

Finca Fruición: Permaculture Land Cooperative

Community Guidelines

Mission

To embody a lifestyle of compassionate care for the land, community, and ourselves, where people from various cultures come together to cooperatively steward the land, resources, integral enterprises, practice thriving, and participate in a solution-based way of life.

Vision

To cultivate a harmonious environment that integrates healthy human and ecological interaction and offers a living model for thriving (the ability to thrive). Finca Fruición incorporates permaculture design, sustainable food systems, holistic healthcare, compassionate communication, contemplative education, family nourishment, and integral business ethics to fulfill this vision.

Description

Finca Fruición (Fruition Farm) is a cooperatively owned community homestead and education center that focuses on cultivating a holistic culture of well-being to nurture one's self, community, and environment.

Finca Fruición is located on an 8.5 hectare (21 acre) property in San Agustín, Pérez Zeledón, Costa Rica. The land is collectively owned through a Costa Rican corporation called Finca Fruicion S.A. The land cooperative consists of the share-holding members, who form the board of directors for the S.A. (like an LLC). These members are called Roots members and also form the Member Council.

The community of Finca Fruición is composed of residential members, timeshare members, staff, volunteers, interns, students, and farm stay guests. It is made up of roots and wings members. Each person who lives and visits Finca Fruición has the opportunity to find their niche while on site. Wings members are people who are cross-pollinating with the community, bringing inspiration and skills from the world, and leaving with a bit of the community in their hearts. Finca Fruición's community model honors autonomy while offering opportunities for co-creation and resource sharing in adherence to the [community living agreements](#). The community is unified by its vision, key ethics, and shared focus on establishing and maintaining ecological systems and cultivating an internal economy through the Fruition Center. These three key ethics are Earth Care,

People Care & Fair Share.

The Fruition Center for Holistic Ecology is the education center that operates the eco-tourism, courses and retreats, events, and volunteer program. The Fruition Center is owned by Finca Fruición SA and is run by its members, staff, volunteers, & employees.

Finca Fruición's Membership:

Finca Fruición: Permaculture Land Cooperative is composed of the Roots Members, who own their own homes and cooperatively own the land, and the Wings Members, who are on the land part-time or passing through. Timeshare members are Wings members who own shares, and roots and Timeshare Members comprise the Member Council. While Wings Members, who are not on the Member Council, are included in the consensus process regarding decisions that affect daily life within the Fruition Center, they do not vote in the consensus decision making when it comes to logistics for major farm choices, such as budgeting, new system implementation, new member admission, profit-sharing, business decisions, revisions to documents, and so forth. Each household has one vote in the Member Council, which means that a consensus must be reached within each household prior to the Annual Shareholder's meeting.

Finca Fruición is a community in which autonomy and connection are equally valued. While the land is cooperatively owned, Roots Member homes are privately owned. Finca Fruición, SA is a legal entity similar to a Limited Liability Corporation in the USA. When Roots and Timeshare members buy a membership within the community, they are written into the board of directors of that SA and receive shares appropriate to the type of membership they have invested in. The Roots and Timeshare members own the corporation, Finca Fruición, SA, which owns the land. Timeshare member cabins are communally owned, as well as all other infrastructure aside from the Roots member homes.

Membership Admittance

All shareholding members have the right to contribute to a Sociocratic governance system, which is small circles, each operating through consensus. All shareholding members qualify for discounts and/or job positions for events produced by the Fruition Center and may benefit from income sharing through cooperatively owned businesses.

- Prospective members must complete the New Member Application, fulfill the member criteria, and stay 90 days onsite before membership is voted on and approved.
- The Member Council approves all new members and rental investors.
 - If there are Roots members who are not present onsite during a 90 day trial period, a weekly video conference call with the prospective member is encouraged for offsite members.

- Members who are not onsite for the 90-day trial period may add comments for consideration but may not block a consensus decision by members present on the land during the trial period. Ultimately, it is those members onsite who decide that a new member be admitted into the community.
 - This is because we feel that the members who are present on the land, living and working with the new prospective member, have a clearer perspective into the quality of the prospective member. We want to minimize the likelihood of a new member being blocked by a non-present member solely based on the unknown.
 - We also trust the cooperation of opinions between present and non-present members in the consideration process
 - Upon council approval and receipt of the complete payment for agreed-upon shares, all new members will receive notarized paper documentation of shares purchased and be inscribed into the corporation, Finca Fruición S.A., as a legal board member and representative of the corporation.

- Prior to the Member Council meeting, the prospective member is requested to leave the farm to reflect on their experience in a neutral environment. Space from the community and its influences can assist one in even-minded reflection, as well as the community can reflect on the decision. In this way, the choice to join the community is grounded in clarity rather than on emotions at the moment. This is designed to protect the integrity of both the potential member and the community. This also lines up with the legal Costa Rican visa length, so it offers prospective members the chance to leave Costa Rica and return with a renewed visa.

