

Constitution of Derrybeg Farm CSA



1. Name

The name of this member-led farm is Derrybeg Farm CSA (Community Supported Agriculture). Referred to hereafter as 'The Farm'.

2. Date of commencement

The Farm has been operating since February 2013.

3. Aim

The aim of The Farm is to integrate community and agriculture in a mixed, biodiverse, sustainable and environmentally responsible farm which is non-profit-making, managed for the benefit of everyone involved and where risks, responsibility and rewards are shared.

4. Primary activities

1. Employ a Farmer(s) to produce and distribute food for its members
2. Cultivate a farm community
3. Raise awareness of issues surrounding food security and food sovereignty.

5. Ethos and Values of The Farm

The Farm strives to:

1. Practice mixed, biodiverse, organic and sustainable agriculture that respects the earth, animals and people involved.
2. Pioneer an economic model based on mutual benefit and shared risk and ensure that the Farmer(s) have a decent livelihood.
3. Achieve a financial situation where low income shall not exclude anyone.
4. Be a part of making our local community more sustainable, resilient and self reliant
5. Help people who have no background in farming to become involved in farming and food production
6. Encourage practical involvement of members and supporters at all levels of running the farm.
7. Be transparent in all our affairs.
8. Make decisions through deliberation and reach genuine consent wherever possible.

9. Work towards social justice.
10. Be participatory, collaborative and egalitarian and respect everybody who takes part
11. Listen to all shades of opinion and all questions and doubts among our members.
12. Discuss differences and work to accommodate them and benefit from them.
13. Offer opportunities for learning about food and farming and for connection with the life of the earth.
14. Network with others to promote community-supported agriculture in other communities and farms and to share our learning (social, economic and farming).
15. Encourage members, in co-operation with the farmers, to use The Farm for their individual and social activities and celebrations.

6. Organisational principles

1. The Farm is a not-for-profit enterprise
2. Risks, responsibilities and rewards are shared
3. The Farm shall be non-sectarian
4. The Farm shall be independent of political parties
5. The Farm shall be committed to non-violence and to truthful communication both internally and externally
6. The Farm shall function as an egalitarian and safe public space
7. The Farm shall regularly review its aims, primary activities, organisational principles, ethos and values
8. The Farm adheres to the seven core principles of cooperatives as defined by the International Cooperative Alliance
<https://www.ica.coop/en/cooperatives/cooperative-identity>
9. The Farm adheres to the ten principles of Teikei
<http://communitysupportedagriculture.ie/downloadable/Ten-principles-Teikei.pdf>

7. Powers

1. Raise money
2. Spend money
3. Open and operate one bank account and other accounts as the Steering Group considers necessary to manage The Farm
4. Maintain public-indemnity insurance
5. Apply for and accept grants, donations and legacies of all kinds
6. Manage and disburse a bursary fund
7. Invest any funds which are not immediately required for The Farm's activities in such investments as may be considered ethical and appropriate (and to dispose of, and vary, such investments)
8. Employ staff, or contract work to self-employed workers (eg, accountant, solicitor, farm advisor, etc)

9. Accept and terminate membership
10. Acquire and manage land, equipment and buildings
11. Organise courses and events
12. Work with other groups and exchange information
13. Support any other non-party-political enterprise that shares The Farm principles
14. Do anything that is lawful which will help to fulfil The Farm aims.
15. Amalgamate with any other organisation whose primary activities include primary activities similar to The Farm.

8. Rules for opening and operating a bank account

1. There will be only one banking, savings or chequing account for Derrybeg Farm CSA in one financial institution / bank, as selected by the Steering Group (SG).
2. The bank account will not have an overdraft facility.
3. The bank account must require a minimum of two signatures, ideally the designated Treasurer and Vice-Treasurer, to make payments to recipients only when agreed with the SG.
4. A debit card may be issued to The Farmer for agreed and budgeted expenses.
5. The receipts of all miscellaneous Farm expense paid by members using their own cash or credit or debit card must be immediately scanned by the authorised Farmer or SG member using the expenses App ('waveapps.com' or similar) selected and agreed by the SG. All members of the SG must be signed into the selected App so that all expenditure is notified immediately to all SG members. Hard copy receipts must also be retained.
6. All expenses incurred by The Farmer or any SG member must be notified to the SG immediately and with a summary submitted for each SG meeting, the submission also to include hard-copy receipts. Expenditure must be within the agreed budget for the year.
7. The Farm financial year is the calendar year.
8. All farm members will make their annual and monthly payments by standing order into this one bank account or, by agreement with the SG, via another payment method.
9. The Treasurer and/or Vice-Treasurer must provide a financial summary of the account balance, income, expenses and transactions at every SG meeting and whenever circumstances require the SG to request a summary. The data for financial reporting will come from the bank account and the expenses App being used.

