Macquarie 2100

Reviewed
Executive Summary
2012

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http://www.macquarie2100.com.au

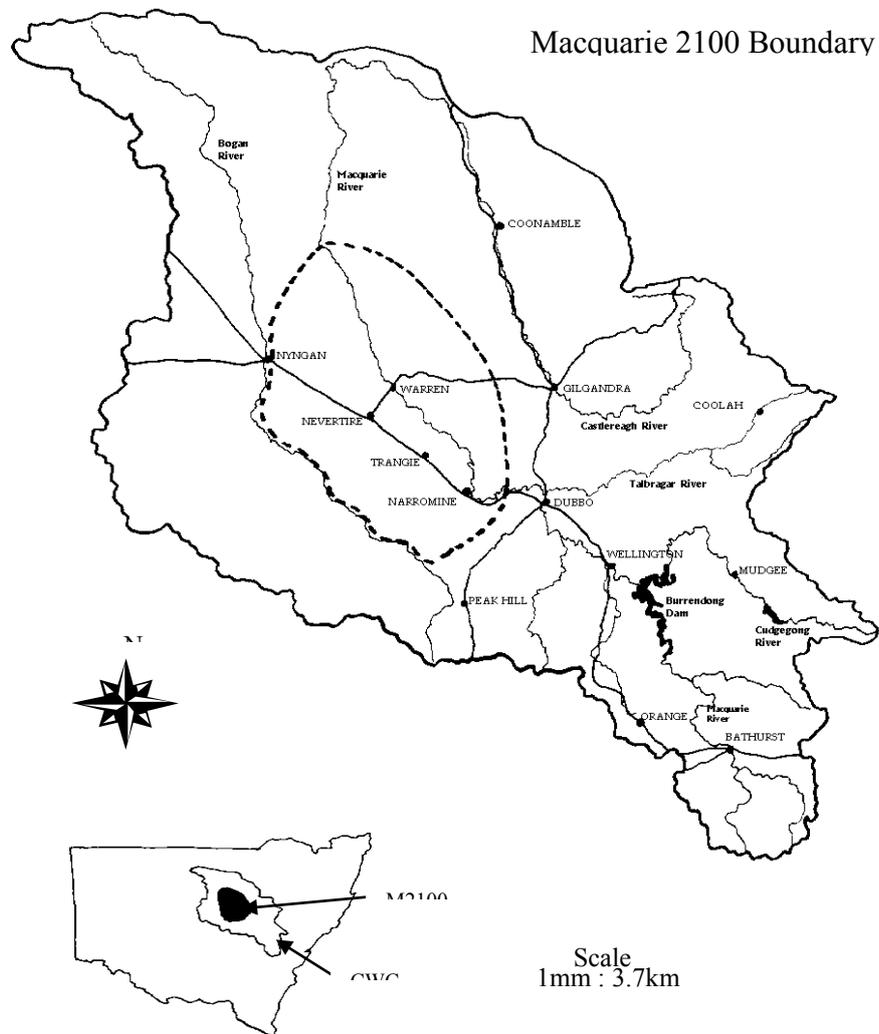Edited by Helen Russ
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Macquarie 2100 is an opportunity:

To create a better future for ourselves & for future generations

To transform the landscapes around us

To develop, empower & unite the community

To be proactive rather than reactive

Macquarie 2100 includes the Warren and Narromine Shires, encompassing the floodplain of the Macquarie Valley above the Macquarie Marshes.

Introduction

Macquarie 2100 is a broad all encompassing vision for our Valley, including the Warren & Narromine Shires. Developed between 1995 and 1999 by the Macquarie Valley Landcare Group, Macquarie 2100 has become a recognised and respected community initiative within the region. Reports have returned to members of Macquarie 2100 that it has been used as an example of the power of community development in workshops and talks as far a field as Europe and the United States. Its strength rests on well founded values, strong partnerships and continual commitment by those that help to make it great.. It does not try to DO everything, but it supports & works with those who are looking to improve the valley. Macquarie 2100 provides a strong foundation that allows people to collaborate. It provides a framework that funding bodies demand before becoming engaged.

