

New member process

A person is invited by the collective to talk through how to become a member and what would be expected of them after joining. If they're interested, a starting date is chosen when they'll begin the year-long process of joining the collective.

If at any time they want to take a break or stop they're welcome to, and may be asked to start at the beginning if they want to join again in the future.

The following is the norm, but it can be adapted for specific situations as needed.

The first 3 months

- a.** Sit in on 1 collective meeting a month.
- b.** Attend 1 work day a month.
- c.** Work 5 hours a week learning how to manage part of Lupinewood working under the guidance of another collective member.
- d.** Join the general collective chat.
- e.** Attend events, work parties, and other semi-public happenings.
- f.** Regularly be at Lupinewood.

The next 3 months

- a.** Attend weekly collective meetings, making report-backs and participating in discussion.
- b.** Attend weekly work days.
- c.** Work 10 hours a week learning about and increasingly managing responsibilities on their own.
- d.** Join the position chats where other collective members coordinate with each other on a daily basis.
- e.** Attend events, work parties, semi-public events, and private collective happenings.
- f.** Prepare to either start living at or have worked out an alternative plan to living at Lupinewood.

The last six months

- a.** Attend weekly collective meetings, making report-backs, participating in discussion, and making decisions, albeit with no official power in the collective's consensus process.
- b.** Attend weekly work days.
- c.** Work 15 hours a week managing their own responsibilities at Lupinewood with support from the group.
- d.** Join the planning chat which the collect uses for internal business.
- e.** Continue attending events, work parties, and other collective-wide happenings.
- f.** Move into or closer to Lupinewood if applicable.

Once you're a collective member

After the above process finishes someone in the collective makes a proposal to invite the prospective member to become a full member. If accepted, the person is considered part of the collective, is expected to live up to the collective member expectations detailed elsewhere. They also get:

- a.** An official vote in the collective's consensus process.
- b.** A stake in the property alongside other collective members as detailed in our internal ownership agreements.