

Group Process

Working Together Successfully



CLASS 5 • Cohousing Institute Online Course
Jumpstart Your Cohousing Community

STUDIO
co+hab

Private: Launching Your Community Training Forum

Study group – Creating a Life Together

Posted by Lorraine Faris on April 21, 2023 at 8:56 pm

Hello

I am planning on starting a book/study group to work our way through Creating a Life Together by Diana Leafe Christian. Is anyone aware of and able to share resources for doing such a group, such as discussion questions? Thanks

1 Member · 0 Replies

Reply

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AGENDA

01

LEGAL STRUCTURE

LLC, HOA, Co-ops and 501Cs

02

AFFORDABILITY

Reducing costs and “radical” models

10 min. Break

03

GROUP DYNAMICS

Members identities and the stages of group development

04

GROUP STRUCTURE AND PROCESS

Decision-making process and group organization

05

HOMEWORK

And resources

01

LEGAL STRUCTURE

LLC, HOA, Co-ops and 501Cs



Legal Basics for Forming Communities

5-Week Online Course | Starts September 14th!

Again and again intentional communities fail because of legal barriers. Trying to create a different world while operating within the current one is daunting! **The good news is you don't need to wade into the legalese alone.**

REGISTER NOW

VIEW COURSE SCHEDULE



Save \$100 (on September course) through 8/28/22!

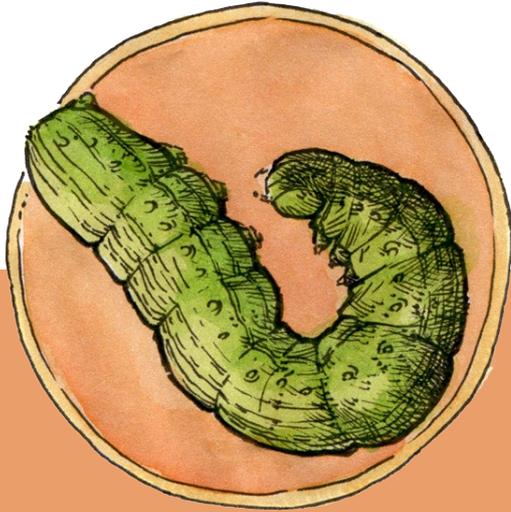
LEGAL STRUCTURE

1. Typically, LLC during development
2. Typically, HOA after move in
3. Legal Co-ops have limited financing options, typically at less competitive rates.
4. 501cs – may not qualify for IRS tax exempt status.



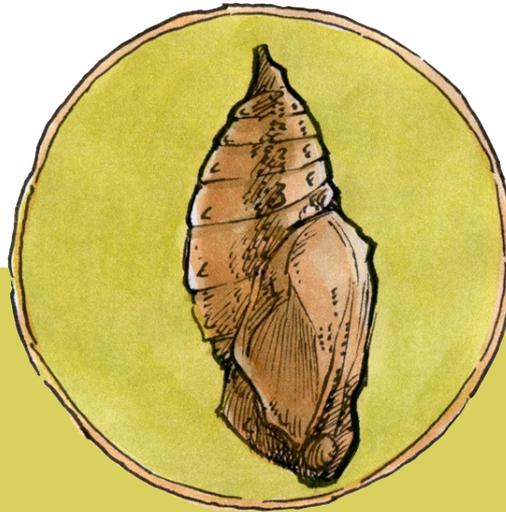
LLC

EXPLORER



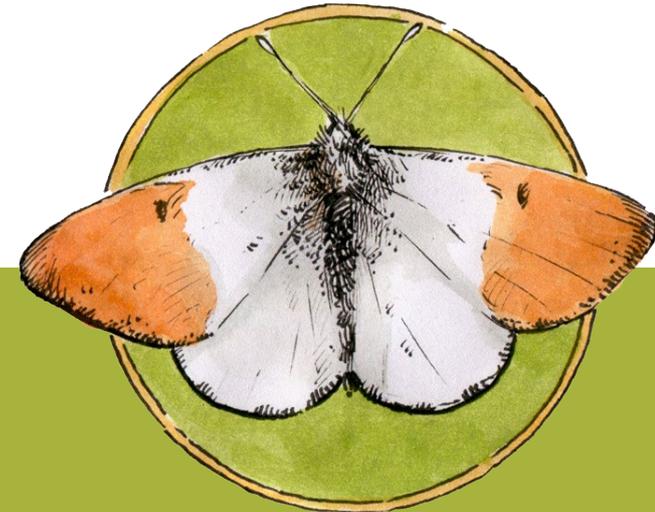
- 1) Pay \$100 Explorer fee
- 2) Attend a webinar
- 3) Answer the Questionnaire
- 4) Observe a Member's Meeting
- 5) Read the programs & watch the videos in the Checklist
- 6) Attend an Orientation

APPLICANT



- 1) Submit Applicant Form
- 2) Pay \$400 Applicant fee (locks in your seniority for home choice)
- 3) Select a home
- 4) Be approved by the current members

