

Stewardship Based Work System

Pleasant Hill Cohousing began using a Stewardship Based Work System at the start of 2024.

Summary of this system:

Vision: PHCH's work system will get the work done to keep the community functioning, and will enhance connections and build positive energy among residents.

Cooperative culture: Approaching work as a way to show care for each other and for the community, rather than a numerical obligation to be completed.

Committees and Stewards:

- Each resident is expected to be an active member of at least one committee.
- Each resident is encouraged to own or share stewardship of something.
- A steward will usually be a member of a committee, taking stewardship of a particular part of the committee's work.

Job Jar: One central list of tasks which need doing.

Stewardship Engagement Team (SET):

- The SET seeks to match work to community members and community members to work.
- The SET will maintain the Job Jar.
- The SET will be a positive, enabling force. They will never approach an individual asking them to do more in general, only to help with some specific need.
- The SET will have five members.
- The SET will be elected by the community.

Work hours: There will be no requirement or tracking of work hours.

Re-evaluation: After the first 18 months of this system, there will be a CBM item to consider changing it or reverting to the previous system of work hours.

In February 2024, we adopted a Participation Agreement by consensus, which applies to all members. The full text of the agreement is here:

[Stewardship Participation Agreement.](#)

New members of the community will meet with the SET sometime after move-in to discuss their participation in the work system.