Member Options

- Roots Membership

There are 11 households and building sites available for Roots Members on the 8.5 hectares owned by Finca Fruición, SA. Roots Membership investment is in a 3-phase system, which supports the grassroots growth of the community.

- Phase 1: Seed (First 3 house sites)
 - Opportunities for work-trade for membership
 - Roots Membership: \$xx,xxx
- Phase 2: Sapling (Second 4 house sites)
 - Roots Membership: \$xx,xxx
- Phase 3: Tree (Third 4 house sites)
 - Roots Membership: \$xx,xxx
- Timeshare Memberships: \$xx,xxx
- Rental Investment Opportunity: \$xx,xxx

Description of Membership Options

Finca Fruición, S.A., holds 1000 shares between its roots and timeshare members as described below. The corporation Finca Fruición S.A owns all land. Individual shareholders lease the right to build on the land. Rentals, communal infrastructure, and permaculture systems are collectively owned by the Finca Fruición, SA, and managed by the Fruition Center. The amount of private land claimed by each member is determined by the amount of land surrounding their house that they are able and willing to maintain. A site design plan must be submitted and approved by the member council to be considered private land. This offers flexibility for people to cultivate the amount of land they feel comfortable with. For example, if one has little interest in working with private land, it is advantageous for the communal land to come near their house. However, one can also have a small homestead if they can maintain it and keep up with community responsibilities.

Residential Roots Membership – Roots members are residential shareholding members and may live year-round on the land, either in personally built structures or in rental units owned by the Community.

- House Site – 60 shares in Finca Fruicion, S.A.
 - These memberships have access to established electricity, water, and other utility systems. They are close to the access road and form a resident village near the community center. The structures in this category are interdependent yet autonomous.
 - The building footprint may have a 200 m2 maximum footprint, including a deck, storage shed, and other structures.
 - All structures must use ecologically responsible building practices, and the Member Council approves house plans before construction begins.
- All Roots Memberships require a 90-day trial period before purchasing shares.
 - People in this 3-month trial period are required to be involved in community life by attending weekly meetings and community dinners.
 - Participation in farm events, projects, and activities is strongly encouraged and will play a role in the application process.
 - Upon completion of the 90 days, the Member Council will hold a consensus. If in agreement, the potential members may join the cooperative by buying shares and be legally added to the board of directors for Finca Fruición, S.A., becoming a Roots Member.
 - ◆ If, after 90 days, there is no explicit applicant acceptance or dismissal from the Council, an additional 30 days may be required to evaluate further any concerns that may have arisen.
- The new member may then submit a house plan for approval by the Member Council or continue renting from the Fruition Center at a 50% discounted rate.
- The cost of Roots Memberships may be re-evaluated annually by the shareholding

- members and may change depending on the infrastructural value of the farm.
- All households are required to pay dues of \$xx/month or \$xxx/year. The dues cover maintenance of communally owned land and infrastructure. Further details are discussed in greater depth below.

Timeshare Membership – For seasonal members who prefer to enjoy community rentals instead of building a personal dwelling.

- \$15,000 to own 15 shares in Finca Fruicion, S.A.
- Members may reside rent-free at Finca Fruición, three months of the year, with the option to rent for additional months at a discounted rate of 30%.
- With the money received from these share purchases, Finca Fruición will build a small cabin for the member's use.
 - Members may submit their own design or co-design with the Fruition Center cabin designs. Finca Fruición, S.A. owns the structure, and the maximum building footprint of these units is 70m².
 - The Fruition Center's Rental Management Circle may rent these units during unoccupied months of the year.
 - If members choose not to use the unit for the allotted three months, they may gift the use of the unit to a guest of their choosing or receive the cash value of the rental, minus a 25% management fee, should the Fruition Center rent out the cabin during this time.
- Timeshare Members have voting rights in the annual member meetings & have member discounts on events and services produced by the Fruition Center.
- Timeshare members are required to pay annual dues of \$180.
- Individuals wishing to join Finca Fruición as a Timeshare Member are not required to stay on the farm for any minimum amount of time.
- To apply for a Timeshare Membership, fill out the Timeshare Member Application, and attend an interview with the Member Council, either in person or via video conferencing (Skype).
 - Upon approval by the Member Council, the potential members may join the cooperative by buying shares and being incorporated into the board of directors for Finca Fruición, S.A.
- Timeshare Members may help decide which type of cabin will be built and may even assist in construction.
 - All such units are the property of Finca Fruición and will be managed through the Fruition Center's Rental Management Circle.

Rental Investment Opportunities – These are for people who would like to support the project by investing in infrastructure development and receiving a return on their investment.

- \$xx,xxx - Investment Rentals are not memberships and are not allocated shares.