To retain relevancy, it is important that Macquarie 2100 is reviewed every 10-15 years. The following document is a result of the first Macquarie 2100 Review process. Between August and October 2012 six community workshops were held around the valley where participants went through the 1999 plan in detail, with the view to revising or updating what was felt to be necessary. In addition there were a number of phone calls made to people who were unable to attend these workshops where people were asked to share their ideas about what has previously occurred and what Macquarie 2100 should do in the next phase.

The values, principles, strategies & aims you see below have just been amended through this first review process. Those of you who know the plan well will notice that there are two new strategies, in Waste and Energy, and Salinity has been absorbed into Water and Landuse. A principle of 'Celebrate' has been included. The main projects Macquarie 2100 has been working on are shown in Highlights, and some current statistics provide a picture of the valley and community when compared to those for NSW. There is a variety of project ideas that emerged during the review process that will be assessed by the Macquarie 2100 committee in the coming months.

The Values:

We Believe;

It is our responsibility to improve & protect our region for future generations

The quality of the whole is shaped by the integrity of the individual

Working together brings greater community control, ownership, strength & unity

Strength lies in valuing & developing local talent & resources

Stability & health lie in acceptance of diversity in nature, enterprise & culture

Relationships based on respect, communication, discipline & tolerance are the foundation of strong communities

Individuals need to be responsible & accountable for their actions

Incentives, education & cooperation turn change into opportunity

Principles of Operation

- **Prioritise by choice**: If no-one wants to do the job, put it on the shelf.

- **Utilise local talent & resources**: Use tasks as an opportunity to grow a local person.

- **Go with the positive**: Don't waste time & energy trying to fight dissenters – "Go with the Goers".

- **Maximise the learning**: Design activities that maximise participation & allow people to experience the change.

- **Integrate & include:** If they're affected, invite them to be involved.

- **Rejoice in the differences**: Adopt an attitude of 'Yes AND…! Find solutions that embrace all perspectives.

- **Collaborate & support**, those who are moving towards similar aims & objectives.

- **Care**: Honour the individual journey as well as the greater whole.

- **Celebrate:** Acknowledge & then celebrate achievements.

Strategies:

During the review process two new strategies, Waste and Energy were added, and Salinity was dissolved into Water and Vegetation, Soils and Landuse.. Due to the prolonged drought and improved landuse practice Salinity was felt to be an issue of lesser degree than in 1999.

- ⚹ *__Economics, industry and tourism__: Work towards a healthy and viable economy through employment, industry & business development.*

- ⚹ *__Education, information and technology__: Actively improve the availability of and access to quality information, education & training.*

- ⚹ *__Health and Lifestyles__: Improve our quality of life*

- ⚹ *__Relationships, Youth Family and Culture__: Foster pride, security, integrity & trust within the Valley*

- ⚹ *__Water and the riverine environment__: Strive to improve the riverine ecosystem, water quality and the ground water resource*

- ⚹ *__Soils, Vegetation & Landuse__: Preserve & regenerate the quality of soil, biodiversity & vegetation, while encouraging diversity & innovation in land use.*

- ⚹ *__Energy:__ Work towards self sufficiency in energy production & consumption*

- ⚹ *__Waste:__ Work towards becoming a 'Waste Neutral' community*

Strategy: Economics, industry & tourism

Strategy: Work towards a healthy & viable economy through employment, industry & business development.

Aims:

- ⚹ Improve the viability of farms & businesses.

- ⚹ Support the development of value adding industries locally

- ⚹ M2100 region known globally for the health & quality of its environment, produce & people. Target:- support the development of a brand identity for products grown or manufactured within the M2100 region. Target: Support the development of a brand identity for products grown or manufactured within the Lower Macquarie region.

- ⚹ Increase the diversity of business & industry.

- ⚹ Improve employment opportunities within the Valley.

- ⚹ Increase the tourism opportunities within the Valley.

Strategy: Energy

Strategy: Work towards self sufficiency in energy production & consumption

Aims:

- ⚹ Support the increase of energy efficiency in homes business & industry.

- ⚹ Support research into the feasibility of viable alternative power sources including, solar, wind power & bio-fuels.

- ⚹ Support the development of alternative, renewable power sources.