MEMBER



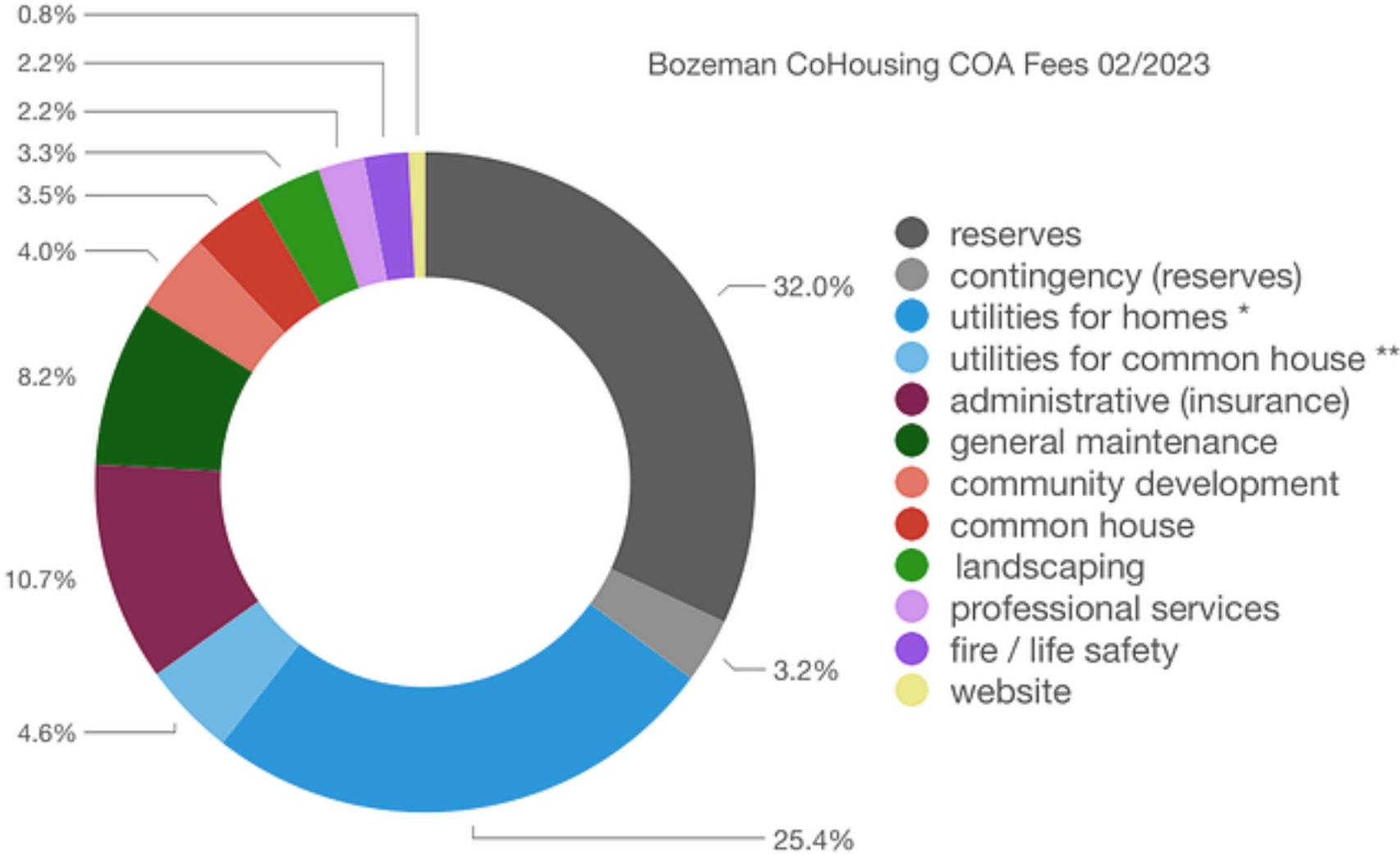
- 1) Make the min. \$2k investment
- 2) Join one committee
- 3) Make an additional investment to bring your total up to a min. of \$10k
- 4) 2 months later, bring your investment up to 20% of your home price.
- 5) Secure mortgage or pay cash for the rest of your home price before move-in

HOA



ALL CARROT NO STICK

Bozeman CoHousing COA Fees 02/2023



* home utilities includes water/sewer, trash/recycling, cable, internet
 ** CH utilities include electrical, water/sewer, trash/recycling, internet

All Discussions

[Unsubscribe](#)

[New discussion](#)



Session 1: Why are you interested in cohousing?

← Sky Carver replied 12 hours, 49 minutes ago 7 Members · 19 Replies



Session 3: Common House Evaluation

← Mary Ann Kienapple replied 17 hours, 58 minutes ago 2 Members · 2 Replies



Questions

← Mary Ann Kienapple replied 18 hours, 17 minutes ago 3 Members · 9 Replies



Study group – Creating a Life Together

← Lorraine Faris replied 3 days, 21 hours ago 1 Member · 0 Replies



Session 4 Materials

← Erik Bonnett replied 5 days, 17 hours ago 2 Members · 2 Replies



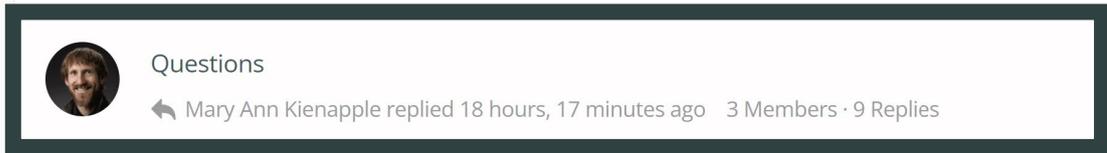
Homework Invitation 1: Day in the Life

← Bonnie Mager replied 1 week ago 5 Members · 8 Replies



Introductions

← Vanda Crossley replied 2 weeks, 3 days ago 8 Members · 7 Replies



CO-OPS

“

A type of legal entity that is democratically controlled and/or owned by the members.

