

Vision

Being part of this high-participation community gives us a profound sense of community and connection which affirms our choice to live at CoHo. We are grateful for the deep connection, security and joy that flows from working together. We celebrate the wisdom that arises and the ease that follows from everyone's engagement in group decisions.

Needs

- Community, belonging and contribution: We each feel that we are an integral part of our community because we all participate in making it work.
- Ease and communication: Our community runs smoothly because we are all engaged in the decision-making process.
- Connection and trust: We gain a deeper understanding of each other when we all participate and share in meetings with our neighbors.
- Security and peace of mind: We rest easy that the work needed to maintain and enhance the physical site and social cohesion of Coho is being done.

Values

The Values section lists some portions of our Vision and Values Statement that are addressed by this policy.

- CoHo is a cohousing community that is designed to encourage interactions between people and enrich our lives with the pleasure of cooperation and friendship.
- CoHo is a community in which we share work, celebrations, laughter and tears.
- Our multigenerational community welcomes diversity and values the input of each person.
- We embrace diversity in [...] age, income level and physical ability. We honor our differences and support the uniqueness and growth of each person.
- We use the consensus decision-making process because we value every member's participation and inherent wisdom. Communication and consensus decision-making skills are taught to and practiced by everyone in the community.

Facts

These are some of the facts that form the foundation of this Policy.

- Active participation is a founding principle of CoHo.
- Cohousing is a high-participation lifestyle.
- Quorum (60%) is needed at community meetings to conduct business.

- The Steering Council and the community have given the HUB Team the responsibility and authority to manage CoHo work and participation.

Assumptions

These are some of the assumptions that form the foundation of this Policy.

- Active participation by all of us helps the community run smoothly while reducing our HOA dues.
- We recognize that there will be times when life circumstances will cause our participation level to ebb and flow.
- The development of a governance structure of teams, HUB and Steering Council has been an effective tool to keep the community running smoothly while building connections and encouraging participation.

Policy

This policy reflects our intent to achieve a reasonable and caring balance between community needs for active participation and individuals' ability to contribute.

We voluntarily participate in our community according to our availability, skill, and the community needs. Core participation includes attending quarterly workdays, monthly business and community life meetings, twice-a-year wellness retreats and completing an NVC basics course. Other means of participation include being a team member, completing team work tasks, attending community trainings, being on a community meal crew, as well as other community tasks needed to keep the community running smoothly. Time volunteered is done on the honor system.

Community work is managed by the HUB Team. They act as a clearing house connecting individuals with tasks and keeping a pulse on the work load. HUB periodically estimates the average hourly contribution per person per month necessary to keep the community running smoothly. This information is shared annually with the community and as part of the Clearness process for new residents.

Folks who are having difficulty fulfilling their work commitment collaborate with the HUB Team to devise a plan that will enable them to stay engaged with the community and to participate fully at a future date.

Related Documents

Team Guidelines, HUB Charter, Clearness checklist, Responsibilities Guidelines2008V1 (under revision)

Revision History

This Participation Policy replaces TeamsPolicy20071007V1, WorkSharePolicy20060506V1 and InactiveMemberPolicy20060123V1.

The Policy was adopted by consensus on September 16, 2012.