- Investment Rentals are for people who would like to support Finca Fruición's work and invest in a “high risk/high reward” rental unit.
 - The money from this investment goes into building a rentable cabin, to be managed by the Fruition Center's Rental Management Circle.
 - Investors may visit rent-free at Finca Fruición, two weeks of the year, with the option to rent for additional months at a 30% discounted rate.
 - Investors may choose from available cabin designs or submit one to be evaluated. The maximum building footprint of these units is 70m². Finca Fruición, S.A. owns the structure.
 - Upon receipt of the invested funds, the Fruition Center manages the construction and rental of the agreed-upon cabin.
 - Investors receive a 30% return on investment of rent received from their unit(s) until an end return of \$xx,xxx is realized.
 - The “high risk” is that it could take approximately 4 to 20 years for that total return to be realized.
- The investor can assist the Fruition Center in renting out the unit by advertising it through their network, encouraging a sooner return on investment.
- Investors also qualify for discounts on events and services produced by the Fruition Center.
 - Individuals interested in the Investment Opportunities must first fill out and sign the Rental Investor Application & Agreement.
 - Within one month after the Annual Shareholder's Meeting, all Rental Investors receive 30% of collected rent from that year, minus an annual maintenance fee of \$xxx, by way of wired bank transfer.

Three Stage Investment Plan:

For those who may like the idea of becoming a residential member, but are not ready for the commitment or cost, consider this design, which allows for a progressive involvement that is intended for friends just like you.

Imagine this:

- Stage 1: Rental Investment - \$xx,xxx brings you into the family, builds a charming little cabin for you to stay in when you visit and has the security of a return on investment.
- Stage 2: Timeshare Membership – Use the unreturned portion of your initial investment to be applied toward your shareholding status, affording you more time available on the farm, income-sharing, and more say on how things are managed.
- Stage 3: Roots Membership – Pay the remaining difference between what has been invested and the current value of residential shares. More shares are transferred into your name, earning you a higher percentage of profit-sharing. You can build your very own dream house and find yourself in a circle with fellow

communitarians who are making decisions for daily life on the farm.

** There is no time limit, nor requirement, for following this model. We just want to be clear that it's an option!*

Total Proposed House Sites, Cabin Rental Units, and other Infrastructure

It is currently projected that the total number of structures that the 8.5 hectares of land can responsibly sustain, are as follows:

- 11 Roots House Sites
- 8 Time Share Units
- 6 Rental Investment Units
- Additional existing structures include:
 - The Fruition Center for HOlistic Ecology, complete with:
 - Two bunkhouse dormitories and two separate bedrooms to host staff, interns, volunteers, & community farm stay guests.
 - A natural swimming pond & adjacent Tilapia/Duckpond
 - Wood Burning sauna & hot tub (under construction)
 - A covered tenting area to accommodate up to 3 standard size dome tents.
 - A house with a yoga deck, that may be rented out to prospective members or used to host events.
 - Several dry composting toilets.
 - Three solar showers
 - Four fenced-in pastures to rotate livestock.
 - A 1.5-hectare region that is being developed to host upcoming Eco-Festivals and other events with the vision to feature a stage/yoga deck, dance floor, fire circle, children's play zone, additional camping, cabins, and obstacle courses.
- A retreat center

Where the Membership Purchase Money Goes

We believe in transparency as an essential foundation of shared resources and responsibilities.

- A set portion of all member buy-ins goes directly into increasing the farm's

infrastructure (currently \$xx,xxx Roots Members.) New members may help direct which projects their money will be applied to by way of the Council.

- Additionally, as described below, a set portion of all Roots Member buy-ins goes directly into two different investment accounts.
- The remaining portion of the cost of membership is calculated into an equal share of the cost of the land and pre-built infrastructure.

Business Development & Certificate of Deposit Funds

We believe that to realize financial sustainability, a community needs to have a thriving cottage industry and a responsible savings and investment account for future growth, maintenance, and security. Finca Fruición's main business is the Fruition Center, which focuses on rural eco/agro-tourism & sustainability education. Those interested in residential membership in Finca Fruición, agree to support and/or co-create business together.

- Business Development - A portion of all Roots Membership buy-ins will be used to develop the Fruition Center.
 - \$xx,xxx/household of 1-2 adults, which is included in the cost of membership.
 - This money is put into the development of the Fruition Center's business potential, either in the form of rental cabin development, other infrastructure, marketing, etc. The member council determines through consensus which projects receive the money.
 - Each household also agrees to contribute 1000 hours toward the success of the Fruition Center.
 - For households consisting of a 3rd adult member, the household is required to put another \$xxxx into business development, as well as an additional 500 hours.
 - Attendance of Member Council meetings and Sociocratic Circle meetings is accounted for toward these 1000 hours, as well as work laid out and agreed upon, during these meetings.
 - Should a member choose not to directly contribute hours of work toward the operation of the Fruition Center or its businesses, they may offer a financial gift equal to the hours they would have otherwise contributed.
- Certificate of Deposit (CDs)
 - \$xxxx of all Residential or Timeshare Membership Buy-ins will be deposited

into a 12-month CD with the community's financial institution, Banco de Costa Rica in the form of Costa Rican colones currency. This money will continue to roll over into ongoing investments, as decided upon by the Annual Shareholder's Meeting.