They are many different types of housing coops: houses, student housing, mobile home parks, neighborhoods, and apartment buildings.

”



COHOUSING

- **PURCHASE:** members buy a condo
- **Finance:** Member equity usually 100%
- **Equity appreciation:** Usually not limited

HOUSING COOPERATIVES

- **PURCHASE:** members usually buy a share
- **Finance:** Member equity range from 0-100%
- **Equity appreciation:** Many co-op models limit

Most coops are either essentially a rental or ownership model, corporatized

Cohousing



Individual homes

Each home has a private kitchen

Home ownership, rarely rentals

1

2

3

Coliving



Shared home

Shared kitchen

Cost-effective, flexible leases

Source:



HOLLY ST.
Interior Townhouse
221, 223, 225, 227



BASEMENT

FIRST

SECOND

THIRD



House





We Own It!

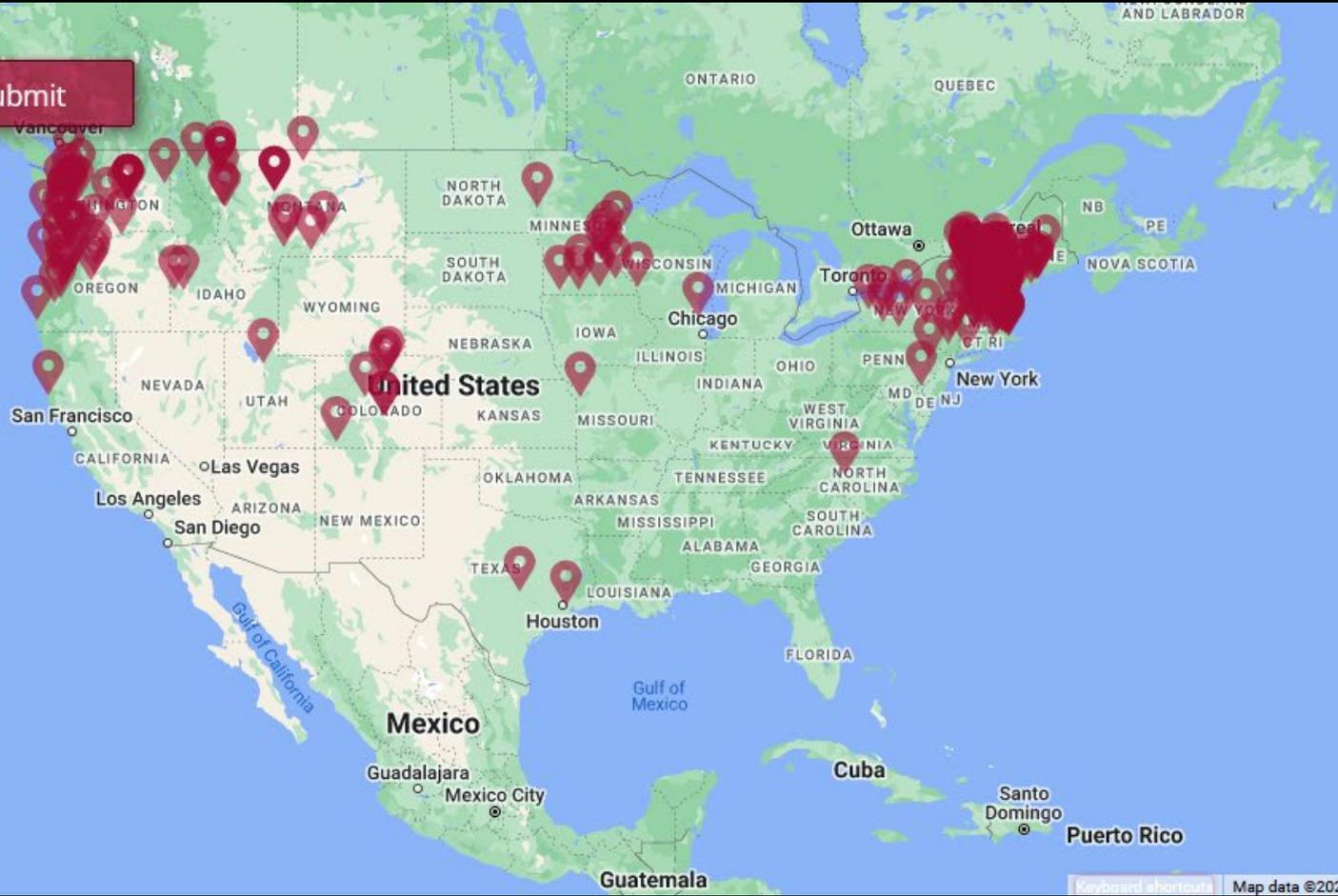
PathStone
Connecting You to Opportunities
www.pathstone.org

ROC usa
Resident, Owned Communities
BETTER TOGETHER
www.rocusa.org

Enter Address...

Enter Address...

Submit



North Atlantic Ocean





501C(3)

“ The exempt purposes set forth in section 501(c)(3) are charitable, religious, educational, scientific, etc. The term **charitable** is used in its generally accepted legal sense and includes **relief of the poor, the distressed, or the underprivileged**; advancement of religion; advancement of education or science; erecting or maintaining public buildings, monuments, or works; lessening the burdens of government; **lessening neighborhood tensions; eliminating prejudice and discrimination**; defending human and civil rights secured by law; and combating community deterioration and juvenile delinquency. ”



Partnering with a non-profit



NON-PROFIT SERVING
A POPULATION



AN AFFORDABLE
HOUSING NON-PROFIT.