9. Membership

1. Membership implies adherence to the Constitution of The Farm.
2. Each member may act autonomously, in accordance with the Constitution, Ethos and Values of The Farm.
3. Membership categories:
 - Food membership. Food members receive a seasonal share of The Farm produce and the benefits of social membership.
 - Social membership. Social members support Farm activities and participate in events.
4. Members share the risks, responsibilities and rewards of community supported agriculture with each other and with The Farmer. Risks include weather, pests and seasonal variations that may affect the harvest.
5. Food membership is based on the understanding that there is no guarantee of specific produce, quantity or delivery times
6. A Farm Steering Group (SG) will set the annual fees, taking into account the cost of food production and making every effort to keep the fees affordable. Fees will be re-evaluated on a yearly basis.
7. Fees normally cover one year's membership.
8. Members should pay their annual fee in a lump sum; the option of paying the annual food membership fee in monthly instalments will be available.
9. Every member will cease to be a member when their fee-period expires, but may immediately renew membership.
10. A register of all members and their contact details will be maintained and the GDPR private-data laws will be obeyed and this information will not be shared with anyone outside the SG.
11. Any Farm employee is a member of The Farm.
12. Any member may receive payment for work done on The Farm.
13. All members shall have the opportunity to become members of the SG, provided that they have been members for at least six months and that they have participated in the life of the Farm.
14. A Register of Members will be maintained by a member of the SG designated as Membership Secretary.
15. The SG may confer honorary membership (food or social) for a time-limited or lifelong period and the name of the honorary member will be included on the Register of Members.

10. Farmland

1. The Farm affirms the rights of its members to access land in order to fulfil its Aim and carry out its Primary Activities.
2. The farmland and Farm assets are managed as a commons for the benefit of all Farm members.

3. A defined section of the Farm shall be set aside for members to manage and shall be known as The Members' Area, identifiable on the map in the appendix. It is intended as a social space, and a learning space for members to experiment with growing. Work in the Members' Area will not interfere with The Farmer's work on the Farm.

11. The Farmer

1. There shall always be at least one Farmer associated with The Farm. (There may be more than one Farmer, but even in such a case, they are referred to hereafter as The Farmer.)
2. The Farmer is a member of The Farm
3. The Farmer is an ex officio member of the Farm Steering Group.

12. Steering Group (SG)

The Farm shall be managed by a Steering Group (SG) on behalf of the members.

12.1 The purpose of the Steering Group is to ensure that:

1. The primary activities of The Farm are carried out
2. The Farmer receives all necessary supports
3. Ethos and values are upheld
4. Long-term planning and navigation of the external environment are carried out
5. Farm resources and activities are coordinated
6. Farm resources are optimised.
7. The members receive all necessary support in their efforts to further the primary activities of the Farm

12.2 Tasks of the SG:

1. Set annual membership
2. Ensure that a minimum of two Members' Meetings (MMs) be held each year
3. Notify the members of the MM.

12.3 Composition and Rules of the SG

1. Maximum number shall be 8, gender-balanced as far as possible
2. Minimum number shall be 4
3. The Farmer will always be an ex officio member of the SG
4. Any member of the SG may for any relevant purpose act as Chairperson or Secretary of The Farm
5. A Treasurer and a Vice-Treasurer shall be nominated
6. A Membership Secretary and Vice-Membership Secretary shall be nominated
7. Two SG members shall be nominated with responsibility for employee liaison

8. Two SG members, one of whom shall be The Farmer, will take responsibility for volunteer affairs
9. The SG may agree specific duties for each office
10. A person shall cease to be a member of the SG if s/he is absent (without agreement of the SG) for more than three consecutive meetings of the SG
11. The SG shall at intervals invite other Farm members to join the SG.
12. A period of no longer than eighteen months shall elapse without a new member joining the SG.
13. If a member sits on the SG for four years without a break, s/he shall take a sabbatical of a minimum of one year
14. Any member of the SG may receive payment for work on The Farm. SG specific work is voluntary and does not attract payment. Reasonable fully vouched expenses for SG work may be paid to SG members.