Strategy: Water & the riverine environment

Strategy: Strive to improve the riverine ecosystem, water quality and the ground water resource.

Aims:

- Support the improved management of the Macquarie floodplain.

- Improve the health & quality of the riverine ecosystem. Target: Move towards Macquarie River water quality meeting ANZECC guidelines for primary contact, 95% (or more) of the time

- Monitor, measure & manage the quality of ground & river water across the region with the view to retaining its quality & sustainability.

- Improve the efficiency of water use on farms, within businesses, homes & gardens.

- Encourage & support the reduction of salt entering our river system from upstream in the valley

Strategy: Education, information & technology

Strategy: Actively improve the availability of & access to quality information, education & training.

Aims:

- Facilitate the improvement of, access to & competence with, technology & web based services. Target: Aware, efficient and appropriate use of technology in creating a M2100 regional interactive web site.

- Increase the educational opportunities for people to acquire post school qualifications.

- Increase local knowledge of environmental issues.

- Increase community support for schools.

Strategy: Health & Lifestyles

Strategy: Improve our quality of life

Aims:

- ⚔ Increase the mental, emotional & physical health of community members, through broad community awareness of good practice in, psychological health, work life balance, fitness, nutrition, clean food, healthy environments & the relationships between them.

- ⚔ Reduce the unhealthy consumption of drugs, food & alcohol.

- ⚔ Improve work safety.

- ⚔ Minimise the adverse effects from chemical use.

Strategy: Relationships, Youth Family & Culture

Strategy: Foster pride, security, integrity & trust within the Valley

Aims:

- ⚔ Create opportunities for youth to maximise their potential. Target: Youth involvement in all M2100 activities. Target: Involve youth in every M2100 activity

- ⚔ Foster the value & well-being of families. Target: Moving towards zero incidents of violence in the home

- ⚔ Encourage unity by developing, promoting & preserving our history & culture

- ⚔ Increase interaction, respect & awareness between cultural groups including: Traditional owners, immigrants, & descendants of the early settlers; youth & elderly; rural people & towns folk; & city & country people.

Strategy: Waste

Strategy: Work towards becoming a 'Waste Neutral' community

Aims:

- Identify mechanisms & support initiatives to turn waste into energy or other usable products.

- Encourage the reduction of waste in the home, products coming into the valley, in business, industry & on farm.

- Support & encourage the minimising of waste associated with farming practices.

- Support & encourage the reduction of the 'individual' & 'valley wide' carbon footprint.

Strategy: Soils, Vegetation, & Landuse

Strategy: Preserve & regenerate the quality of soil, biodiversity & vegetation, while encouraging diversity & innovation in land use.

Aims:

- Identify, raise awareness about & improve the status, & health of native vegetation communities. Target: Move towards healthy native ecosystems with corridors linking the major stands across the Valley.

- Support land use practices to improve the quality of the environment. Target: The implementation of holistic farming principles across the region.

- Increase the quality & quantity of perennial pastures. Target: Desirable perennials comprise > 40% of pasture dry matter; less than 20% of undesirable annual species; ground cover greater than 70% in all years.

- Increase the diversity of land use.

- Encourage biodiversity above & below the ground.

- Raise awareness, monitor & manage salinity in soil & water.

Highlights

from 1995 to 2012 $3.23million (plus) to the region

Since its inception, Macquarie 2100 has generally worked with one or two major projects that address many strategies. For example, the workshops under the Swagman project, makes linkages between human health, soil health & the health of the natural ecosystems.

M2100ś greatest achievements are that it has raised awareness & provided support to people and organisations who want to take care of their country & community. Its a forum to stimulate thinking, to develop & trial new ideas in agricultural systems, resource management & community well-being.

Working with the principles of **Prioritise by Choice'** M2100 does not try to do everything. It provides a broad framework that supports community initiatives & structures collaborative effort. **Use it, to make yourself strong, in making you strong, the community is strengthened.**

Some of the main projects are listed below with the funding support gained through state, federal and industry sources.

Highlights: Planning & administration

- Develop a Land & Water Management Plan : $355,160. 1995-2000: Outcomes; An environmental community & economic plan for the mid to lower Macquarie.

- M2100 Planning & development: $119,000 between 2000-2003: Outcomes: Implementation of Macquarie 2100.