A HOUSING AUTHORITY
(Cohousing inspired)

02 AFFORDABILITY

Reducing costs and “radical” models

LARGE GROUP

What do you already know?

AFFORDABILITY

No pot of gold, but:

1. Subsidization
2. Reducing construction cost
3. Reducing development costs
4. Reducing cost of living
5. “Radical” Models

Subsidization

- a) Public
- b) Private
- c) Internal



Reducing construction cost

- a) More homes
- b) Repetition and simplicity
- c) Customization post-construction
- d) Less costly construction
- e) Smaller homes
- f) Diversify unit types
- g) Materials and methods



Reducing development costs

- a) Cheaper land
- b) More cash → better loan terms
- c) Increased group organization
- d) Experienced consultants



Reducing cost of living

- a) Sharing/renting housing
- b) Lifecycle cost perspective
- c) Decrease in cost of living
- d) Increased economic resilience



“ART OF THE ACHIEVABLE”



THE SIX INGREDIENTS OF
COHOUSING

(infography by Studio Co+hab)









Movement Break

See you in 10min

03

GROUP DYNAMICS

Members identities & stages of group development

LARGE GROUP

What are challenges you've experienced while working with groups?

MEMBERS IDENTITIES & PERSONALITIES

Identities



Age & Generation
Developmental disability
Disability (acquired)
Religion
Ethnicity & Race
Socioeconomic Status
Sexual Orientation
Indigenous Heritage
National Origin & Language
Gender



with Educator and Writer
Crystal Farmer

Creating Diverse Intentional Communities

Online Workshop



▶ Watch Trailer



From \$20



Creating Diversity in Intentional Communities **HD**



Rent \$2.99

24-hour streaming period

LARGE GROUP

Exploration of leadership style

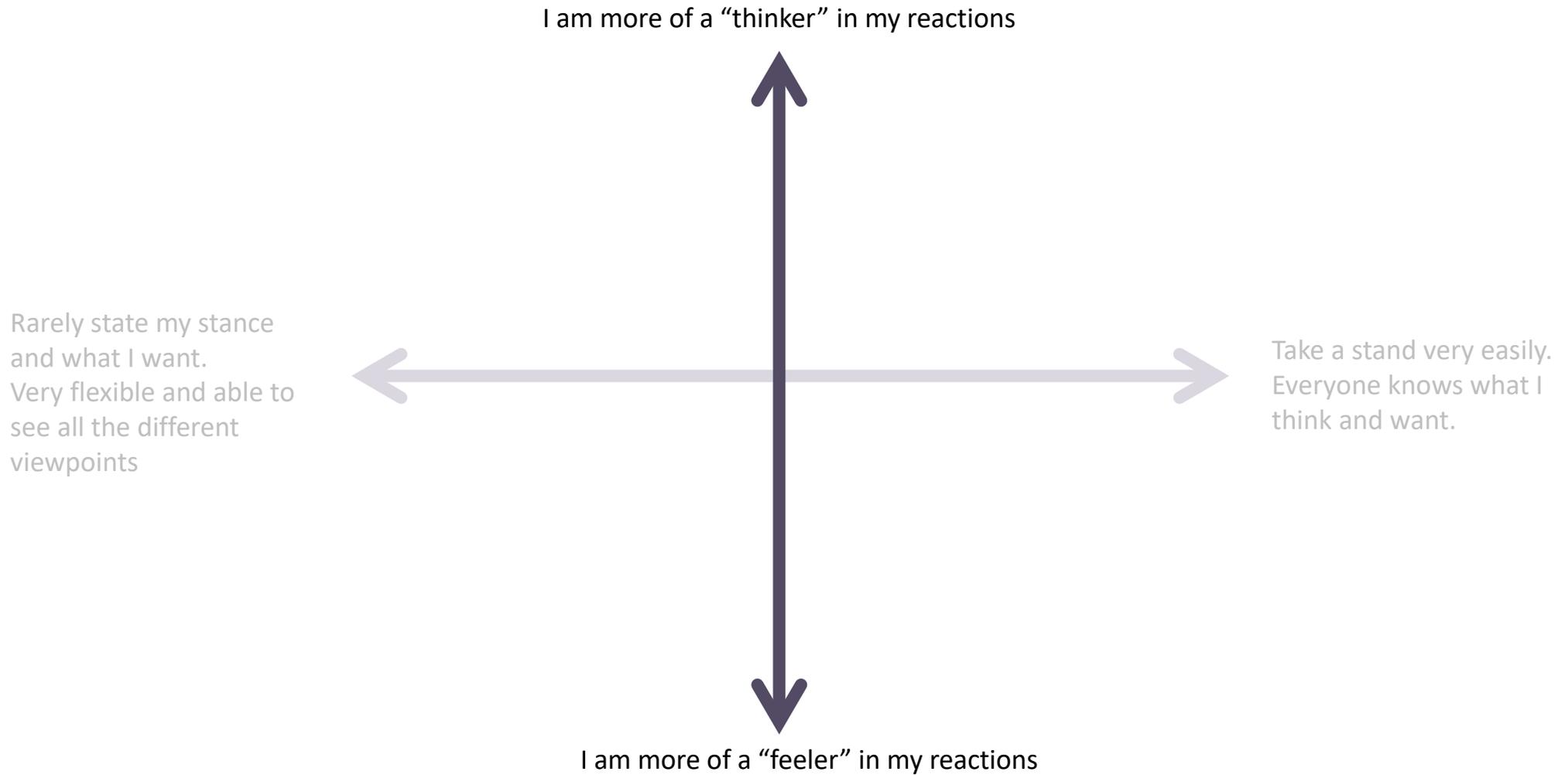
Diversity of personalities and leadership styles

