

Touchstone Work Agreement

Sponsor: Work Committee **Consented:** Jan 5, 2009

Background: In the past, we have agreed to two very different documents: A Community Work Agreement (May, 2005- before we were on site) and a Work proposal (August, 2006- within the first year of living together. This proposal is an attempt to bring those two proposals together and add what we have learned in the past two years. Our goal is for every Touchstone resident to feel invested in the community.

Agreement:

We agree on the following basic points regarding community work:

- All work that needs to be done is our responsibility, either to do ourselves or to hire someone else to do.
- All Touchstone residents 18 and over will take responsibility for their share of the work of running the community.

We agree as a community that the work that needs to be done includes:

- Participation in community meetings
- Participation in one or more committees
- Participation in community Work Days. See the [Work Day policy](#).
- Participation in the community work system- an evolving system of sharing the remaining work equitably, efficiently, and effectively

Proposal:

Each Touchstone resident is expected to work during each four month-long work cycle. This includes renters and children 12 years of age and older. Children 12 through 17 will only be required to do as many hours of work as their parents think is appropriate. (Children under 12 are encouraged to help by taking care of outside toys and “vehicles”, cleaning up after themselves with supervision in the children’s room, and helping their parents with work as the parents think is appropriate. Non-parents are encouraged to invite children under 12 to help in age-appropriate ways. Children who help will be recognized in ways determined by the Children’s Committee.)

Required work hours for adults will be based on the total number of work hours divided by the number of people working and will be established prior to each work cycle. Descriptions of all jobs will be available on the Common House bulletin board.

1. New residents are not required to help during their first month at Touchstone. After the first month the Work Committee will assist them in finding ways to help until the beginning of the next work cycle.
2. Parents with new babies will be given the equivalent of 2 months off, to be shared as the new parents see fit.
3. If a resident is unable to do a job they have selected, it is their responsibility to find someone (appropriately trained if required by the job) who is willing to swap jobs, do it for them, or to pay someone to do the job.
4. Residents with long-term special needs (illness, injury, etc) are expected to communicate their situation as soon as possible to the Work Committee Chair so the committee can make certain the work gets done.
5. When a resident does not participate in the job selection process, they will be given the jobs that are left over at the end of the selection process. They will be responsible for trading the jobs they cannot do.
6. A person who has forgotten to do a job is encouraged to find a way to contribute work to the community to make up for the hours missed.
7. As a community we will continue to try to find a way to deal with lack of commitment to, and responsibility for, community work.

The Work Committee is responsible for keeping the job lists current and creating a selection process that allows for people to choose jobs they are willing to do. The selection process will be as equitable and as reasonable as possible. Committees will be asked to help assess community work needs. The whole community will be asked periodically to help determine the usefulness of jobs. Ideas for improvement can be communicated to the Work Committee at any time. The Work Committee will do its best to solve problems, but it is not a policing group.