Value of Shares

Shares will increase in value as the property value increases. This is calculated through a financial model created for Finca Fruición, based on the current value of the property and standing infrastructure. The value of shares, and thus memberships, will be re-evaluated each year at the annual shareholders' meeting.

Work Trade Members

Through consensus of the Member Council, it may arise that Roots Membership could be granted to an individual or family who is not financially capable of purchasing their membership with cash. While it is understood that this potential lies available, it is outside the scope of this document to define the terms of such an agreement. It would be the responsibility of the Member Council to make such an arrangement through consensus.

Rent-to-Own Membership

If a prospective member only has a portion of the buy-in cost but wishes to live at Finca Fruición and participate in businesses run through the Fruition Center, until the time where which the individual can save the remaining balance of the cost of shares; the Member Council may agree to account 50% of the rent paid, while living in a community-owned structure, toward the eventual purchase of shares.

- This prospective member may be invited to attend and participate in Member consensus meetings and the Annual Shareholders Meeting but will not have blocking rights until full Membership is acquired.
- All, or a portion of, the wages or percentages that this member may earn, through working with the Fruition Center, may be withheld at the discretion of the individual and agreement of the Member Council, in Finca Fruición's Escrow Account, until which time the purchase of shares takes place.
 - Should the individual chooses to leave before shares are purchased, the money accounted for as earned would be paid out to the individual without interest.
 - The Treasury Circle must provide the individual with the requested wages within 30 days of request.

Member Dues

These fees cover maintenance, employee costs, and materials needed for community land and infrastructure.

- Member Dues are collected annually or may be offered monthly and go into the Finca Fruicion S.A. bank account, payable by bank transfer or in cash.
 - The due date for payment of these dues is February of each calendar year.
- The Treasury Circle has access to this account and must have solid accounting to show where money is spent.
- The number of shares owned by any given member determines the Member's Dues rate.
 - Currently, \$x/share/month will be used as the table on which to calculate dues owed.
 - For example:
 - A Residential Member, owning 60 shares, would contribute \$xxx annually toward the community's maintenance fund, or \$xxx/month.
 - An Eco-Timeshare Member, owning 15 shares, would contribute \$xxx annually.
 - New members are responsible for paying a prorated rate for the remaining months in the year in which they buy in.
- The Annual Shareholders Meeting will decide upon the appropriate use of Member Dues.
 - Profit-Sharing available at the end of the year, through the Fruition Center's enterprises, may be applied toward the cost of member dues to minimize on expenses involved in bank transfer fees.
- Members may choose to contribute work hours instead of money to pay for their Member Dues.
 - This work must be completed *before* the annual payment is due.
 - This work must be proposed to, and approved by, the Member Council *before* completion.
 - This work will be accounted for at a value equal to that of local wages paid for the same work.

Community & Private Land

All land at Finca Fruición is communal-use property, with the exception of the areas directly around personal homes.

- This amount of land will be determined by use.
 - For example, if a residential member loves to garden and wants to have a garden and small orchard, surrounding their house, they may plant it for personal use.
 - However, they are responsible for the maintenance of that space.
 - Finca Fruición technically owns the land, but they are using it for personal benefit and therefore it is respected as private.
 - All structures must be discussed and approved by the Member Council before construction.

- Eco-Timeshare & Rental Investment structures are communally owned assets, including the land around them.

Utility Policy

- Roots House Sites
 - Electricity costs are shared in proportion to usage.
 - Personal usage power meters will be installed for each household to gauge usage.
 - Finca Fruicion, S.A. holds the account with the local utility company and pays as one.
 - Hydroelectric, wind and passive solar systems are all under consideration for future investments.
 - Water
 - There are three fresh artesian springs located on the farm that produces water year-round.
 - From the uppermost spring, water is pumped up to Casa Vista and is ready to supply drinking water to upper rental units & the festival grounds.

- Water from this same spring also supplies the Fruition Center through gravity feed and will be available for additional households.
 - Water catchment systems are currently being designed for use of wash water, in various areas of the farm, to support the relatively limited spring supply.
 - Additional ram pumps are also being considered to bring water from the other two springs higher up into the property, for member use.
 - The creek that runs one of the farm's property lines is currently tapped with a 2" hose that brings 24/7 year-round irrigation water to the Fruition Center and its surrounding gardens, tilapia pond, and swimming pond.
 - A regional aqueduct system is in the construction phase to bring municipal water to San Agustín. This is an option that could be discussed for the community if ever it became a necessity.
- Rental Units
 - Some units will be plumbed with electricity and spring water. Others will be off-grid.
 - The Member Council will decide whether to supply these units depending on the chosen location of the rental unit.

