

PEACE IN THE GARDEN

The Pisgah View Community Peace Garden has four guidelines – clear expectations for any person who works in the garden or is part of the organization.

Respect.

Show respect to other people, the garden and the community.

Direct communication.

If you have something to tell somebody, tell them directly.

Keep commitments.

If you make a commitment, keep it.

If you can't keep it, don't make the commitment.

Everyone's accountable.

These expectations apply to everybody involved with the garden.

Everybody can expect to be recognized for keeping them, and should expect to be reminded if they're not keeping them.

Sounds good, so how do we make this work in practice?

- **Stop right there.** If a problem arises, name it right away.
- **The group owns it.** A conflict, disrespect, or a broken commitment is not just an issue for the two or three people involved—it affects the whole group, so the whole group has the responsibility of naming it and resolving it.
- Therefore **anybody in the group can name a problem** (and they should, as soon as they see it.)
- **Be ready to listen.** Being accountable to each other means being ready to listen, even when we are angry or frustrated.
- **“Peace in the Garden!”** is a gentle reminder we can offer each other, to recall that we have some guidelines for how we work together, and to each check ourselves on whether we're meeting those expectations.