

Daybreak Cohousing Community Work Agreement

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Introduction

Daybreak Cohousing depends on community work. Out of respect for our physical, financial, social, and emotional well-being, we make this community work agreement.

Categories

Community work is categorized as follows.

Category	Examples	Accounting
Hourly ¹	Team tasks ³ , community dinner tasks, mid-cycle repetition of work day event tasks	Hours count toward monthly community work expectation of 12 hours
Elective ²	Maintaining personal property/garden, transporting/caring for a neighbor, preparing content to block proposals	Not included in the community's official expectations of members

¹Hourly community work keeps the community operating at a minimal cost to members.

²Elective activities are not funded by the HOA. Therefore, member work is not included in the community's official expectations of members.

³One need not be a member of a team in order to complete tasks owned by it.

Responsibilities

A: Teams will generate sign-up lists for jobs that fall under their areas. Each team will communicate internally and with the community to maintain individual workload balance and enlist broader support.

B: We will align our efforts with community needs, directives, and priorities.

C: Each month, every adult living onsite is expected to contribute at least 12 hours of hourly category work.

D: An adult resident fulfilling at least 60% of the community work expected in a given quarter is in compliance.

E: Parents and standing teams are encouraged to help children become involved in community work.

F: Experienced members are encouraged to train newer members, delegate critical tasks, and ensure that knowledge transfer occurs.

G: Member work will address as many community needs as possible. We will hire professionals as needed.

H: We will treat the community's resources and facilities responsibly, as if they were our own property.

I: Any member may avail themselves of the conflict resolution process to improve outcomes for the community.