose not oppose; ask ourselves what do we need to move forward?*
- Be Supportive: *if someone's vision is lacking, help them to see.*
- Check in with Each Other
- Engage in Self-Reflection

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- Hear Everyone
- Hold Deep Respect for Each Other
- Respect Others Ways of Knowing
- Set Realistic Goals & Deadlines
- Update & Inform Each Other
- View Everyone as a Contributor

Decision Making

Within CACC, we employ council-based decision making strategies that include space for interactive dialogue around visions & fears as well as opportunities to discuss strategies. We create opportunities for everyone to be heard and are careful to make space for those who do not share as easily.

Our goal is to move forward in unity with consensus--but we recognize that that cannot always happen. When the larger group does not appear to be in unity, we empower ad hoc groups of interested members to take on challenging decisions, promoting deeper dialogue and exploration. When decisions are made in these small groups, we will attempt to resolve all concerns raised and move forward in unity, but will move forward with a simple majority, especially when time is of the essence. These small-group decision making bodies will share both decisions and reasons for those decisions with the larger group.

Conflict Resolution

We endeavor to proactively build a community that is characterized by respect, trust, and joy. Therefore, we actively choose to engage community building practices such as checking in on each other, sharing gratitudes, and affirming one another. In addition, we support members to develop skills designed to promote connection and ease conflict such as providing resources on non-violent communication and restorative justice circles as well as other tools for healing.

When conflicts arise, we choose to engage them with honesty, empathy, and kindness. We agree to use nonviolent communication strategies which promote listening to everyone and seeking solutions which meet the needs of all.

For interpersonal conflicts, we encourage individuals to reach out to one another to discuss the area of tension. If a direct dialogue does not result in a restoration of a harmonious working relationship, we agree to seek support from one or more members to facilitate a dialogue where each side can share, and all can work through and discuss the issue and a solution. If the challenge continues to strain working relationships on the team, we will hold a restorative circle with the team members affected by the ongoing conflict.

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For administrative conflicts, we encourage formal dialogue to raise all pertinent issues and to come to written agreement about actions to be taken to resolve any grievances. In these written agreements, we will establish timelines and set dates for follow ups to ensure all parties remain in communication until the issue has been completely resolved. We will seek formal mediation if these strategies do not result in a resolution that is satisfactory to everyone.

I support the shared purpose of CACC and would like to join as a general member. I commit to uphold the community agreements contained in this living document.

Name: _____ Signature: _____

Organization: _____ City of Residence: _____

Email: _____ Phone: _____

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