Rarely state my stance
and what I want.
Very flexible and able to
see all the different
viewpoints

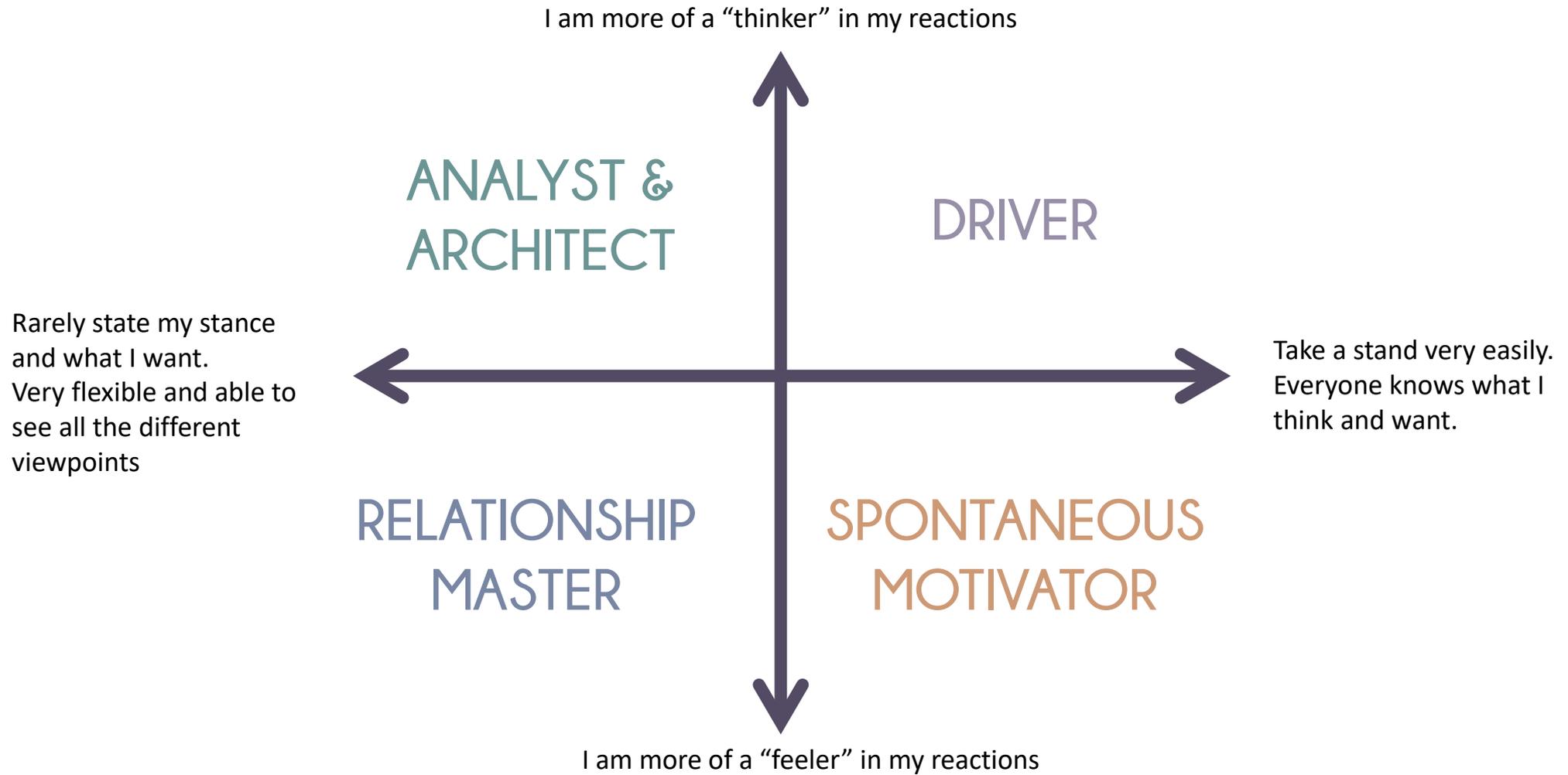


Take a stand very easily.
Everyone knows what I
think and want.

Diversity of personalities and leadership styles



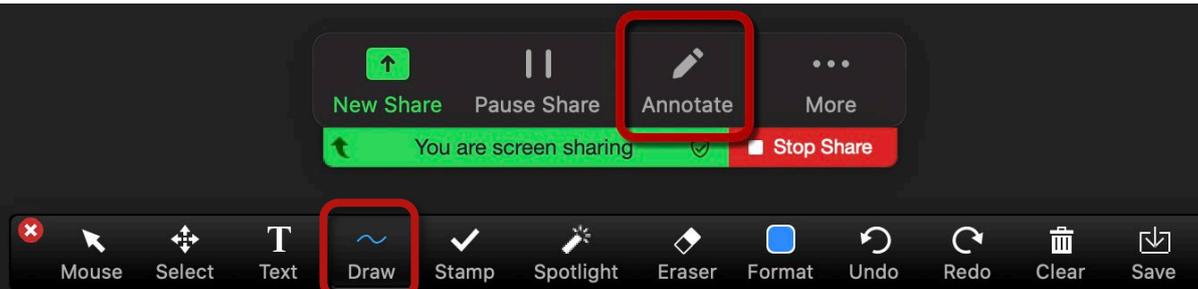
Diversity of personalities and leadership styles



