



“Think Regenerative, Experimental & Sustainable...”

“Think Authenticity, Stretching & Growth”



Intro

This handbook is an attempt to give you what we feel is the basic info about the changes we’re in the process of making, the culture we strive to embody, and the practical stuff. It is a living document that we update from time to time to reflect the current situation as well as possible. The last update was 19th Sept, 2022.

Take your time to go through it (there’s quite a lot here!), feel free to note any questions that come up and get in touch (visit@wilderland.org) to ask about anything you don’t feel sure about

About Wilderland

Purpose & Aim - A world which works for all beings

Wilderland has evolved a lot since it was founded by Dan and Edith Hansen in 1964 as an organic farm, and we’re still evolving! Making the world a better place for all is broadly our purpose, and we believe everyone has

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

a unique contribution to make; we are focused on creating an environment which supports us all in finding our own ways of doing that.

It's interesting to note that Wilderland [was never intended to be an intentional community](#), commune or eco village, even though that's how most people from the wider community think of us. We are closer to a practical, learning by doing school for living in harmony, as well as a free range research center and an organic horticulture business—all working hand in hand. Quite a mouthful, we know, and quite a handful too!

It's time for change - Thinking global start with ourselves

It's no secret that there are many aspects of the world we live in today that are deeply broken. Obviously there is a lot of beauty too! Wilderland (and its people) is no different, as we are part of that world, with our own brokenness and beauty too.

As with individuals, Wilderland has noticed things that aren't working so well over the years and tried to adjust and change. Some of these changes have helped while others haven't worked out, but we've learned from them all. The general picture is that over the last few years there have been multiple, ongoing signs that all is not well. These signs have included a high turnover of coordinators (burnout), a lack of revenue (wasted energy), aging buildings/infrastructure (underinvestment in meeting our basic needs) and a lack of clarity around our vision (confusion, disconnection from one another). These are patterns we see reflected in the world around us, and we are grateful to have the opportunity to prototype a response on a smaller scale.

After a long review of what's been causing some of these issues, we're shifting how we operate in several ways, to hopefully create a shift in these dynamics. We're developing a strong, committed team to coordinate running paid educational courses (fostering a shared vision, creating a reliable source of income, and enabling us to build more comfortable dwellings to house a more appropriately sized team). Of course, we'll continue to depend on shorter term folks like interns and visitor volunteers (which you are most likely coming to us as) to support these efforts where needed!

Context - A bumpy time!

We often use the metaphor for our current phase as (re-)building the plane while flying it.

Note that during this phase, a small team is juggling keeping this plane flying, while also trying to rebuild it. This is a big challenge, and you will see and feel that. We really appreciate your help in lightening the load, and your understanding of the road being a bit bumpy at the moment!

Work Expectations

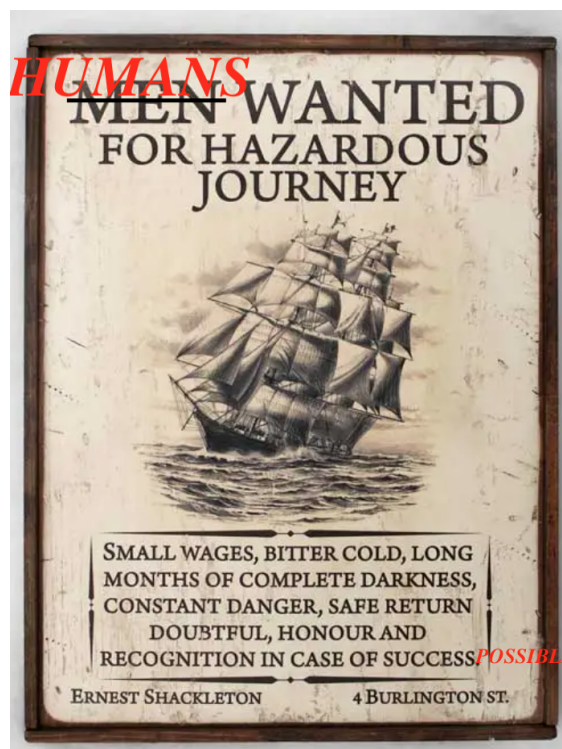
At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

The following 'modified' advert for Shackleton's famous voyage to Antarctica has been used as a running joke (because some days we feel it's close to accurate / a warning for potential future volunteers/team members).