12.4 SG meetings:

1. There shall be no more than a two-month gap between SG meetings
2. A quorum for SG meetings is four.
3. The SG shall adhere to the following work ethos:
 1. Respect everybody who takes part.
 2. Be participatory, collaborative and egalitarian.
 3. Listen to all shades of opinion and all questions and doubts among our members.
 4. Discuss differences and work to accommodate them and benefit from them.
 5. Encourage SG members to bring issues to SG meetings, if they feel dissatisfied or unhappy with how things are operating or proceeding. Ideally, we find ways to discuss what people are feeling and see what can be achieved or re-negotiated. We operate on the principle that a re-negotiated agreement is not a broken one.
 6. Be creative and fun.
 7. Maintain momentum when things are going well *and* when they are a bit difficult.
 8. Focus on possibilities rather than hold fixed expectations of what outcomes might be.
 9. Avoid making decisions until the whole group has had a chance to engage in the decision-making process. Individuals can engage in discussion and exploration about topics with people and agencies that might be helpful to us or help us advance our aim, but we reserve decision-making for the whole group, in face to face meetings (skype possible sometimes too).
 10. Make important decisions using a modified consensus process. If, after egalitarian group discussion, someone does not agree with a suggestion for

action, that person is asked if s/he could nevertheless live with this action. If the person (or persons) still feels opposed to that action, we hold an extraordinary SG meeting to educate ourselves further on the topic and discuss further that single topic and strive to use deliberation to reach a decision to which all SG members consent.

13. Farm sub-groups

1. Sub-groups may be formed and disbanded, as necessary, to further a specific task or project relevant to the work of The Farm.
2. Sub-groups do not need to have a SG member.
3. Sub-groups shall make proposals to the SG before taking action.
4. Non-farm members may be members of a sub-group.
5. Each sub-group will operate subject to the overall aims and ethos of The Farm.

14. Members' Meetings (MMs)

14.1 General

1. There shall be a minimum of two MMs per year.
2. There shall be no more than a one-year gap between MMs.
3. All members are to be notified of MMs.
4. Notice of the date of the MM will be sent at least three weeks in advance.
5. Notice of the time, venue, and proposed agenda of the MM will be sent at least one week in advance.
6. The SG shall distribute any proposed amendments to the constitution, along with a copy of the current constitution, to all members at least three weeks before a MM.

14.1 Purpose of MMs

1. Discussion of issues of relevance to the successful operation of The Farm
2. Acknowledgement of successes and challenges since the last MM
3. Presentation and discussion of a financial report
4. Amendments to the Farm Constitution as appropriate
5. Introduction of the SG to members.

14.2 Conduct of MMs

1. A minimum of three members of the SG shall be present at members' meetings.
2. The Farmer shall be present
3. There shall be more members than SG members present.
4. The meeting shall be facilitated by a SG member or by another appropriate person, by agreement of the SG and the other members present.
5. Notes shall be kept and sent to all members.
6. The agenda will be finalised at the start of the meeting; agenda items can originate from any member.

7. Everyone present shall introduce themselves.
8. Amendments to the Constitution will be approved by a modified consensus process. If, after egalitarian group discussion, someone does not agree with an amendment, that person is asked if s/he could nevertheless live with this amendment. If the person (or persons) still feels opposed to that amendment, we hold an extraordinary MM meeting to educate ourselves further on the topic and discuss further that single topic and strive to use deliberation to reach a decision to which all participating members consent. If consent is not reached, the Constitution is not amended.

15. Accounting records and holding of property

1. Annual accounts shall be kept and made available to the members and to the Revenue Commissioners, grant agency or bank on request.
2. The accounts will make clear the amounts paid in wages and expenses to each recipient.
3. Cheques must be signed by two of three designated signees.
4. Expenses: If members intend to use personal resources such as cars, phones, computers, internet access or printers for the benefit of the Farm and if they think that reimbursement would be reasonable, they must bring the matter to the SG in advance so that reimbursement or other options can be discussed.