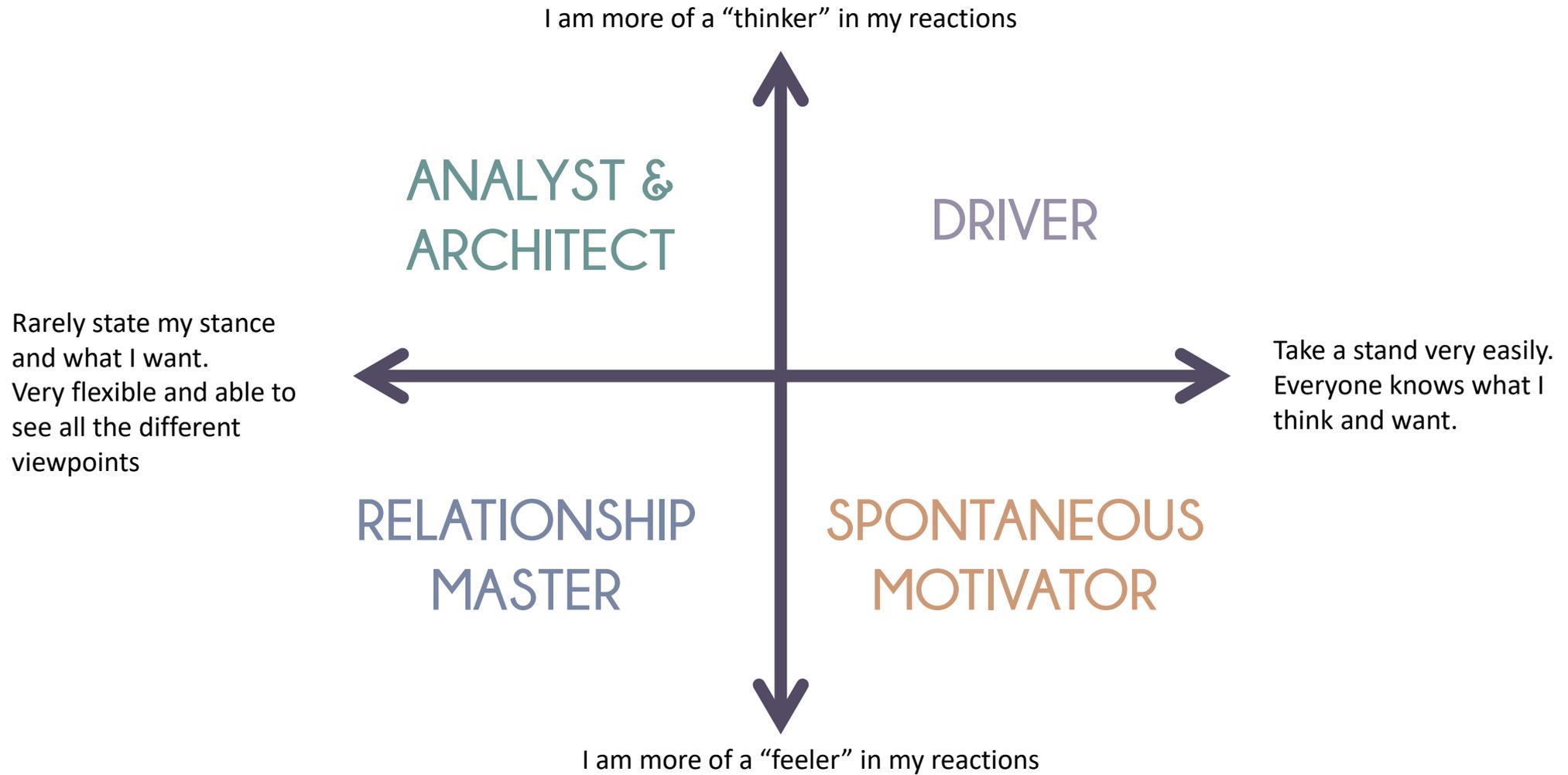
LARGE GROUP

Where do you situate yourself on this personality quadrant?

Use the annotate tool on zoom



Diversity of personalities and leadership styles



STAGES OF GROUP DEVELOPMENT

Stages of group development

Forming

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.



Storming

Members start to communicate their feelings but still view themselves as individuals rather than part of the team. They resist control by group leaders and show hostility.



Norming

People feel part of the team and realize that they can achieve work if they accept other viewpoints.



Performing

The team works in an open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.



Adjourning

The team conducts an assessment of the year and implements a plan for transitioning roles and recognizing members' contributions.



04

GROUP STRUCTURE AND PROCESS

Decision-making process and group organization

DECISION-MAKING PROCESS

CONSENSUS or UNANIMITY

Everyone says yes

“What does everyone think?”

Alignment of preferences

Perfect decisions



Small overlap zone = fewer opportunities to make decisions

CONSENT or CONSENSUS

No-one says no

“Can you live with it?”