- M2100 Executive officer: $ 80,850 in two projects between 2008 & 2012. Outcomes: Support for Landcare initiatives & building relationships with catchment management network.

Highlights: Health & Lifestyles

- Community gardens: $14,000 approx. 2011-2012. Outcomes; Garden infrastructure, Ag plot Trangie School, Trangie Skate Park, Sensory Garden Calara House.

- Speakers: Recently: Allan Parker on relationship negotiation; Graham Sait & Dr Carol Hungerford on health, Robyn Pullman; stress in families.

Highlights: Youth, family & culture

- Youth: 1999 – 2001. Outcomes: Youth off the Streets were billeted & played basketball in Narromine, Trangie & Warren. Youth officers employed in Warren & Narromine Shires.

- Speakers: Recently, Womens Forum, Allan Parker on kids education.

- Indigenous Cultural Awareness: $4,400 2012 Debunking the Myth. Outcomes, raising awareness & improving relationships.

Highlights: Education & information

- Environmental awareness & education: Experts have run activities on soils, soil biology, trees & tree planting, salinity, nutrition & soil health, carbon cycle, land energies, group process, strategic planning, & many more. Recently: Peter Berner, Jean Kittson, David Hanlon, David Hardwick, Graham Sait, Dr Elaine Ingham, Bart Davidson, Peter Andrews, Dr Pat Hulme, Dr Dave McKenzie, Bruce McKenzie.

Highlights: Economics & tourism

- M2100 Marketing Development Project $235,000 (approx) 2001-2005. Outcomes: Improved marketing of the local produce, including citrus & wheat, established co-operative/joint purchasing regimes & a brand identity.

Highlights: Salinity

- Salinity awareness & prevention: $633,490. Multiple projects. 1993 -2002. Outcomes: Amelioration of irrigation & dry land salinity. salinity hazard maps, EM surveys. Re-siting irrigation dams, improved irrigation efficiency, awareness of salinity and its impacts

- Irrigation efficiency: $319,325. 1996-2001. Outcomes: Reduction in channel seepage, awareness of the effects of irrigation & water logging, trickle irrigation installed, greater efficiency in irrigation.

Highlights: Water & the riverine environment

- Understanding Groundwater: $113,200. Multiple projects 1993 - 1998. Outcomes: Installation & monitoring of piezometres, modelling the underground water & installing test wells

- River & floodplain management: $389,665 Multiple projects. 2000-2011 Outcomes: Increase in soil health & water retention on the floodplain & fencing off riverine corridors.

Highlights: Vegetation & Landuse

- Mapping of native vegetation: $20,000. 1995. Outcomes: Maps of native vegetation cover & health.

- Re-vegetation, regeneration & farm forestry projects: $ 485,194, Multiple projects. 1995 - 2005. Outcomes; 7 hardwood plantations, 33km fencing, vegetation officer, tree guide, nursery, seed bank, 400+ha (recorded) of country replanted or re-vegetated, field days, education on biodiversity.

- Native grasslands, soils & water: $705,660. Multiple projects.1998 - 2012. Swagman project including wire & water for improved rotational grazing systems 10,000ha. Native grass seed, native seedlings, for regeneration, demonstrations, project officer, field days.

- Soil health: $71,250. 1995-2012. Outcomes; Glovebox Guide for the soils of the lower Macquarie, field days, workshops & trials investigating alternative farming systems, soil health & biology. Recent presenters, Graham Sait -the principle of Nutritech Solutions, Dr Martin Stapper - ex CSIRO soil scientist, Patrick MacManaway on land energy, Dr Dave McKenzie on matching landuse to soil structure.

Statistics: The current picture

During the review process the importance of gathering & disseminating relevant statistics for the region was identified. Below is a brief snapshot. M2100 will endeavour to regularly update and disseminate these & other statistics important to our community.