Costa Rican Residency

When members of the community are not residents of Costa Rica, there is a limit to the visas that they are able to acquire. Traditionally foreigners who live in Costa Rica leave the country every 90 days and cross into either Panama or Nicaragua and then return. This has worked for many people for decades. It is possible to get Costa Rican residency, eliminating the need to leave every 90 days, but also protecting the member. There are several ways to do this, one is to marry a Costa Rican, another is to have a baby, a third is to start a business employing a certain number of Costa Ricans, a fourth is to own a certain amount of property, and the fifth is to prove that the individual or family has a certain fixed amount of money coming in monthly. If a Roots member would like to become a resident of Costa Rica, there are lawyers who can help clarify this process and assist in enacting it. There have been many foreigners who have easily gotten residency by transferring a certain amount of money into the country and keeping it in a bank account for a specific amount of time. The amount and time frame need to be clarified per year, as Costa Rica policies are ever-changing.

Social Organization

- Finca Fruición practices a Sociocratic system of organization.
 - Sociocracy distributes responsibilities & power to self-organizing, semi-autonomous workgroups (“Circles”) that set the policy to guide activities, proposals, & decisions for a given area of focus.
 - These Circles are linked in a web of overlapping workgroups to ensure efficiency in implementation while maintaining communication with the whole.
 - A specific circle creates policies and resource-use to be presented for approval by the Member Council through consensus. Once approved, the circles operate autonomously. Decisions that do not affect the greater whole of the community are handled within the circle.
 - This enables the organization to function with semi-autonomous units, localized decision-making, and strong leadership and coordination.

- The Member Council holds regular logistical meetings to check in with progress, concerns, and new business presented by any given Circle, needing the attention of the whole.
 - These meetings are not social times. They are not emotional processing sessions or times for complaints, conflicts, or ranting.

- Weekly Sunday afternoon Community Check-Ins are reserved for cultivating community wellbeing and addressing interpersonal celebrations and/or concerns.
 - This rhythm may, at times, be interrupted in the case that the Fruition Center is hosting a weekend workshop or other event.

- Members are encouraged, but not required, to be involved in circles or attend activities. However, during meetings, only those present can vote, unless otherwise indicated, in advance in writing.
 - In accordance with consensus protocol, voting members who are not present can share their input via email but do not have blocking power.
 - Meeting topics will be shared with all members, at least 7 days prior to the meeting, so that the members can prepare for the meeting. The Sociocratic circles will send the topics via email, or in writing, to the meeting organization circle, which will send notice to all members.

- Communal Dinners will follow each of the Member meetings and Community Check-Ins.

- Additional organizational activities may include group work projects, house-raising parties, shared farm maintenance responsibilities (according to skill sets), participation in farm-wide cleaning & creation days, community service in San Agustín, community meals, weekly meetings, & events.
- All new members are required to attend a course in Nonviolent Communication (NVC), as well as Consensus Training, which will be organized as weekend workshops through the Fruition Center.
 - Existing members are strongly encouraged to attend these workshops as continued education, and a growing asset to the harmony of life within the community.
 - In some cases, the Peace Circle or Member Council may require an existing member to attend one of these workshops as a course of resolving conflict processed through mediation.

Gardens & Food Production

Sustaining oneself, and one's family, from the fruits of the land on which they live, is one of the great gifts that we have as children of the earth. Members of Finca Fruición are welcome to enjoy the fruits from its trees, and harvest from its gardens, under a “fair share” code.

- Depending on supply and demand for any given food item, the members residing on the land, at any given time will be collectively responsible for determining what fair share is, at the time.
- The Garden Circle is comprised of those members responsible for planting, maintaining, and organizing the harvest of the community's food supply.
- The Garden Circle is responsible for setting boundaries on food harvest and distribution.
- The Member Council is then responsible for approving such boundaries in consensus and informing the whole community of them.
- Food produced for the purpose of selling, creating value-added products or preparing at events run by the Fruition Center, including community meals, and feeding interns, volunteers, and farm stay guests, will likewise be managed by the Garden Circle unless a specific circle emerges to focus on one of these aspects.

Animal Husbandry

Animals can bring many blessings to any community and are an essential part of our ecology. Finca Fruición aims to be a model for responsible animal care and is experimenting with several examples of how that may best look. It is the aim of the Fruition Center to use these models as teaching tools for presenting eco-farm conversion models, as examples that other local farms can use in their journey through responsible land management.

- Dairy, eggs, and meat harvested from Finca Fruición's communal animal supply will be managed by the Animal Circle under a fair share code.
- Individual Residential Members may request to have their own chickens or other animals, to be contained within their allotted home zone, but must first receive approval from the Animal Circle.
- Depending on supply and demand for any given food item, the members residing on the land, at any given time will be collectively responsible for determining what fair share is, at the time.
- The Animal Circle is comprised of those members responsible for milking, tending, and maintaining the communally shared animals.
- The Animal Circle is responsible for setting guidelines on food harvest and distribution.
- The Member Council is then responsible for approving such boundaries and guidelines in consensus and sharing that information with the greater whole.
- Food produced for the purpose of selling, creating value-added products or preparing at events run by the Fruition Center, including community meals, and feeding interns, volunteers, and farm stay guests, will likewise be managed by the Animal Circle.

