

Agape

Vision, Values, and Agreements

Table of Contents:

[Vision](#)

[Core Values](#)

[Core Operating Agreements](#)

[Basics](#)

[Organization + Responsibilities](#)

[Spaces](#)

[Exiting](#)

Vision

Together, we are creating a home that holds space for a way of living that to us is authentic, liberated, loving, resilient, and sustainable. We are experimenting and learning, truly embodying our values, and sharing them with the world.

Our Core Values:

100% responsibility

We each commit to taking full responsibility for the circumstances of our lives, and our physical, emotional, mental and spiritual well-being. We each commit to support others to take full responsibility for their lives.

Collective Flourishing + Creativity - We are committed to helping each other's passions thrive and to see each other reach our fullest potential. By holding space for empowerment, love, and creativity in the co-op, we are creating a space for each of us to grow as individuals and together.

Honoring Self-Expression - We honor each others' personal growth and creativity in whatever form that takes. If such a form of self-expression is disruptive, we will have a conversation with that person to discover a way to take care of themselves while still honoring the other's expression.

Celebration - When great things happen, we celebrate! When pretty good things happen, we celebrate! We remind each other to celebrate small victories and being alive.

Civic Responsibility - We are honoring the safety + welfare of the collective and our community.

Enlightened Self-Interest - We take care of our personal needs and desires when we need to, which allows us to be there for others when we need to; another interpretation of same idea is taking care of others simply because they are of the same spirit + incarnate fabric as myself.

Participation - We are participating to the best of our ability in each moment, whether it be by taking on extra projects to serve the community, or by just offering breath and intention, whatever is true for me in the moment.

Gifting - We are sharing our special gifts with the collective. Our gifts will change and flow, and we will contribute what we can as we go. We give without expectation and out of love for the community and the act itself.

Trust - We trust the others in our community to use their best judgment, intend no harm, and work to the appropriately balanced level of their capacity.

Transparency + Honesty - We offer compassionate and authentic feedback to our community members at the appropriate times so that we can grow together. When I perceive malintent, I open a conversation seeking reconciled understanding before assuming ill-will.

Agency + Responsibility (self-reliance) - We are empowered to take care of ourselves, our home, and our community, fix problems when we see them, and propose changes when we see the need. It's our responsibility to take care of the house and community or bring it to the attention of a point person.

Responsible Inclusion - In our home, all are friends. However, we use best judgment when bringing people into the house, prioritizing the safety and well-being of the community first and accommodating in a reasonable way.

Ecological Awareness, LNT - We are aware of our consumption and how our actions impact the planet, and we intend to use mindfulness in our behavior. Within the house, we also respect the ecosystem of the community and leave no trace, or at least leave spaces better than how we found them :)

Appropriate Technology - We value using and creating new technologies to increase efficiency and harmony in the community. For example, in order to live most harmoniously, we communicate and track house issues using whatever systems the house shares.

Integrity - As adults, we agree to uphold our agreements and commitments. We agree to not need to be asked twice, as our trust is built on integrity between our words and our actions, and that trust is sacred. We agree to be responsive to in-person and electronic communications, collaborating to meet up when necessary. This sense of integrity can include following through on plans made with the house, taking care of issues that result when we make mistakes, acting with the common good of the house in mind, being fully present (in practice, in emotion, and in spirit), and turning our great ideas into action.

Core Operating Agreements:

Basics

Regular House Meetings

House meetings will happen every month on Mondays at 9:00 pm. Housemates are expected to attend most meetings. If you cannot attend a particular meeting, email the house ahead of time so we know not to wait for you. While everyone gets the benefit of the doubt, if you miss over 4 meetings in a 6 month period, we'll call a house meeting to discuss your participation and what needs to be resolved.

Punctuality

In accordance with our value of integrity, and our value to love each other by honoring each other's most valuable resource - time - we agree to show up to and end meetings on time. When we commit to tasks with a due date, we follow through by that due date.