Culture - Welcoming Trouble

“Living in a community is the best personal development course you can take”

- Robin Allison, Founder of Earthsong Cohousing Neighborhood

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Living, working and socialising with the same people is, for most if not all of us, quite challenging at times! Here at Wilderland we embrace that challenge, seeing 'trouble', tension or difference as a gift and an opportunity to learn and grow.

We encourage open communication, being brave in the face of tensions, and we support each other as we strengthen our ability to go through the process of maintaining and repairing connection.

We have tools for supporting this, and one of the requirements to being at Wilderland is a commitment to use these tools. This is our commitment to personal and collective growth.

Please see our current conflict resolution document [here](#).

Consent

We support (and repeatedly fall short of and try to get better at) consent culture. Consent is an ongoing process of discussing boundaries and what you're comfortable with.

Consent must be:

- **Freely given:** Consenting is a choice you make without pressure or manipulation, and in a sober condition.
- **Reversible:** Anyone can change their mind about what they feel like doing, **anytime**.
- **Informed:** You can only consent to something if you know exactly what you're consenting to. Good communication is sexy!
- **Enthusiastic:** If it's not a hell yeah, then it's a hell no.
- **Specific:** Saying yes to one thing doesn't mean you said yes to other things. Again, communication is key! If you're unsure, ask!

We create 'consent culture' when we value the feelings of people we are interacting with. It's about respecting each other's personal and emotional boundaries every time. It is myth that consent is only important when it comes to sex. Consent culture goes beyond sex and applies to everyday interactions—from which tools to use, to sharing a photo of someone online, to asking before giving/taking a hug.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

At Wilderland (and everywhere else) we strive to always ask for consent. We also strive to accept we're imperfect and will almost certainly fuck this up; when that happens, all we can do is try and practice compassion for ourselves and others (and do better next time a similar situation arises).

Support

Did we mention life in community can be tough? This is especially true for some folks, but it tends to catch us all out more often than we expect.

Below in 'Teams' you will find we have a People Team. This team is here to grease (and sometimes make puncture repairs on) the wheels at Wilderland. They (currently Thomas & Delphy) are not enlightened miracle workers (as much as they sometimes pretend to be), but are committed to ensuring all of us have a supported space to get better at living in integrity with ourselves, leaning into discomfort, and transforming patterns of behaviour that no longer serve us. Their qualifications lie firstly in their commitment to their own work—as well as experience with and passion for—facilitation, mediation, accompanying and inner work in general.

Safety in Disagreement

There are a large variety of political and philosophical beliefs here at Wilderland. While there is a common thread of wanting to make the world a better place, the perceived best approach to this differs largely. There is a constantly changing group of people (who themselves have constantly changing ideas). The encouragement is towards looking at our own triggers or trauma responses and taking ownership of our emotional reactions. There is no intention to try to change anyone's beliefs, but instead to engage in nonviolent communication and open dialogue. People of all kinds—cultures, backgrounds, sexualities, etc. are welcome here. People will say triggering things and that is to be expected. The encouragement is to communicate early and often to not let resentment build.

It's important to note that we're not here to create a space that will feel comfortable or safe for all people all the time. We're pushing boundaries in many areas of life, including socially, and that won't work for some

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

people, at least longer term. It might be too challenging for some folks and there's no shame in that—we're all complex humans with our own uniquely complex ideas about this wild, crazy journey called life!