Harvest Policy

To keep its food supply abundant, Finca Fruición requires that all members and guests must be instructed by a member of the Garden Circle or Animal Circle, before being permitted to harvest from the gardens or animal systems.

Pet Policy

Please read the animal policy, on our website, for a detailed description of how animals are integrated into the community. There is a trial period for personal animals.

Use of Communal Infrastructure

All new members will receive an orientation on how to responsibly operate community infrastructure and systems. Shareholding members have unlimited access to communal infrastructure, unless otherwise decided upon by the Members Council, or if it is pre-scheduled for use.

Community Temple

One of the unifying elements of Finca Fruición is a community temple, which will hold sacred space for members to connect with their inner selves. The temple is a non-denominational entity that honors the divine in each being and the Sacred Earth. Ceremonies, services, meditations, circles, and other relevant events will be held in the temple, for use of the community and guests. Maintenance of the temple will be based on donations from those who use it and from events held within it. Members who use the temple are encouraged to donate time in maintaining it.

- * A formal temple space has not yet been built, though is included in the site plan.
- In the meantime, there are several outdoor and indoor spaces that may be selected by the Member Council to be used as a temple and will be honored as such for the duration of the agreed-upon time.

Resource Pool

A resource pool is a bank of community-owned resources, which may include tools, vehicles, art supplies, etc. A corresponding Resource Circle will manage the Resource Pool.

- While members are welcome to withhold personal resources for personal use, all are likewise encouraged to donate surplus items to the communal Resource Pool.
- Additional resources may be purchased, with community funds, to be added to the Resource Pool, pending approval by the Resource Circle or Member Council.
- ◆ New members will be guided through a tool/resource orientation in order to reduce resource damage or personal injury.
- ◆ Currently, the resource pool consists of the tools in the communal workshop, the books in the library, and art supplies.

Children's Circle

Children are a respected and valued part of Finca Fruición's community. In order to honor their opinions, a Children's Circle led by the children themselves may be formed. The Children's Circle may address elements that affect them, offer ideas for the community, and have 1 unified vote on the Member Council.

Peace Circle

A Peace Circle is an empathy circle to assist in resolving conflict. It operates through non-violent communication methods, specifically using empathetic listening, reflecting validation, and solution-oriented thinking. Facilitators of the Peace Circle are grounded, unbiased, compassionate listeners, who are not mediating to offer solutions to the problems, but rather to guide the people in conflict to find their own solutions. These circles are generally 3 people, but may be more, depending on the level of the conflict, the number of people involved, and the duration of the conflict.

Additional Clarification of Sociocratic Circles

Depending on the future needs, and available personnel, additional community circles may develop to aid the streamlined functioning of the Land Cooperative & Fruition Center.

- Some of these may include, but are not limited to:
 - Children's Circle
 - Parent Circle
 - Marketing Circle
 - Rental Management Circle
 - Volunteer Management Circle
 - Education Circle
 - Outreach Circle
 - Design Circle
 - Temple Circle
 - Finance Circle
 - Communications Circle
 - Leader Circle (training for leading meetings)
 - Business Circle (Fruition Center)
 - Events Circle (Fruition Center)

- It is understood that members may choose to be involved in several different

circles, sharing the responsibilities of harmonious communal living and effective business management.

- A Circle will typically consist of 2-5 people, who work together well, have experience in the related field, & can make decisions quickly through consensus.
- Meeting notes need to be logged in a community database (Google docs, library, hard drive, etc.), which will archive all meeting logs and community policies.
- Any issues that affect the greater community need approval from the Member Council.
- The format of a standard Circle meeting or Member Council may look like:
 - 1 person running the meeting, keeping time
 - 1 note-taker
 - Clear rules about not talking out of turn, raising hands, use of a talking stick, etc.
 - Presentation of the purpose, vision, intention for the meeting
 - Check-in for ongoing business
 - Old business already talked about or pending issues. Time limit... ½ hr.
 - New business... introduce ideas, put on for next week. How much time? Proposal for new topics.
 - Open discussion (no more decision-making).
 - Meeting adjourns
 - Social time / Potluck
- The annual shareholders meeting will have at least a 90-day – 6 month, advance notice.

Member Agreement Overview

Members of Finca Fruición honor a set of agreements and boundaries, as laid out in this document, as well as the [Community Living Agreements, the Pet Policy, and the Drug and Alcohol Policy](#) documents found on our website. Members of the community are unified in their focus on the fluid functioning and sustainability of the farm and Fruition Center. Members are responsible for honoring the farm rhythm, including daily, weekly, and monthly schedules for maintenance, guests, meetings, dues, etc. A community bulletin board and calendar is posted in the Fruition Center and can be made available online. All

members are encouraged to participate in community building classes, such as non-violent communication, etc. Finca Fruición holds firm boundaries regarding non-violence, extreme addictions, and maintaining respectful behavior. Members are also responsible for paying annual membership dues.