LNT

Out of respect for our home and our community, we practice LNT - leaving no trace - by always cleaning up 110% of our messes and sharing this idea with our guests as well (though it is the housemate who is ultimately responsible for the traces of their guests). A designated Matter Out Of Place box will be emptied

15 Commitments of Conscious Leadership

In service of collective growth and harmony, all housemates will read the book "15 Commitments of Conscious Leadership" within 3 months of moving into the house. This helps everyone have a similar framework for community.

Ecological Awareness

We agree to make conscious ecological decisions, both in our personal consumption as well as our communal consumption. We recycle and compost effectively, and we turn off lights, space heaters, appliances and water when not in use. We intend to offer each other constructive feedback to help each other be aware of energy use and practices.

Hours, Activity + Noise

We respect each other's sleep schedules, need for peace, and need for play. We agree to quiet hours after 11 PM during the week or 3 AM during the weekend unless otherwise explicitly agreed upon (eg. during parties). Quiet hours end at 10am. And, of course, we should never be a disturbance to our surrounding Guerrero neighbors.

Rent + Utilities

All rent must be paid via recurring deposit by Cozy on the 20th of the previous month. Agape pays the landlord on the 2nd.

Projected cost of utilities is included in the rent rate for each community member. If our collective utilities bills exceed \$2000/month, then each rent rate will be increased to cover the difference.

Rent Distribution

Rent is scaled based on several factors including room size, time the community member enters the

community, the community member's means, and number of people staying in a room. All rent costs are transparent.

Subletting

The occasion may arise when community members will leave town for a period of time and sublet their room to a guest. Community members agree to not sublet their room until they have been a resident for at least a year or unless explicitly negotiated prior to moving in.

Subletters must be approved by the house before moving in. The owner of the room is responsible for finding an appropriate subletter, covering that month's rent, and passing off their AORs. The Subletter Manager can facilitate the process of subletter arrival, orientation, and departure. Residents are encouraged to not sublet their room for less than 2 weeks or more than 3 months.

Friends and friends of friends are preferred subletters, but not automatically approved.

If a community member chooses to sublet their room for some period of time, then all per-diem revenue in excess of 1/30th of the room's normal rent will go to the house fund. (That is, housemates can't make a profit from their rooms.)

Responsibility for Possessions

Please be aware the lease holder is not responsible for the safety of tenants' personal items while the tenant is in the house or away from the house. Please be responsible for your possessions and look out for one another.

Guests

For safety purposes only overnight guests get house door code. Roommates should give the house a heads up whenever we have an overnight guest. Bios and pics of visitors are always appreciated so we can know our guests better.

Anyone coming over should have someone "hosting" them. The host doesn't need to be present, but all guests must be given the lay of the land if they don't know it already (clean your dishes, LNT, lock the door on the way out, our bikes get stolen, throw some \$\$ in the fund jar, etc). If host isn't home they should just shoot a note to the house that there's a stranger if we've never met the guest before.

If a guest wants to use a communal space make sure fellow housemates know so that they can avoid schedule conflicts (for instance no band practice during yoga). Always add events thrown by guest in the online calendar to avoid overlap/confusion.

Renter's Insurance (optional)

Each community member needs to purchase their own renter's liability insurance if they would like their personal items in the house to be covered. It is not mandatory, but lease specifies that the owners won't be held liable if your stuff is destroyed, even if it's as a result of their negligence.

Damages to House

In the case of damages to the house, the person responsible for the accident is responsible for handling the repair and cost of repair. In the case in which there's not a clear housemate responsible, the cost of damages will be split. In the case of ambiguous fault, the house will decide how to handle collectively.

Tobacco Smoke

There is no smoking of tobacco inside the house or within 5 feet of windows or doors. Butts must be disposed of in a covered ash container outside.

Organization + Responsibilities

Roles + Areas of Responsibility

We will all take on roles for periods of time to manage a specific area of responsibility and the chores/tasks in the area. Roles will be chosen and traded at House Meetings.

