

Posted Decision Proposal

Name of Topic: Revisions to [Community Work Agreement](#) and [Teams Agreement](#)

Name of Topic Guide: Christine for Steering Team

Posting Date: 7/14/15

Input Deadline Date: 7/24/15

Background Information: At the June 1 Community Meeting, Christine, on behalf of Steering Team, led the community in our annual review of the Community Work Agreement. One of the primary discussion topics was how we define a team member. There was general acknowledgment that there are some members who are not “officially” on a team and yet provide a valuable contribution working on tasks that fall within the purview of a team. There are also some members who are not on a team but are on an active task force, often meeting two to four times a month and conducting vital work on behalf of the community. For these reasons, there was informal agreement during the Community Meeting on the need to expand the expectations around team membership to include members who contribute to but are not on a team and members who are on a task force only. Importantly, these proposed revisions do not in any way alter the following expectation with regard to participation: “All adult resident members (18+) are expected to contribute a minimum of 25 hours of work per quarter (three months). These hours may include meetings (community, team, hearts, or task force); work parties; and any work done at any time for any team.”

Proposal: Revise the Community Work Agreement and Teams Agreement as described below:

Community Work Agreement revision

The first sentence of paragraph 5 of this agreement currently states, “All adult resident members are expected to be a member of at least one Heartwood team.”

We propose revising this sentence to read “All adult resident members are expected to be a member of, or contribute to, at least one Heartwood team or task force.”

Teams Agreement revision

Paragraph 5 of this agreement currently states, “According to the revised Community Work Agreement, all members must be on at least one team. Except for the Steering team, which is ‘elected’ by consensus decision each year, members may choose which team to join. Members may choose when to join, leave, or switch teams. The Number of Members listed for each team, except the Steering team, is only a guideline. Any community member may participate on a team to work on an issue of special interest to them.”

We propose revising this paragraph to read, “According to the revised Community Work Agreement, all members are expected to be a member of, or contribute to, at least one Heartwood team or task force. Except for the Steering Team, which is ‘elected’ by

consensus decision each year, members may choose which team or task force to participate in. Members may choose when to join, leave, or switch teams. The number of members listed for each team, except the Steering Team, is only a guideline. Any community member may participate on a team or task force to work on an issue of special interest to them.”

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Reminder:

When responding to this proposal, please begin your post by indicating the nature of your response, like we do during a straw poll vote at a Community Meeting:

Green Card - Agree with Proposal

Yellow Card – Question

Orange Card - Concern to be Heard

Red Card - Concern to be Resolved