Statistics: Economics, Industry & Tourism

- Total regional population is 9,686 (2010 estimate) & shows a slowly declining trend down from 10,037 in 1998. (Ref 1)

- In the M2100 region there were 3,466 Taxable individuals (2009), down from 4231 in 1996.(Ref 6)

- The gross value of ag' production can fluctuate between $178m in 1995/6, $324m in 1996/97 & $247.9m in 2006. 2006 cropping,gross value of production was $188.4m, livestock $59.5m. (Ref 3)

- In 2006, agriculture employed 11% of the workforce within the Central West Catchment Area (Ref 2)

- The region is vulnerable to seasonal & market variations due to the dominance of two commodities (cotton & wheat) (Ref 4)

- Central NSW receives 0.2% of Australia's tourism expenditure & the least international visitors across Australia's regions. (Ref 5)

- 2006 unemployment was 6.1% Warren, 5.6% Narromine & 5.7% NSW. (Ref 8)

- In 2009 the average income for the region is $36,200, the N.S.W average $48,739. (In 1996 $20,723 locally & $26,078 in NSW). (Ref 9)

Statistics: Water, rivers & salt

- The Central West CMA indicates that the wetlands in the Central West region are in very poor condition. (Ref 21)

- 27,000 ha in the region is irrigated, 1.8% of total agricultural area. (Ref 24)

- 1999 the Macquarie River salt load was rising by about 2% per yr.

- Evidence suggests a lag between rainfall patterns & salinity. In 1999, some shallow water tables were rising at 30cm/yr & 15,000 to 20,000ha had water tables within 3m from the soil surface. Due to the drought, water tables have fallen reducing the issue of salinity. (Ref 23)

- Two previously known salinity 'hot spots' are no longer threatening. One is no longer irrigated & the other is managed to minimize risk. (Ref 23)

- Generally the water table next to the river is the same level as the river, then becoming deeper the further from the river you move. (Ref 23)

- Prior to development, deep ground water levels were approx' 40m deep. Since 1996 levels have declined to (and are stabilised at) approx' 46m. (Ref 23)

Statistics: Relationships, youth, family & Culture

- ⚓ In 2011 the population between 14yrs & 44 yrs is lower locally. Warren 31%, Narromine 32% & NSW 40%. (Ref 24)

- ⚓ In 2011 9.6% of Warren and 8.7% of people from Narromine were born overseas. 31.4% for NSW (Ref 24)

- ⚓ In 2011 13.2% of Warren and 21.2% of Narromine population was indigenous. 2.5% for NSW (ref 24)

- ⚓ In 2011 for marital status the number of people listed as divorced was 8.3% NSW, 6.8% Warren and 8.7% Narromine. (ref 24)

- ⚓ In 2011, in Narromine, 24% of locals do voluntary work, in Warren 27% & NSW 16.8% (Ref 10)

Statistics: Education, information & technology

- ⚓ In 2006 41% of residents have post school qualifications compared to the state average 54%. (In 1996 it was 22% locally with 32% NSW). (Ref 7)

- ⚓ In 2011 53% of Warren homes had the Internet and 63% Narromine (in NSW has 76% of all homes have Internet). (ref 24)

Statistics: Soils, Vegetation & Landuse

- ⚓ Native perennial grasses cover less than 13% (1999) of the region. (M2100 info' sheets)

- ⚓ CMA estimates that 38% (approx) of the Central West catchment is currently vegetated to some extent & 62% has been cleared. (Ref 28)

- ⚓ Bimble Box, the dominant tree species, is generally in poor health. (M2100 info' sheets)

- ⚓ Native, under-storey plant species have almost entirely disappeared, except in remnant patches on public land. In some country, invasive native scrub is thickening & encroaching on native ecosystems (Ref 29)

- ⚓ In 1999, 19 fauna species were endangered & 47 vulnerable in the central west, with little local awareness of their requirements. Since the Threatened Species Conservation Act 1995, locally 6 species of mammals are believed to be extinct. (Ref 30).