Decision Making Processes:

For small improvements -- purchases for the house under \$50 and for mild changes to the house that add value and do not affect anyone's personal space (bedroom, personal items)

- jdi. just do it., using best judgement and not waiting for group approval. Venmo Agape Development for reimbursements.

In the case of general house decisions,

- We'll keep track of all items on asana list so everyone can see and add comments
- We handle in weekly house meetings
- We will vote.
- Very strong preferences will be heard
- In voting, $\frac{2}{3}$ majority wins (with exception to voting on new housemates where consensus-minus-one is required)

In the case of disagreements in the house that cannot be resolved by referring to our previous agreements set below:

The parties in disagreement hold a meeting with an unbiased mediator from the house or we call a house meeting and seek to reconcile all misunderstandings:

- 1) reconcile, or
- 2) we amend our agreements to match reality (with $\frac{2}{3}$ consensus from house) or
- 3) the person who disagrees with agreements can try it another way for 3 weeks

All new housemate decisions will be done by "consensus-minus-one" (that is, we can move forward even

if one housemate has not voted Yes, but we cannot move forward if multiple housemates did not vote Yes).

Ultimately the lease holder, Carly, can make or veto any decision.

If a house member will be absent from a meeting, decisions at house meetings can be done by proxy or not counted.

Communication guidelines

- If you have an FYI to share, please share that asynchronously over Slack or email, rather than using house meetings. (Since we don't have perfect attendance at house meetings, and with email people can choose in what level of detail they want to engage with the FYI).
- If you need a house-wide decision made, please bring a proposal to a house meeting. The quorum can either vote to approve, or can determine the subset of people who are most interested in the topic to discuss offline, and come back with an improved proposal. But generally we avoid having long conversations on any one topic in house meetings, unless it's genuinely of interest to the majority of the house.

Private Space vs. Communal Space

The intention of the house is to optimize for communal space, not private space. The house currently is conducive to this layout and we intend to maintain this philosophically and practically. We agree to never enter each other's personal spaces without permission, and we are very mindful about disturbing someone when they are in their personal room, though an open door can be considered an invitation to come say hi.

Private Property in Communal Spaces:

- Any property left in a communal space without a personal label is assumed to be for communal use.
- If the item is damaged or destroyed from wear and tear or an accident, then the house will pool resources and distribute the cost to replace the same or similar item.
- If you are not comfortable with an item being used communally, please store it in a private space (Private space = your room. Closets are shared spaces). If you are storing your private item in a shared space, please use a label on that space or on the item to indicate very clearly that the item is for private use.
- Agape is not responsible for lost or stolen private property, please take care of your possessions and spaces. Agape will collectively agree on lost and damaged communal items.

- If a housemate is returning from a trip or festival and is loading lots of bulky stuff into the house, they will use the yard, living room, or basement (rather than entryway) if they can't immediately move it to their room or storage.

Communal Resources

The following items will be communal supplies purchased in bulk and shared among the community:

- Food
- Ecofriendly Cleaning Supplies
- Lightbulbs
- Toilet Paper
- Paper Towels
- Rags
- Laundry Detergent
- Dish Soap
- Bathroom Soap
- Interior Design including Communal Art and Communal Space Comfort Items
- Garden Supplies
- House Improvements and Contingency Fund

(All items to be agreed upon in House Meetings before regular purchasing)

Residents can also purchase things with their own money and place them in communal spaces (eg. appliances, electronics, art, furnishings) where they can be used by anyone in that communal setting, and will not be removed by other individuals.

Kitchen and Food

Food: All housemates will contribute a share of money to a monthly food budget which will go towards purchasing commonly consumed foods, as well as some of the above-listed communal resources.

House dinner is every Monday at 8pm. Every house member will rotate between the roles of head chef, sous chef, fluffer, and clean up. Groceries for house dinner need to be ordered by the head chef by Sunday night with the cost not exceeding \$100. You may use the Agape Instacart link and credit card.

