

Kaua'i Permaculture Community

Working Group Member Agreement

The intention of Kaua'i Permaculture Community is to create a lifestyle based on equality, collaboration and harmony with the earth by adopting and adapting the ethics, principles and practices of permaculture along with the principles, systems and structures of the Federation of Egalitarian Communities.

These are the expectations of Working Group members:

1. To clearly understand and fully agree with the intention of the community as it is stated.
2. To want to take part in the work of creating Kaua'i Permaculture Community, knowing that this will potentially be a lengthy and demanding process.
3. To commit to the minimum expectations of time and energy contribution, which are:
 - attendance at meetings
 - taking on some additional responsibility
 - availability for communication between meetings
4. To understand that being a Working Group member confers no special status or privileges in the life of the community in the future. Those who do the work of establishing the community and those who join later will be equals in the community.
5. To understand that there is no material or financial contribution required of any members, now or in the future, and that any material or financial donation made to the effort of establishing the community is nonrefundable, regardless of the donor's future relationship to the community. To understand that members will not be compensated for time and energy donated to the establishment of the community.
6. To know that it is possible to resign from the Working Group, and that doing so does not necessarily prevent a former Working Group member from joining the community later. To agree to notify the Working Group of one's resignation in writing rather than to simply stop fulfilling the minimum expectations.
7. To participate in conflict resolution as necessary.
8. To understand that there is a process for expulsion from the Working Group and to agree to cooperate with this process in the event of being the subject of expulsion.

Everything in this agreement is clear to me. I have had the opportunity to ask questions and have received satisfactory answers.

Printed Name: _____

Signature: _____

Date: _____

Kava i Permaculture Community

Working Group Member Expulsion Policy

Expulsion of a member may, but need not, take place for any of the following reasons:

1. Co openly repudiates the principles of the Community and works against their implementation.
2. Co is found guilty by local, state or federal authorities of some crime or misdemeanor and the Core Group therefore feels it is no longer appropriate for co to remain a member.
3. Co consistently does less than the minimum expectation of contribution.
5. Co physically, sexually and/or mentally abuses another member by any aggressive action and/or words which the Core Group interprets as sufficiently serious and/or likely to be repeated to warrant expulsion.

The application of the foregoing provision to abusive words is not intended to inhibit the free expression of information, opinion, belief or emotion. It is intended to apply when oral or written language is presented in a threatening, harassing, or violent manner such that it would be reasonably expected to cause physical, sexual or mental harm.

6. Co repeatedly and/or flagrantly appropriates to cos own use items (including but not limited to cash) intended for the use of the Community as a whole or property designated for other use, or if co repeatedly or flagrantly steals property belonging to someone else.

8. Co deliberately and overtly attempts to destroy or disband the Community by any legal, extralegal, or financial means or in any other manner, provided that this shall not be broadly interrupted to the holding of disapproved opinions or to behavior which from time to time might be considered dangerous. It is intended to refer specifically to deliberately making trouble between the Community and civil authority, involving the Community in a lawsuit, involving the Community in unauthorized financial obligations, and such similar hostile acts or attempted hostile acts.

"The above provisions shall not be taken as requiring the Community to expel a member, even for these reasons. The Community may, but need not, expel a member for any of the above reasons. The Community also has the option of substituting other remedies or sanctions.

"F. Expulsion Mechanism. The procedure for expulsion shall be as follows:

"Expulsion may be proposed by any voting member. The Working Group shall hold a meeting or meetings on the proposed expulsion -- provided, however, that at one meeting or another the member in question shall be given full opportunity to answer any accusations or to explain cos conduct or view and express cos desires concerning cos membership if possible. If, after the member in question has been heard, the Working Group desires cos expulsion, if possible, co shall be so informed.