Organisational Structure

- **Trust Board**
 - As a charitable trust or NGO, Wilderland has a board which is ultimately responsible for ensuring that the aims of the trust are upheld.
- **Management Team (aka core team, leadership team)**
 - The board has encouraged residents to take initiative in managing the land, businesses and educational opportunities. Currently there is a management team made up of five long term residents who collectively manage the land, businesses, accommodation, volunteer coordination, and more (listed below). There is an intention to get to a point where these roles are paid and shared among a larger group, but for now they are voluntary, in exchange for food and board (and beautiful views).
- **Volunteers**
 - The management team are supported in their areas of responsibility by shorter term volunteers (you), who come for various lengths of time (usually a minimum of 4 weeks).
- **Emerging roles**
 - Over time we'll be creating and offering roles for additional staff, interns, etc., which volunteers, as well as the general public, will have the opportunity to apply for.

Teams

We have ten Caretaker Teams that are responsible for different aspects of Wilderland.

Each team has a team leader who manages their team's assigned tasks.. As mentioned above, there are a few of us and many roles, so we're prioritizing as best we can and some of these areas are getting minimal energy at the moment.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

The teams are as follows:

Beekeeping

Taking care of bees and bringing home the honey.

Areas of responsibility include: Apiary Management, Education, Beekeeping Equipment, Legal requirements

Buildings and Maintenance

Maintenance and repair of Wilderland's Structural assets, utilities, compost toilets. Ensuring the efficient use and management of all building resources, rubbish and recycling management, and assisting and coordinating other building related projects at Wilderland.

Areas of responsibility include: Accommodation, Gas, Compost Toilets, Greywater, Paint, Rubbish & Recycling, Water, Electrical, Drainage

Business

Taking care of Wilderland Business. Management of production through to sales. Ensuring that products provided to the outside community are resulting in positive returns for our efforts whilst providing products that align with our ideals.

Areas of responsibility include: Roadside Shop, Pricing, Markets, Herbal & Fruit Products

Engineering

Maintenance and repair of Wilderland's non-structural assets, ensuring safe practice with work, and maintaining first aid and safety protocols in case of emergency.

Areas of responsibility include: Roding, Small Engines, Vehicles, First Aid, Tools, Drainage, Safety

Housekeeping

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Facilitates the ability for those volunteering for Wilderland to achieve their tasks with ease. Minimise stress, energy output, and inefficiency, by effectively setting up communal spaces.

Areas of responsibility include: Communal Spaces, Purchasing communal goods, Accommodation upkeep

Landcare

Taking care of the land and making sure the land provides for Wilderland and the wider community.

Areas of responsibility include: Gardens, Orchards, Bush regen, Animals, Firewood, Pest Control, Weed Management, Water Catching (Ponds and dams), Drainage, Fertilizers, organic certification compliance

People

Facilitating Volunteer hosting, the delivery of learning experiences, and positive work relationships among staff, volunteers, and students.

Areas of responsibility include: Education, Visitor Programme, Accommodation Assignments, Visitor Host, Feedback

Planning

Planning for the realization of Wilderland's ongoing vision.

Areas of responsibility include: Finances, Daily Work Coordination, Meeting Minutes, Meetings, Long Term Planning

Public Relations

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Promoting, marketing, engaging with the public and keeping our worldwide community of Wilderfolk in the loop.

Areas of responsibility include: Label Design, printing, retail signage, Social Media, Grants, Photo database, Promotional Campaigns

Trust Representative

To oversee and represent Wilderland as a whole organisation day-to-day on behalf of the Trust and in consultation with the resident group.

Wilderland Life

Meetings & Rhythms At Wilderland

Apart from Friday (community day), your weekly rhythm will be designed with your coordinator.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Living more in alignment with nature, ourselves and each other means our days and week often vary with the weather, the work we're doing, and sometimes the tides (putting out fishing nets, going surfing, etc. can be woven in if we're making sure the jobs get done in good time).

Other times or for certain things our rhythms are quite consistent. This can seem a bit confusing, but you'll get the hang of it eventually. As with most things, we do things the way we do for a reason and encourage you to observe and try to understand—if that doesn't work, please ask!

Fridays aka Community Day

- Review & Planning Meeting
 - Discuss what we've each done throughout the week and what we'll be doing the following week.
- Community Cleaning
 - Every Friday we clean and tidy the communal spaces together for an hour after planning. Some of the coordinators and longer team members of the crew may have other work to attend that does not involve cleaning. Please don't think that we hate cleaning! We just have lots to do all the time and need to assess the priorities of different activities.
- Community Action/Working Bee
 - Each week we get together to focus on one area or project for a few hours, then generally have lunch all together to celebrate!

