

General Member Expectations

The Lupinewood Collective

05-21-2026

I | Positions

We manage Lupinewood by each taking a different position of responsibility for part of what needs to get done, and we meet regularly to coordinate about it (see the Position System document for more info).

II | Care

Everyone at Lupinewood is expected to show up for each other when one or another person is struggling. This can take the form of cooking for someone else, listening to and supporting other members around challenges they face in their work, making sure less able-bodied people's cars are shoveled out in a snow storm, or filling in for someone's standing collective responsibilities when they are sick.

III | Relationships

To be able to meaningfully show up for each other we need have some awareness of the concerns and life circumstances of the other people in our group. In service of this, we expect each other to intentionally take time to get to know others in the collective who we might not otherwise spend much time with, and to look for opportunities within the collective to build relationships across experiential and preferential differences.

IV | Self-work

The impact that personal mental health has on the collective's well being can't be overstated and we've found that to navigate conflicts with each other it's imperative we all engage in self healing work as part of being in the collective. This work can look like anything that's intentional, effective, and about facing and overcoming trauma and fear, like a focused meditation and writing practice, weekly therapy, or engagement in various spiritual practices. Once a season we check in about our individual processes and offer each other support.

V | Representation

As a member of the collective you will necessarily become a representative of the collective and of Lupinewood more generally. This means paying attention to how you represent the collective to others, from someone asking you directly about it, to being passively observed while on a night out with friends. Mostly this involves understanding how the collective talks

about its work and why, including ways that help us connect with others as well as protect ourselves from people who might mean us harm.

VI | Pay-ins and utilities

We each pay different amounts for our room and the utilities we use, money that we then pool to pay off taxes, insurance, mortgage, and fund a repair budget. The amount we each pay is arrived at through discussion, and any member can propose a change in their pay-ins at any time. Whatever is agreed on is expected to be received by Back End in the first week of each month unless other plans have been agreed to.