Dependents and Membership Transfer to Heirs or Spouse

Finca Fruición honors people of all ages and capacities. Here we create a procedure for defining dependents and how they are supported within the community. It also addresses inheritance, so that there is a clear way for children to inherit ownership within the community.

- All children, under the age of 16, must share a household with a legal guardian who is an approved member, residing with them at a Finca Fruición.
- Physically or mentally disabled individuals, including the elderly, must share a household with a caregiver who is an approved member, residing with them at Finca Fruición.
 - This caregiver is responsible, emotionally, physically, & financially for the dependent.
 - If a member becomes disabled through age, injury, or mishap, they may invite a non-member caregiver to live with them, without cost or other community obligation, at the consent of the Member Council. The disabled member is responsible for providing room, board, and other financial needs of this caregiver unless otherwise agreed upon by the Member Council.
- Shares of Finca Fruición, S.A., and member-owned houses may be willed to non-members, during life or upon death, but membership to Finca Fruición is not transferable.
 - Non-members do not have blocking rights in the Member Council.
 - Non-members do have the right to vote in the Annual Shareholders Meeting.
 - New shareholders in this case must go through the same new membership trial period (90 days), and application process, if they are interested in living in the community as a full member.
 - If the new shareholder is not approved or does not wish to live on-site, they must follow the member departure procedure.
- A new Spouse or adult family member wishing to reside at Finca Fruición, in an existing household must participate in the 90-day trial period, and the new member application process and approval.
 - This does not apply to children under 16 years old.
- When a resident child reaches the age of 16, they are considered adults and must follow the new member application process.
- Homesites are limited to 4 adults (between the ages of 16 - 60) and 8 children.

Member Departure Procedure:

In the event that a member wishes to terminate their membership with Finca Fruición, or the Member Council decides, by consensus, that the member has continued to violate the Community Living Agreements and is no longer welcome as a resident within the Land Cooperative, the following procedures will be followed:

- A 3-month grace period will be granted, from the time of the official notification of the decision, for the departing member to find a new residence to move to.
 - Within this grace period, the departing member is free to continue residing in their home but is no longer granted blocking rights in the Member Council.
 - In the event that the decision to remove a member is due to excessive violence or damage to a person or property, then the Member Council may decide that the departing member possesses a threat to the community, and thereby must leave immediately.

- A 6-month grace period is granted for the removal of all personal belongings from the community.

- In determining the value of member-owned houses and all non-removable property, a 3rd party appraiser can be hired.

- The departing member's shares, houses, and other non-removable property may be offered for sale to the community (Finca Fruición, S.A), or another approved member of the community.
 - If the community doesn't have the money to purchase the shares, and there are no members willing to purchase the shares, then the departing member will have to wait until either becomes available.
 - The next Newly Approved Members, who buys in, will effectively purchase the departing member's shares.
 - The house may be purchased by the new member, however, if that new member does not wish to buy the house, it will remain held in ownership by the departing member until sold.

- The departing member may choose to rent out their house; managed through the Fruition Center, in accordance with Fruition Center management policy, until which time that house is sold.

- In some cases, the Member Council may choose to offer a full or partial work-trade opportunity for a prospective member, to earn their shares through

sweat equity. If agreed upon by the Members Council, a value equal to the local wages, for equal work, may be deposited into a specific escrow account for this person, on a monthly basis. The value accounted for, in trade for shares, however, may be at a higher rate, depending on the agreement laid out by the Member Council.

- In this case, if a person is asked or decides to leave before they finish earning/paying for their shares, then the money from the account saved for them will be paid within 30 days of departure.
- The additional value that may have been agreed upon for trade value, is for trade value only and is not to represent an amount that would be paid out upon departure.

Amendments to Community Design & Living Agreements

This document on the organizational design of the community and its accompanied Community Living Agreements document are laid out as communication of Finca Fruición's ideals for harmonious cooperation, in various aspects of life, in a shared-resource living arrangement. This is a living document and undoubtedly subject to revisions, as the size of the cooperative grows and experiences lead us to make adjustments. We are graciously open to any and all feedback and advice as to how we may make this document more complete and serve the mission of the community.

New and prospective members are especially encouraged to share any concerns and feedback, which may arise in reviewing these documents. Your insight and perspective are vital to the health, growth, and prosperity of the whole. Open communication is deeply valued, and furthermore, anything that may cause conflict is better addressed early on.

As a rule, the Member Council must approve any changes, by consensus, regarding community space, living agreements, and proposed new businesses ideas.

Fruition Center for Holistic Ecology:

The Fruition Center is Finca Fruición's focal point for education in holistic culture and earth stewardship. Community Farmstays, internships, volunteer opportunities, courses, retreats, workshops, and festivals are produced and operated by the Fruition Center. The Fruition Center is owned by Finca Fruicion S.A., and therefore by the shareholding members of the Land Cooperative. Profits above the pay for specific jobs, get divided among the shareholders in our profit-sharing program.