16. Dissolution

1. If the SG determines that it is necessary or appropriate that The Farm be dissolved, it shall convene a MM, stating the purpose.
2. In the event of dissolution, the SG shall be responsible for the realisation of all assets and the settlement of all debts.
3. In the event of dissolution, any equipment or assets owned by The Farm are to be donated to a similar endeavour within Kildare in the first instance, then within Leinster and if need be to an endeavour in Ireland.
4. In the event of dissolution, the SG shall inform Kildare Co Council.

17. Alterations to the constitution and interpretation

1. Alterations to and interpretations of the constitution shall be made at one of the two regular MMs per year or at an MM convened for that purpose.
2. The date of ratification of a new version of the constitution shall be recorded on the revised document.
3. Suggested alterations to the constitution shall be made in writing to the SG and these will be discussed at an MM within a year of receipt.

This version of Derrybeg Farm CSA Constitution was ratified by a meeting of The Farm Members on Feb 13 2020 and amendments ratified on 27 April 2022.

Cooperative Principles

The cooperative principles are guidelines by which cooperatives put their values into practice.

1. Voluntary and Open Membership Cooperatives are voluntary organisations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

2. Democratic Member Control Cooperatives are democratic organisations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary cooperatives members have equal voting rights (one member, one vote) and cooperatives at other levels are also organised in a democratic manner.

3. Member Economic Participation Members contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital is usually the common property of the cooperative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any or all of the following purposes: developing their cooperative, possibly by setting up reserves, part of which at least would be indivisible; benefiting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership.

4. Autonomy and Independence Cooperatives are autonomous, self-help organisations controlled by their members. If they enter into agreements with other organisations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their cooperative autonomy.

5. Education, Training, and Information Cooperatives provide education and training for their members, elected representatives, managers, and employees so they can contribute effectively to the development of their co-operatives. They inform the general public - particularly young people and opinion leaders - about the nature and benefits of co-operation.

6. Cooperation among Cooperatives Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional and international structures.

7. Concern for Community Cooperatives work for the sustainable development of their communities through policies approved by their members.

The Ten Principles of Teikei

Building up of Producer-Consumer Co-Partnership in Organic Agriculture Movement // JAPAN ORGANIC AGRICULTURE ASSOCIATION, NOVEMBER 1978.

Principle of mutual assistance The essence of this partnership lies, not in trading itself, but in the friendly relationship between people. Therefore, both producers and consumers should help each other on the basis of mutual understanding: This relation should be established through the reflection of past experiences.

Principle of intended production Producers should, through consultation with consumers, intend to produce the maximum amount and maximum variety of produce within the capacity of the farms.

Principle of accepting the produce Consumers should accept all the produce that has been grown according to previous consultation between both groups, and their diet should depend as much as possible on this produce.

Principle of mutual concession in the price decision In deciding the price of the produce, producers should take full account of savings in labor and cost, due to grading and packaging processes being curtailed, as well as of all their produce being accepted; and consumers should take into full account the benefit of getting fresh, safe, and tasty foods.

Principle of deepening friendly relationships The continuous development of this partnership requires the deepening of friendly relationships between producers and consumers. This will be achieved only through maximizing contact between the partners.

Principle of self-distribution On this principle, the transportation of produce should be carried out by either the producer's or consumer's groups, up to the latter's depots, without dependence on professional transporters.

Principle of democratic management Both groups should avoid over-reliance upon limited number of leaders in their activities, and try to practice democratic management with responsibility shared by all. The particular conditions of the members' families should be taken into consideration on the principle of mutual assistance.

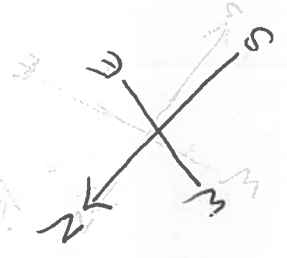
Principle of learning among each group Both groups of producers and consumers should attach much importance to studying among themselves, and should try to keep their activities from ending only in the distribution of safe foods.

Principle of maintaining the appropriate group scale The full practice of the matters written in the above articles will be difficult if the membership or the territory of these groups becomes too large. That is the reason why both of them should be kept to an appropriate size. The development of this movement in terms of membership should be promoted through increasing the number of groups and the collaboration among them.

