



NORTH BAY  
HERITAGE  
GARDENERS

# SUSTAINABILITY POLICY

## A Guide to our Sustainable Development Program

### **North Bay Heritage Gardeners**

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“The Heritage Gardeners will continue to expand and enhance our volunteer program in a way that supports sustainability.”



# Sustainability Policy

To keep the North Bay Heritage Gardeners activities sustainable for future generations, this policy was developed to serve the overall community of North Bay and guide the Heritage Gardeners staff and volunteers decisions, strategic goals, and operational activities.

## Our Mission Statement

We are dedicated to developing a year-round, community-based, educational, horticultural, and environmental program whose main focus is to enhance and beautify the North Bay Waterfront.

## Our History

With the support of the City of North Bay staff and the Master Gardeners, during the spring and summer of 1996, 40 women from the Living Fit Inside/Out program were determined to make improvements to the beds at the waterfront.

Looking for a more effective way to tackle this challenge, in 1997, with the City's assistance, the Heritage Gardeners' program was founded by Harriett Madigan and Bonnie Cappadocia. Groups of five to ten people teamed up with a Master Gardener as their advisor, and the waterfront became a living, learning classroom for enthusiastic volunteers.

Coordinating so many people became a daunting task for the volunteer executive with over 300 volunteers registered annually. The Heritage Gardeners were responsible for developing 52 garden beds at the North Bay Waterfront. The City of North Bay established an operating budget for the program.

In 2004, the Heritage Gardeners joined an umbrella organization called Heritage North Bay (including Heritage Carousel and Railway, North Bay Museum, and the City). Each organization has three members that sit on the board of this corporation whose purpose is to oversee and manage the Community Waterfront Park, now and into the future. The Heritage Gardeners have grown to be widely known, admired, and respected in the community.

## Our Policy Vision

The vision of this policy is to create a document for:

- Communicating with staff, volunteers, community members, local businesses, and stakeholders.
- Improving environmental and economic sustainability for the current and future well-being of the community.

## Principle of Sustainability Policy

The Heritage Gardeners has a responsibility to educate the public on horticulture, engage as global citizens, steward our natural resources, and work towards a sustainable future in cooperation with organizations at the local, provincial, and national levels.

There are many significant challenges to make decisions that consider ecological balance, economic prosperity, and social development. This policy assists our staff and volunteers in incorporating sustainability into our decision-making.

Our policy integrates sustainable concepts into our decisions to ensure staff, volunteers, and community members are incorporating environmental values:

- To be a positive actor in the sustainability movement in the community, region, and country
- To minimize any negative environmental impacts
- To enhance North Bay's economic development
- To be responsible and consider health and wellness in our decision-making processes
- To review our Sustainability Policy and continue improving our actions

The Heritage Gardeners strive to be more sustainable and promote sustainability. We will adopt best practices and continue to implement policies based on sound research.

A copy of the Sustainability Policy will be available on the Heritage Gardeners' website.

## Accountability Protocols

The Accountability Protocols will improve as the Heritage Gardeners expand the volunteer program into the community. We will implement procedures to improve our existing policies. We commit to the following:

1. Sending the policy to our volunteers via newsletter
2. Encouraging all new staff members and volunteers to read the policy document
3. Providing Heritage North Bay representatives a copy of the policy document
4. Reviewing the Sustainability Policy annually
5. Promoting discussion on Sustainability Policy topics. We will encourage people to share their recommendations, suggestions, comments, and inquiries in a democratic approach
6. Adhering to the health and safety guidelines asserted by the Province of Ontario
7. Educating and Informing all volunteers about health and safety, and injury prevention while gardening
8. Building partnerships with mental health, physical health, and overall wellness organizations throughout the community
9. Researching environmentally friendly gardening products and alternatives to chemically based toxic gardening products
10. Using nontoxic gardening products at the waterfront to protect the balance of the ecosystem, water quality, and the health and safety of the community are protected

## Concluding Statement

The Heritage Gardeners organization has a responsibility to educate its members and the public, to engage effectively as global citizens, and to responsibly steward our natural resources. Our goal is to work towards a sustainable future in cooperation with organizations at the local, provincial, national, and global levels.

Heritage Gardener activities strive to embody approaches that enhance community well-being; restore or maintain the functioning of natural systems; and are fiscally responsible.

## Executive Committee

The Executive Committee is a body of volunteers that establishes the Heritage Gardeners' mission, values, and governing policies. Since the volunteer Executive Committee operates at the level of organizational governance, their work differs significantly from that of our other volunteers.

For this reason, the executive is governed by the Heritage Gardener's Procedures and Policies Manual. Heritage North Bay holds both legal and fiduciary responsibilities for the Heritage Gardener Organization, gives approval to governing policies, and employs the Heritage Gardeners' Executive Director and Horticultural Coordinator.

## Executive Committee Members

Carol-Ann DiBartolomeo	Co-Chair
Wanda Wallace	Co-Chair
Bonnie Cappadocia	Design Team Chair
Cindy Bethune	Advisor
Joan Clark	Advisor
Susan Foster-Fulton	Advisor

## Staff Members

Patrick Paulo	Executive Director	(705) 825-4118
Judy Hendry	Horticultural Coordinator	(705) 840-8600

**THANK YOU FOR  
KEEPING NORTH BAY BEAUTIFUL AND SUSTAINABLE!**