Statistics: Health & lifestyles

- ⚓ 2006-7 cancer caused 25% of deaths locally, compared to 28.5% state-wide. In 2007, the local incidence of new beast cancers equalled NSW at 112/100,000 pop'. (Ref 12)

- ⚓ In 2006-7 cardiovascular disease caused 36.7% of deaths locally. (ref 13)

- ⚓ 2009-11 coronary heart disease hospitalisations (per 100,000 pop') were 1189 Warren, 714 Narromine & 632 NSW. (Ref 26)

- In 2009-11 high body mass hospitalisations (per 100,000 pop'), were 890 Warren, 696 Narromine & 454 NSW. (Ref 26)

- Alcohol attributed hospitalisations have decreased by 34.7% in the last 10yrs. In 2008-10 Warren had 840 (per 100,000 pop'), Narromine had 671 and NSW was 654. (Ref 14)

- Rural & regional Australians have access to around half the number of doctors per person compared to capital cities. (M2100 info sheets)

- In 2007, diabetes related deaths in NSW 30.9 per 100,000 pop' while the Western Region was 40.2. (ref 26)

- 2006-7 Mental & behavioural disorders for NSW 24.1 per 100,000 pop' & 31.6 for the Western Region. (Ref 26).

Project ideas

Project ideas: Economics, industry and Tourism

- Develop a feasibility study for a local organic cooperative and value adding centre where local products are branded and direct marketed to consumers. Incorporating:
  - Country kitchen venture centre for value adding
  - Van selling and swapping local products
  - Macquarie Gold branding
  - Online - Direct marketing of products
  - Farm tags (this cottons from this farm)
  - Web cam Australian farm viewing and visits
- Research the viability of horticultural enterprises within the valley
- Work with tourism associations to develop a calendar of agricultural tourism. Visitors arrive in the Valley and the calendar of events indicates what activities are currently occurring on which participating properties. The visitors are able to visit cotton picking, or shearing at a participating property combining with farm stays.
- Develop a local tourist brand and use it for art works around the valley, for environmental awareness and tourists trails. Combine it with plant names along tourist walks around the towns
- Work with Council to get free wireless Internet in all towns in the region.....The cloud. Become a van friendly town including signage for Van parking, toilets, free Internet etc.
- In addition to the Coob and Co Trail, develop a valley wide self guided tourists trail with large signs (and accompanying web applications) indicating sites of significance for aboriginal history, early settler history and other sites of significance.

Project ideas: Education, information and technology

- Youth to train elderly on the use of technology, particularly the M2100 regional web site.
- Work with Council, Tourism association and Youth to Develop a valley wide web site where local people can post events, that links to multiple sites, that sends emails to users when posts are made that they have expressed an interest in.
- Connecting to the real Australian Farm. Web cams to the world, linking New Yorkers with properties in the M2100 region. Where people can view, farming action as it happens.
- Bring expert speakers to the Valley to raise awareness of specific environmental issues.

Project ideas: M2100 Planning, self care and administration

- Administrative support for M2100
- Trainer in succession planning

Project ideas: Health and Lifestyles

- Get 'Head Space' for youth to operate locally

- Develop a suicide package that helps communities to understand how to handle suicide and to open up and discuss the issues.

- Develop a virtual, local psychological resort where people come to find techniques to help them with mental, emotional and physical health. Its for detox, healing and re-gaining mental and emotional stability.

- Consider the possibility of introducing a local tax on unhealthy consumables.

- Support the development of a comic strip.... Or OH&S Crash Comics which communicate to the industry in an informal manner all the accidents and how they happen. Its a learning from each other in a light hearted manner.

- Anonymous web site for farmers to confess their mistakes Ffup...(farmer (fxxx) ups)

- Discuss alternative options to chemical use on ovals where kids are playing sport

- Develop cultural community gardens where produce is swapped, where elderly and youth help and take home produce. Promoting good eating practice, healthy lifestyles and cultural interaction. … at schools, hospitals, retirement homes etc

- Valley wide health clinic conducting 20 year health trials in collaboration with University and health professionals. Promoting healthy lifestyles, testing the results on a long term basis. Connected to the world so health professionals will come to visit to learn and see what is being done.

Project ideas: Relationships, youth family and culture

- Bring University students here for work exchange, holiday work, intern-ships. Make direct links with Universities and actively bring young people to the region. Have programs set up for them to discover the different industries and meet the players in the district

- Rural youth Forum conducted every 2-3 years. Bring young people here from around the world, have competitions, work experience, debates on agriculture, introduce them to the players in the district.