Community Building

On Thursday afternoon/evenings, we try to encourage community building sessions curated by the residents and volunteers here. This is to develop our sense of community, and may be challenging, fun, whimsical, or confronting. We encourage everyone to join in and help to build this community together!

Accommodation - Rustic & simple

Accommodation is very rustic. Wilderland embodies the Kiwi DIY, "rough and ready" ethic, with most buildings, including the hall, our tiny houses, the sheds, and even the interior of the caravans being done up by past and present volunteers and residents. Mostly it's functional, but certainly not posh, so if you feel the need for more glamorous facilities you may find yourself disappointed. Visitors live in caravans/cabins or tents, though those who commit to staying long term may be able to sleep in dwellings so long as there is capacity

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

(also very rustic). Note that if you are booked into a caravan you may need to share it with someone else when accommodation is tight.

Guests

After your first 4 weeks, volunteers are welcome to request to have guests visit for 1-3 nights; however, this is not a right and will depend on accommodation availability and the other activities going on at the time. While here, guests are your full responsibility. Please ensure they are well informed.

Amenities

There is a shared kitchen (more info below). One shared shower—we ask you to bring biodegradable, organic soap and shampoo for the health of our grey-water system. And there are several DRY compost toilets around the property. As such, we ask that you learn to pee outside in the bushes!

Keep your accommodation tidy and don't make any changes unless authorised by the Building and Maintenance team lead. Air your sleeping space regularly. Clean out your sleeping space before you leave. You can ask for sheets or blankets when needed and make sure everything comes back up to the hall when you depart. Keep mattresses on their bed base. Please don't move them to the floor.

There is no smoking inside accommodations.

Please be aware that you might also be sharing your accommodations with bugs and spiders—one of these being the harmless and clean cockroach (aka [Drymaplaneta semivitta](#)). The chickens love them, so be a good chicken friend and catch them for the chooks. We also have rats and possums, which are a more serious problem. Unfortunately we do not have a humane way of dealing with them and everyone is responsible for helping by reporting and trapping them.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Food

Sometimes there are lots of vegetables at Wilderland, sometimes not (depending on a number of factors), but there is always something fresh and green to eat. Ask someone who has lived here a while to show you all the weird and wonderful edible treasures that can be found growing around the land.

Grains like rice, buckwheat, lentils, flour etc are all bought by Wilderland to be used by those who live here. We buy these as best-quality organic where possible, so please treat them with respect. Eventually, we would like to be more resilient and sustainable when it comes to our staples and are working on ways to do that.

Our harvesting team regularly harvest seasonal fruit from around the property, which is for us to eat and sell. Please don't pick fruit off trees, but help yourself to windfall and try and eat the ugly or blemished fruit first when you can. This is part of living sustainably, the pretty fruit will go to the markets and shop, so we can buy things we don't/can't grow. When fruit is in season, there will be an abundance so please help yourself to what is at the hall.

Cooking

Wilderland has two cooking methods—wood stove and gas. Please use the wood stove in the hall for cooking as much as possible (there is a guide to using the woodstove on the wall next to it). At Wilderland firewood is much more sustainable than gas, so it's worth the extra effort (not to mention gas is quite expensive and our hot water relies mainly on the use of the wood stove).