Alignment of tolerances

Fast, good enough decisions



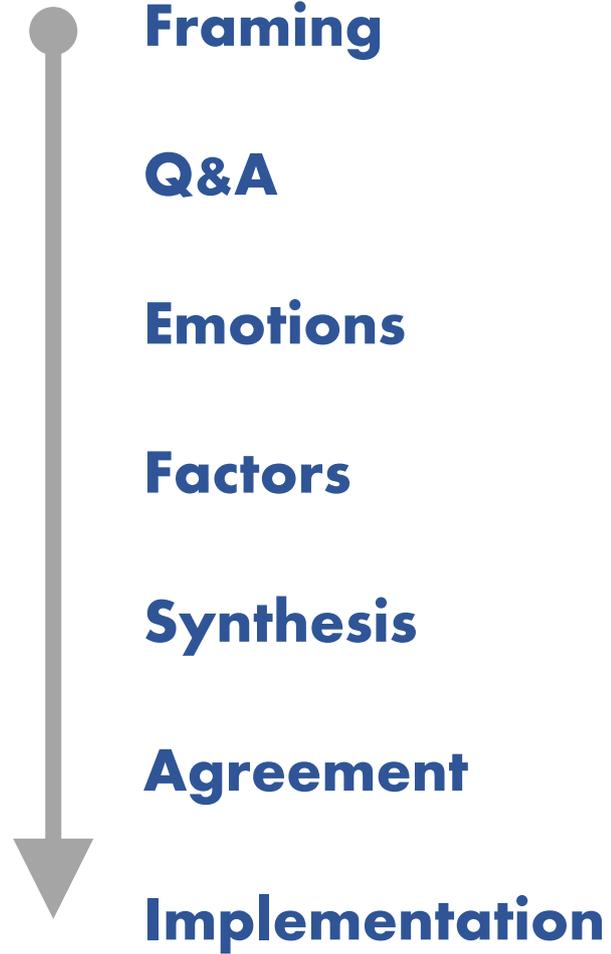
Large overlap zone = more opportunities to make decisions



