

Mondragon Co-operative Homes Inc.

Policy No. 15

Participation

Passed by the Board of
Directors:

September 13, 2005

Confirmed by the
members:

September 25, 2005

#15

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1. Purpose of the Policy

The purpose of this policy is to try and define participation for the purposes of properly crediting those members who contribute to our community without crediting those who do not contribute.

2. What is Participation?

Participation must be more than the common duties of every member such as the upkeep of their own unit and yard, or the simple act of complying with the by-laws of the community or the laws of the land.

Participation must be voluntary, and cannot be coerced. Participation is of benefit to the community and provides a service which would otherwise have to be paid for by the community. For example, our by-laws require the payment of housing charges on time, and since members are expected to obey the by-laws, prompt payment is not participation. Undoubtedly it benefits the community but does not provide the element of service.

Similarly, the by-laws state that all members are responsible for the upkeep of their unit and yard. These acts do not constitute participation. By contrast, upkeep of the common area is of benefit to the community and must be paid for when not done by a volunteer. Committee meetings provide planning, are of benefit to the community, and much of the work would have to be paid for if not done by the committees.

A further example would be our two annual meetings where attendance is required and would not, therefore, be regarded as participation. However, work at these meetings such as vote-counting and door keeping is voluntary, beneficial, and might otherwise have to be paid for and is thus considered participation.

3. Definition of Participation

Participation then is defined as any action which contains these three elements:

- Benefits our community **and**
- Provides a service to our community which otherwise might have to be paid for **and**
- Is voluntary as opposed to being required by any law or by-law.