Cooking & eating meat

The kitchen in the hall is used for cooking vegetarian meals only. We ask that meat is cooked outside but once cooked it can be brought back into the hall to be eaten. There is a separate cooker near the pizza oven where meat can be cooked, or some accommodations have their own cookers as well.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Meals

- **Breakfast**
 - Is self service (or collaborate with others) - with organic oats, seeds and fruit generally available.
 - If you want to cook breakfast, you need to get up with plenty of time to light the fire so you can cook and eat before you start working for the day.
- **Lunch**
 - During the week, if there are enough people, one of the volunteers will prepare a lunch for everyone.
 - If you are cooking a shared lunch, use the leftovers first—you can either reheat them or mix them in to make something new. Feel free to make your finest cuisine. We have a weekly food budget so ask housekeeping how to access it.
 - Use any vegetables from the hall first before taking any fresh ones from the garden.
 - From the garden, use only vegetables which are fully-grown and leave young ones to grow. Ask if you are not sure!! Please place the nets and metal pins back in the ground, or else the quails may eat our food!
 - From silverbeet, lettuce, spinach and herbs, pick only the leaves – don't pull the whole plant.
- **Dinner**
 - Is self service (or collaborate with others) - with organic legumes, grains, seeds and veggies generally available.

Coffee/teas

We have lots of herbal and medicinal teas available from the land. Coffee and black tea is not provided, but is sometimes for sale in the Residents Shop depending on stock. All coffee grounds go in the vegetable recycling bin, not down the sink! With tea bags please check if they are compostable and dispose of them accordingly. Please keep the kettle topped up and on the stove to stay hot.

Food Recycling

Mostly our food goes into the experimental deep litter chicken system, which produces compost and is used to feed our gardens.

Personal food

We have lockers and drawers that you can put your name on to keep your personal food/belongings. It is important to write your name on your locker/drawer so that we know whose it is.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Alcohol

We are alcohol free in all communal areas unless an exemption is agreed on in advance for a special occasion. This means that generally if it isn't inside your accommodation, you should not have alcohol around. We ask you to be extremely moderate in the use of alcohol when staying at wilderland, regardless.

Keeping Food

Do not leave food uncovered in the hall overnight or the rats and mice will get it! If you feed the rats, they will never move out!

- Keep any leftover vegetables from the garden in the vegetable cupboard
- Put your own food back in the food cupboard

Food storage

All the bulk and preserved foods are stored in the food storage below the hall and are being filled by a person responsible for it. Please, do not go into or take anything from the cellar unless asked. We have containers with these bulk foods in the hall, and they get refilled on cleaning day, so there should always be bulk foodstuffs available for your use. If they have run out please let Housekeeping know. Occasionally we run out of bulk stock to refill, but otherwise we'll get it sorted.

Washing up

"DOING YOUR DISHES IS SEXY CHANGEMAKING IN ACTION!!!"

Most of us are familiar with the 'dishes conversation'. We try to take a different spin on it and be positive and proactive. That being said, we can all be forgetful or really busy at times, and leave a dish or two. Please help us keep the kitchen functional, beautiful and inviting by attending to dishes. If you have a minute, maybe even wash a few extra if they are present. If you can't, let others know when we're coming back for them, or ask someone else to do them. Also feel free to kindly remind others if you see them getting distracted and leaving dishes. Thanks for helping create a better world by being kind, attentive and responsible team players!

Residents' Shop

We have a lot of organic goods available for you to buy at good prices, like soy sauce, coconut oil, dried fruit, tahini, nuts, etc. Instead of buying from the Wilderland Shop, you can buy them directly from our

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Housekeeping Team for a cheaper price! Our resident shop runs on trust and the system will be explained to you. Thanks for helping maintain our low maintenance and high trust systems!

Utilities

Electricity

- **Solar power**
 - Wilderland runs on a combination of grid and solar-power. A few of the houses and cabins are on 12 Volt solar-power for lighting. Still, conserving electricity is necessary in these spaces. If you are in an accommodation with solar and don't know the ins and outs of how it works and what to be aware of, please ask and we'll give you a run-down.
- **Mains power**
 - We have mains power available in the Hall and Dome. As New Zealand generates most of its energy through renewables, we feel comfortable using it when necessary. That being said, coal is used in the generation as well, so we try to limit its use whenever possible.
 - **Please ask** before plugging anything new into a socket that uses a lot of power (an electric jug, toaster, oven, heater, hair dryer, etc.) as they can overload our limited capacity system.
 - Please respect the space where there is power, and endeavor to leave it tidier than you found it as cords can get very messy quickly!
- **Charging devices**
 - There is a usb charging dock in the planning room for phones and other usb devices. Please use this when possible so we can keep other sockets available for items which don't use usb.
- **Laundry**
 - We have a \$2 pay to use washing machine. This fee covers the cost for laundry detergent, power and maintenance costs.
 - The laundry room can be a busy place! Please help keep it tidy by removing your dry clothes as soon as possible and hanging your towel on the hooks by the sink rather than on the line. Unclaimed clothes will eventually be put in the Wilderland Op-shop.
 - Please respect any clothes that are in the washing machine. Please respect that there may be people who are waiting to use the washing machine. Please respect that you will be expected to remove your washing in a timely fashion from the machine.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Water