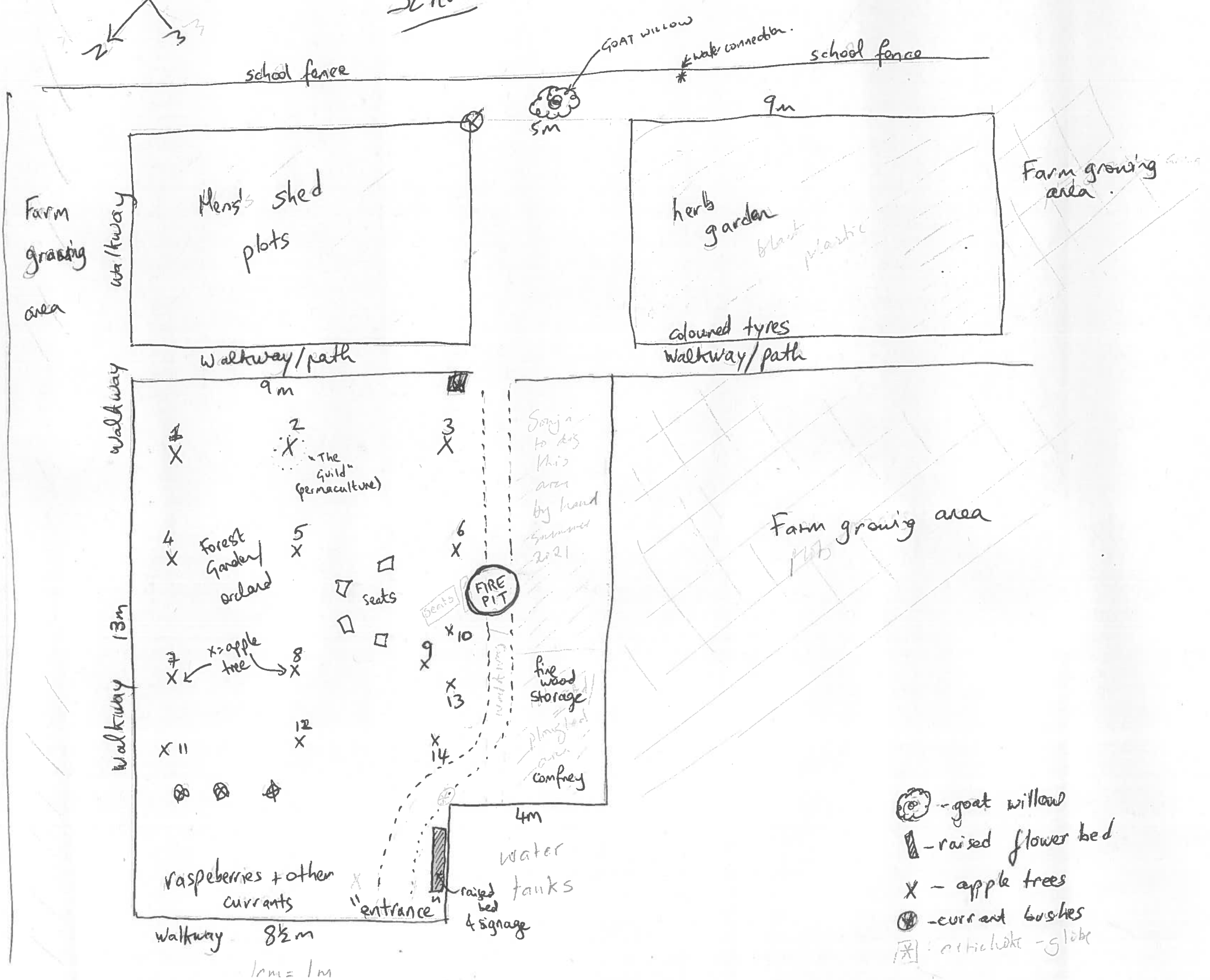
Principle of steady development In most cases, neither producers nor consumers will be able to enjoy such good conditions as mentioned above from the very beginning. Therefore, it is necessary for both of them to choose promising partners, even if their present situation is unsatisfactory, and to go ahead with the effort to advance in mutual cooperation.

Members' Area, Derrybeg Farm

May 2022
Bealtaine



School



- shade artwork
- "experimental" pizza oven
- shelter
- forest garden
- sitting/social area
- mountain hollyhocks
- borders
- paths/walkways

Pull up pipe
Provide water tap @ connection at fence.

Forest Garden
Permaculture "The Guild"
start with tree - circle planting.

ivy on school fence

- hazel
- holly
- yellow rattle
- wild flowers

Rag tree

- goat willow
- raised flower bed
- apple trees
- currant bushes
- artichoke-globe