Cleaning: We will clean the kitchen within 3 hours of finishing cooking a meal. That is, dishes will be washed, items such as pots and boxes put back into their appropriate places, and counters clean.

The kitchen is first and foremost for cooking meals. While the kitchen is also a place for hanging out, please respect the space and cleanliness of the kitchen to allow for people to cook in sanitary and safe conditions.

All dishes and cups brought from community member's former residences will be shared in the house unless kept on their personal shelves. We will not nibble each others' food or use personal items without asking permission first.

Spaces Management + Maintenance

Housekeeping

All members of the community will chip in for housekeeping.

2x Weekly Hired Cleaning: All members of the house will contribute financially to a 2x weekly cleaner to take care of common spaces, kitchen, and bathrooms.

We all agree to leave spaces better than we found them, and thereby not have to deal with cleaning up huge messes

see also "making a mess"

Making a Mess

Sometimes we'll make a huge mess with an art project, dinner party, or crazy night. That's cool too, just please clean up when you can and let the house know you're working on it. We agree to never leave messes after noon the next day unless the house has discussed it (in the case of an art project).

Basement Music Studio

The basement level of the house is a music production studio. The studio space is currently subletted by a friend of the community, and should be respected as a personal space (but the renter of it *does* want to jam and collab, so vibe away).

Alterations

827 Guerrero is a unique historic home. Please do not alter the walls, floors, or physical space in any permanent way. You may use very small nails to hang on the walls if the mark left is not very noticeable. Please note that most bedrooms have a ledge where hooks can be placed for hanging without damaging the walls. Please use best judgement.

that any such loss shall not constitute a reduction in housing services, severance of housing services, or otherwise warrant a reduction in rent.

26. ALTERATIONS: Tenant shall not remodel, renovate, paint, refinish floors, or otherwise alter the Premises, common areas, or any other parts of the Building. Tenant shall not apply adhesive paper to any cabinets, walls, or doors; nor shall Tenant hang any plants, planters or lighting fixtures from ceilings or walls; nor shall Tenant tack, nail or glue any coverings to floors or walls without prior written consent of Owner. Tenant shall not install or operate any washing machines, clothes dryers, portable dishwashers, deep-freeze units (or other such appliances), pianos, or outside antennae on the Premises without prior written consent of Owner. No plants, planters or plant boxes may be placed directly on floors, carpets, window ledges or on fire escapes. Upon termination of tenancy, Owner shall have the option, at Owner's sole discretion, to require Tenant to restore the Premises to the original condition as received excepting normal wear and tear.

Reporting Broken Items

It is every community member's responsibility to notify the fix-it AOR *immediately* once they notice a problem. If/when there is an issue at the house such as a broken banister, leaking roof, etc. notify the fix-it AOR to notify the landlord immediately in writing. If the problem isn't repaired and causes property damage or bodily injury your email/letter serves as later documentation.

Radical Anti-defenestration

In order to avoid objects falling onto our neighbors' properties (which used to happen before instituting this policy), we do not put things on windowsills that could fall out.

Exiting

Leaving the Community

A community member may leave the community voluntarily if they give 60 days notice and the set departure date is within a week of a Quarter Boundary Date.

January 31st

April 30th

July 31st

October 31st

If a housemate must move out earlier than their 60 day notice, they are responsible for finding a subletter (who the house agrees upon), finding storage solution for all personal items, and passing off their AOR's. Regardless of whether they can find a subletter, they're still responsible for rent for those 60 days.

Move out agreements can be found here:

<https://docs.google.com/document/d/19mxulEuzxDMldQambAmhV77dh1m8nHI59no1mymU9Nk/edit?ts=5783fa45>

Involuntary Exiting

If involuntarily under special circumstances, then the house member has 30 days to remove all personal

items from the house and is not responsible for finding a subletter. The lease holder can give someone 30 days notice for any reason at any time. If a subletter is not found after a community member leaves involuntarily, the cost of the empty room will be split proportionately among the community members.