- **Conserve!**
 - Save Water! Especially between October and April. We use rainwater for everything. We harvest water from the catchment area of the valley next to us, which is then stored in water tanks around the property.
 - During summer, we may place a restriction on shower and washing machine use due to low rainfall.
- **Hot water**
 - We have running hot water in the main hall and the shower below, which is heated by the wood fire oven. We have a normal 180-litre hot water cylinder, which can run cold in a short time, so please use sparingly.
- **Showers**
 - There is a single shower under the hall next to the laundry, heated by the woodstove in the hall.
 - We encourage everyone to take short showers, or better yet, use the rock pools and/or sea to keep clean mostly (without soap obviously), and minimise shower use.
 - Please use only organic shampoo, soap, etc.
- **Greywater**
 - Greywater is water that we have used—in the sink, shower, laundry etc. Wilderland has natural greywater filtering systems for all the waste-water going down the sinks and drains. The water is filtered and ends up in the bush.
 - Please think of the health of the greywater system and the environment and use only organic shampoo, soap, toothpaste, etc. Never put toxic liquids, like paint or bleach, down the drain.
 - If you are unsure of how to dispose of something, consult the Buildings and Maintenance or Housekeeping team leaders.

Recycling & Landfill/Rubbish

In Wilderland we have our own recycling station, with different containers for hard plastics, tin, glass, paper and general waste. We are constantly striving to reduce our waste—especially our general waste as it costs us each time we take it to the transfer station and takes quite the toll on the [environment](#). Please consider this (as well as your health, and the harm-creating systems you are supporting) when buying food from outside. Our bulk food purchases, as well as our own food production, help a lot, but we still have a long way to go. Recycling is also a big issues in Aotearoa, with



Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

much of our plastic waste (including what we make the effort to recycle) still ending up in landfills.

Toilets

In Wilderland we use composting toilets. Using them is simple:

- Pee outside, under a tree or in the bush. This helps the compost from being too wet to compost.
- After using the toilet, throw in a scoop of sawdust. Then close the lid—this stops the flies entering.
- Do not throw in any sanitary pads, unless they're biodegradable. There is a container provided.
- If the sawdust bucket is empty, refill it from the sawdust pile.
- There is a ladies only pee toilet opposite the Office, in between the tea/storage room and car park.
- Use the lock on the front of the door when leaving the toilet so the door doesn't blow open.

We have 9 Toilets,

- Hall Toilet (Compost, Wheelie Bin)
- Dome Toilet (Compost, Wheelie Bin)
- Tent City Toilet (Compost, Dug-in Continuous Composter)
- Green Neighbourhood Toilet (Compost, Dug-in Continuous Composter)
- Wharemimi (Ladies Pee Toilet) (Pee Only)
- Yurt toilet (Compost, Bucket)
- Hinahina/Secret Orchard Toilet (Compost, Bucket)
- Marama Toilet (Compost, Wheelie Bin)
- Aorangi Toilet (Compost, Wheelie Bin)

Internet

We have wired internet (ethernet and or usb) in the office, hall, and dome but only a small area with wifi currently. There is good cell signal on most of the land so phone data is available. We encourage all of Wilderland to be a low EMF area. Please try to become aware of EMF sensitivity and turn off devices or switch them to airplane mode if not being used.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

Common Spaces

Hall

This is a common space for all to share and enjoy, with our main kitchen, big dining tables, couches and library. Please keep it clean and tidy and treat it with respect.

