

## Ravens Roost Work and Participation Policy

Ravens Roost has a wealth of common land and facilities: woods, gardens, orchard, Common House, workshop, etc. Part of living in a cohousing community is helping it run, which involves everything from cleaning to accounting, from weeding to washing dishes, from shoveling to coordinating. Our goals are to maintain our community, to get to know our neighbors in the process, and to minimize our HOA dues.

### Participation requirements:

This is the basic or minimum amount of work needed from members to keep the community running. All adult community members (18 years old or older) are expected to participate.

### General expectations are:

1. Actively participating on at least one Team [insert: or to carry out a designated long-term community task on a regular basis, eg monthly accounting, snow removal].
2. Working 6 hours per adult per month on community tasks, as identified by the Participation and Work Team. Each member is expected to track their own hours on an honor system.
3. Members are responsible for meeting work hour requirements during absences. Members who will be gone for longer than two months should let the Participation and Work Team know how they will make up work hour by:
  - Arranging to complete a special project before or after their return
  - Coordinating with another member to cover their hours
  - Paying for hours owed at a rate of \$15 per hour
4. Ravens Roost community in-house service parties will be scheduled as needed throughout the year, with all community members expected to participate as able. Childcare may be provided. [insert: hours spent on community service days do not count towards a member's 6 work hours per month.]

5. Team leaders, and officers of the Board of Voting Members, will get community work hour credit for their time spent on Team [insert: leadership] tasks. Other members may receive credit for specific tasks such as the taking and distributing of minutes for a Core Group or other Team meeting.
6. Members who are unable to contribute community work hours due to short-term or long term disabilities may be exempted from work hours.
7. New members are expected to start participating in community work hours after 1 month of living in the community.
8. For rental units, the Owner(s) have the responsibility of working out with the Renter who will contribute community work hours, and the Owner(s) are ultimately responsible for the hours being worked or paid for.
9. All members are free to work out among themselves which members contribute their hours.
10. Children and teenagers are encouraged to participate.
11. The Participation and Work Team may establish minimum standards for various jobs. They may also determine that certain jobs will be rotated among all members on an equitable basis to make sure those jobs get done.
12. RR Teams and individual members are asked to advise the Participation and Work Team what jobs need doing. The Participation and Work Team will post the community work hours jobs on the community bulletin board.
13. Community members are encouraged to sign up for jobs they enjoy.
14. This policy will be reevaluated at least once a year to ensure the community workload is getting done well and fairly.
15. This initial policy will be reviewed within 6 months of move-in.