- Support Trangie Lands Council in developing their traditional native garden, aboriginal and first settlers historical centre

- Support an art festival/cultural event with competitions, celebration, theatre, visual arts, OS youth brought here, other native cultures for ceremonies with our own

Project ideas: Water, riverine environment and salt

- Riversmart, working with Farmers down stream of GinGin to fence off the River. River corridor being re-vegetated

- Support River Smart and Councils in the development of a Valley Wide River trail where River side sites are accessible, maintained and environmentally sustainable.

- Salinity map erected on billboards on major roads between Warren, Trangie and Narromine.

Project ideas: Soils, Vegetation and Landuse

- Develop web cam link ups with agricultural communities in the first and third worlds. From subsistence to fully automated systems that allow discussion and interaction around principles of farming and benefits of each system

- Pig eradication program in collaboration with other bodies

Project ideas: Energy

- Work with Council to establish the feasibility and possibly develop a community solar farm.

Project ideas: Waste

- Develop composting and recycling centre at the tip where products are sorted, composted and re-sold for garden mulch, compost, for parts or to out of valley collectors of used materials

- Work with existing organisations to re-vitalise, improve and expand the drum muster to include a broader range of on farm waste (eg silo bags, fertiliser bags, old wire etc)

- Conduct an ongoing awareness campaign with farmers on losses from fertiliser and chemical applications and how to minimise them.

- Raise awareness with suppliers of food and products that local consumers are choosing products with less packaging

Friends, collaborators and partners

Macquarie 2100 only works if we all work together. There are countless people and groups who have helped it along the way.

Below are some of these:

Local growers, community members, Natural Heritage Trust, Trangie School, Calara House, Macquarie River Food & Fibre, Warren Shire Council, Narromine Shire Council, Youth off the Streets, Country Women's Association, River Smart, Trangie Action Group, Department of Infrastructure & Transport, Regional Development NSW, Horticulture Australia, Grain Corporation, Central West Catchment Management Authority, Department of Agriculture Fisheries & Forestry, Hassall & Associates, Department of Land & Water Conservation, Salt Action, Australian Cotton, *Commissionerate of Rural Development* Sydney University, Trangie Aboriginal Lands Council, Narromine Aboriginal Lands Council. Warren Aboriginal Lands Council, St Johns School Trangie, Department of Environment & Climate Change, Foundation for Rural & Regional Renewal.

Things that emerged during the review process

To be discussed by the committee

- Bringing an expert in to deliver succession planning training for M2100 and other community groups/members
- Putting 2-3 projects forward at the long table dinner
- M2100 region social media web site, where anyone can post events and comments on events, with pictures and links to other sites and emails back when there is a post of interest to you
- Cooperative, value adding, local branding, online ordering and direct marketing of Macquarie Gold produce.
- Youth forum every 2-3 years (Agricultural, training, competition, art competition, agricultural debates, celebrity speakers, bring in OS youth, have youth meet and work with the industries movers and shakers, intern-ships, use utube clips to publicise the debates)
- Doing more skype meetings
- Liaising, collaborating and developing relationships more with other like minded groups
- Developing more projects with youth
- Having meetings at members houses and where possible visiting a site of interest prior to the meeting
- Publicising M2100's achievements on a regular basis
- Inviting Councils and business people to use M2100 events and guest speakers as staff training opportunities
- Developing a simple 1 page communication strategy that people can deliver to other groups
- Using the radio on a regular basis to inform and gain feedback
- Celebrating and having fun
- Continuing to bring in expert and interesting speakers to train, entertain and delight people in the valley

Code of Behaviours

Committee management proposal.... protocol.....
- Code of conduct or one value to be read atteh beginning of meetings
- Introduce a BUT penalty (eg Butthead hat)
- Come prepared
- Sharing what is happening in your life (special meetings ½ yearly)
- Respect others point of view
- Review at end of each meeting
  - What went well, what would have been better?
  - What could be done in addition to
- Idea – Keeper of the heart – if someone is getting beaten up in a meeting (ie not being respected) the keeper of the heart sounds a bell and everyone stops, takes a breath and remembers what we are trying to do
- No phones in meetings (phones put on silent mode)
- Read minutes
- No side talk
- Questions though Chair
- Brainstorm rules apply to brainstorm
- Always bring a new person to any meeting/gathering

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