Library

Books are organised on the shelves. Please, put them back where they belong.

Dome

Upstairs in the Dome is a shared space with art supplies (ask Delphy about using them), desks, a couch, a deck with a great view, a reading nook up on the platform, and some whiteboards. Downstairs is our commercial kitchen for making preserves, ointments, etc. (**not to be used for private cooking**), a shared fridge and a volunteer accommodation.

Wilderland Op-Shop

Feel free to use/borrow/take/donate clothes in the Wilderland op-shop, located downstairs under the Hall. If you are borrowing please wash them and return them to their place nice and tidy. Do not use Wilderland as a place to leave your unwanted items. It's unfair and irresponsible to expect a charitable trust to pay to dump your stuff.

Safety

Drought

Over summer and autumn we can have very limited rainfall, which feeds the spring we receive most of our water from. We are working on systems to increase our resilience (tanks from roof runoff, swales in gardens, etc.) but in the meantime we ask that you are very careful about water consumption while here. We will raise the issue when necessary, but this is just a heads up. Most of us are used to endless water but obviously water shortage is a huge health and safety risk.

Smoke Alarms

Every house has a smoke alarm. Please press the test button at the beginning of each month. Smoke alarms must be working always! Please report any failure or problems to us.

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

First-Aid

First-aid kits are in the shop, in the Kids room, in each of the vehicles, and in the Hina Hina garden shed.

Fires

Wilderland is still recovering from a [huge fire in 2017](#) which devastated the majority of our land and took several valuable buildings. Fires are prohibited when there is a fire ban as outdoor fires are a serious safety issue. Please only use our fire pits when there is no ban in effect. Candles and incense are not permitted. We will cover emergency procedures in induction.

Siren

Don't panic if you hear an air-raid type siren in the distance. It is not a tsunami warning or an emergency at Wilderland. That is a siren that is used at Whitianga volunteer fire station to alert the fire crew to come to the station to respond to an emergency.

Gas Bottles

After using a gas bottle, turn it off at the bottle when not in use. Leaking gas inside can cause explosions. We have gas bottles and burners under the Hall, next to the Pizza oven, and in each of the houses.

Grasslands, Orchards, Gardens

- Grasses growing in these areas are a resource, as well as a fire risk, so each area is carefully managed. Grass is mown and collected for composts and gardens.
- Please do not leave any objects in these areas that can cause a problem for the mowers (or our bare hippy feet). We can't always check the ground for hidden objects so it is very helpful to keep all grass-areas free of hidden hazards. If you see any tools, rocks, wood, etc. lying around please move them out of the way (by a tree trunk, building, etc.)

You made it! Thank you!

A huge thanks and blessings for the deep care you've exhibited in giving your attention to all these important pieces of information that help Wilderland operate more smoothly. It's all these small things that make it possible for us to make a big difference! We look forward to working and playing side by side with you soon!

Work Expectations

At Wilderland you're working more than a typical wwoofing or helpX exchange—and hopefully having more fun, as there are many opportunities to learn and develop new skills, enjoy and connect with the beautiful surroundings, have stimulating conversations, and make great friends.

We ask that short term volunteers work 5-6 days a week for 30 hours (though there is always more work to do if you have the energy). This may sound like a lot to some people, and a little to others who know what this type of project takes to build and maintain. However you feel about these requirements, keep in mind that all of your hard work helps support a pretty special NGO (if we do say so ourselves) to achieve its aims.

The management team is in meetings at least a couple of half days a week, sometimes more. As we're also coordinators/team leads and have our own individual tasks and projects we're attending to, we'll be setting you up with tasks to complete during these times. Although we try to organise opportunities to work together in teams whenever possible, we're a small crew so it's likely at times you'll be working alone.

It's important to note that as management/coordinators/team leads we're here because we're deeply passionate about what we do—however that does not mean we're experts at management or coordination. We're striving to grow and develop in these areas, and ask for your patience and understanding when this reality shows up.

...Be Good To Wilderland, Wilderland will be good to you, and we'll all have a great, productive, inner and outer changemaking time!...