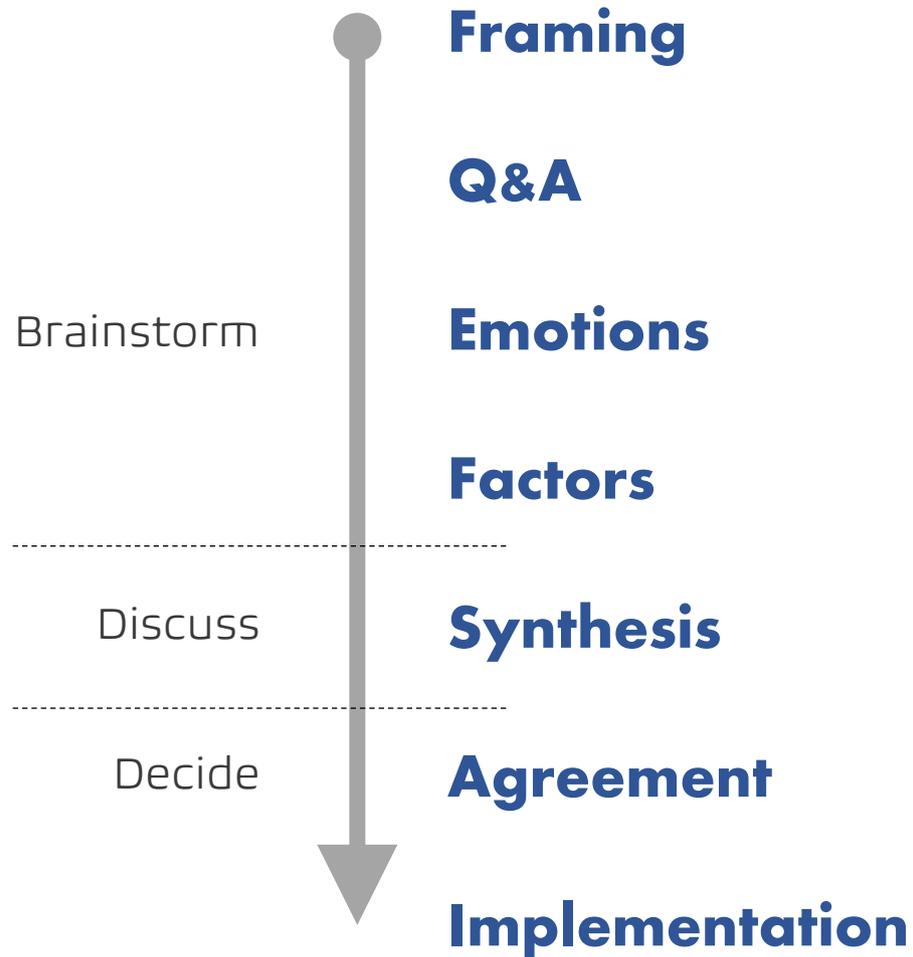
GROUND RULES

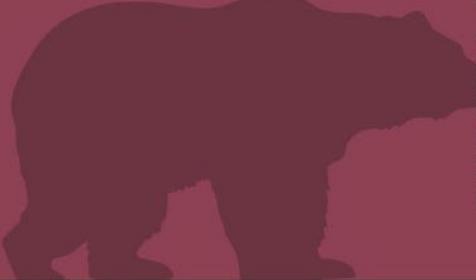


Decision making processes



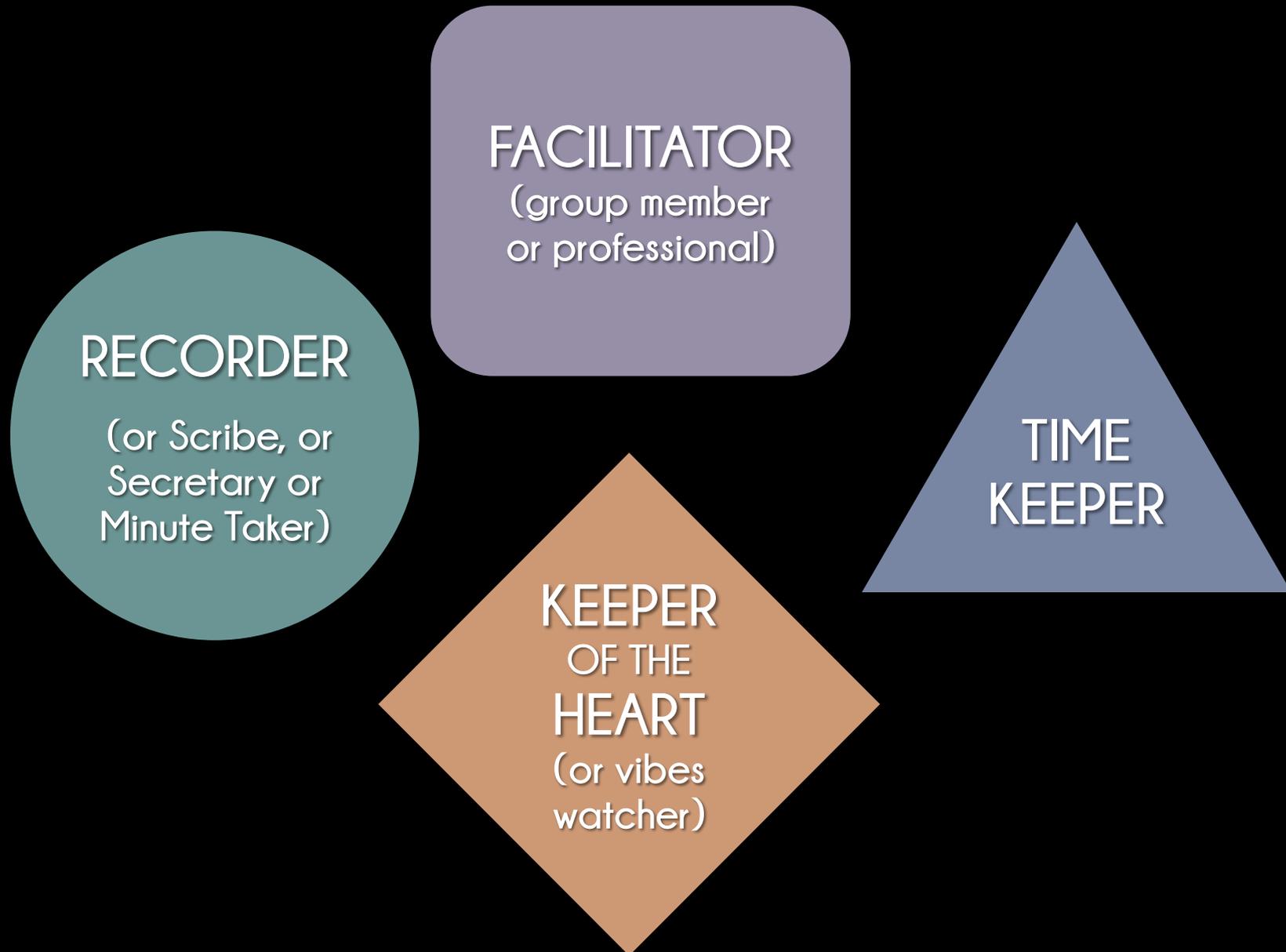
Decision making processes



<p>BLOCK</p>	<p>PROCESS</p> 
<p>QUESTION</p>	<p>QUESTION</p> 
<p>AGREE</p>	<p>ANSWER</p> 
<p>NEUTRAL</p>	<p>COMMENT</p> 
<p>CONCERN</p>	<p>TEST</p> 

MEETING ORGANIZATION

Meeting roles



Meeting Organization

Agenda for May 6, 2005 Community Meeting:

Time	Topic	Goal	Who
10 m.	Introductions	Welcome visitors	Facilitator
5 m.	Agenda review	Approve Agenda	Facilitator
20 m.	GIB" Wksp planning	Decide logistics	Ella
5 m.	Member dues renewal	Announcement	Treasurer
20 m.	New meeting location	Brainstorm	Roberto
5 m.	Announcements	To inform	All
10 m.	Break	Fun and snacks!	
50 m.	Community vision	Discuss	Georgina

Meeting Organization

1. Stacking
2. Parking Lot.
3. Decision Log



Homework

PRIMARY INVITATION

- Register your forming community to the CohoUS directory: [LINK](#)
- Have your dream community picture handy (saved on your desktop) for next class, we'll use it as a background for our group photo!

GOING DEEPER

- Reading
 - Happily Ever After in Cohousing Cards.
 - Alan Ohashi's article: [Tiny House Cohousing?](#)
- Resources
 - Group process cards
 - Shelly Parks's session: Interest to Commitment – [LINK](#)
 - The Difference Between Whole-Group Consensus and Dynamic Governance/Sociocracy: [LINK](#) and What is Sociocracy?: [LINK](#)

RESSOURCES

FROM BOZEMAN COHOUSING

- Committee_Team Delegation Guidelines
- Membership Process

OTHER

- Operational Role Description Template



Thank you !