Finca Fruición aims to produce sufficient food to provide for the services offered by the Fruition Center so that the events become increasingly self-sufficient, sourcing either from the land directly, or from the surrounding pueblos. Fruition Center events may rent available structures from the Finca Fruición, Land Cooperative.

Community Profit Sharing Program

It is the aim of the Fruition Center to create socially and environmentally beneficial jobs, both for resident members, as well as the local community. Some avenues for income include but are not limited to, rental management, permaculture courses, retreats, festivals, workshops, and other product-based sales such as chocolate, dried fruit, and other value-added goods, etc.

- Accounting, from these cottage industries, will include the payout of expenses and wages for employees and administrators.
- A percentage of each enterprise's profits will be withheld, when applicable, and accumulated annually in a cooperatively owned bank account. The percentage for cottage industry tithing back to the Fruition Center will be determined at the Annual Shareholder's Meeting.
- Each shareholding member, of Finca Fruicion S.A., will receive an annual dividend, proportionate to the percentage of shares owned (percentage to be determined at the Annual Shareholder's Meeting).
- Profits are paid out annually, after deduction of member dues (if applicable), unless the members present at the Annual Shareholder's Meeting decide, by consensus, that the funds are better used for communal infrastructure or other community investments.
- Wages earned for work done in community businesses are either paid out weekly or after the completion of an event.
- Finca Fruición S.A. uses a bank account, run by the community Treasury Circle, where funds are deposited and from which they are paid out.

Fruition Center Rental Management Circle

This entity is in charge of all the rentals at Finca Fruición and is owned and operated by the Fruition Center.

- Responsibilities include marketing, maintenance, cleaning, preparing for renters, receiving money, and accounting for the funds earned.
- Individual jobs are available through the rental management circle.
- A percentage of all profits, beyond wages and maintenance, will go into the Community Profit-Sharing Program, to be determined at the Annual Shareholder's Meeting.

Fruition Center's Services:

- Community Farmstay Guests
 - Guests receive a place to sleep, a stocked kitchen, 1 prepared family-style meal, a permaculture tour, and have the option for additional experiential learning.
 - Guests are not expected to do any work while at the farm.
 - Guests are welcome to attend meetings, however, do not have blocking rights during votes by consensus.

- Volunteer Program
 - Volunteers receive a place to stay, permaculture tour, guided experiential learning, and 2-3 family-style meals per day.
 - Volunteers contribute 5 hours/day, 6 days/week, of assistance with a variety of permaculture implementations and maintenance, throughout the farm.
 - Project focuses are seasonal and will vary based on the needs of the farm, as well as the skill level and interest of the intern.
 - Volunteers pay for their room and board and stay under 3 months.
 -

- Staff Opportunities
 - The Staff program operates as a means to accept specific skill assistance in the activities of the farm and center. Staff positions are full work trade positions that have the opportunity for wages if they assist in making a profit. The positions are based on responsibility and productivity, either 8 hours/day or on a per-project basis, which is determined by the Fruition Center. Staff positions are considered full-time. Potential staff positions include:
 - Fruition Center Manager
 - Project & Education Manager
 - Housekeeper
 - Children's Facilitator
 - Animal & Garden Manager
 - Computer/Website/Marketer

- Internships
 - Internships are month-long guided permaculture experiential learning

opportunities. These include a full curriculum, a design project, and implementation of the project. Interns learn practical permaculture skills and with a balance between guidance and self-initiated time. Internships are hosted 1-2 times per year.

Event-Based Enterprises

- Retreats
 - These are retreats that support Holistic Culture facilitated either by members of the community or guest leaders. They can range in theme and are hosted by the Fruition Center.
- Workshops
 - Workshops are education-based, 1-5 day classes that people attend to learn skills relating to a specific topic.
- Courses
 - Courses where students come and participate in an established curriculum, such as Permaculture Design Certification, Biodynamics, Yoga Teacher Training, etc. These courses can span anywhere from 5 days to a month. Some focused on an international market, and others focused on local students.
- Eco-Festivals
 - These are fun, educational, organized events where art and implementation meet. Striving for sustainability, these festivals aim to support local, organic producers, educate participants in regenerative land stewardship, and celebrate art, music, and holistic culture.
- Gatherings
 - These are free/donation-based events, offered to the greater community, to strengthen holistic culture and cultivate connections between varying regions and communities.
- Eco-Tours
 - Two of the members of Finca Fruición own a veggie-oil-run school bus. This bus may be available for co-creative ventures such as eco-adventure tours, festival & event transportation, permaculture-in-action tour, national seed share programs, etc.

Eco-Entrepreneurial Projects

- The Fruition Center aims to design specific projects aimed for the benefit of the local region, and eventually Costa Rica in general. These are for-profit ventures, rooted in ecological morals, which generate sustainable income for

rural people. Some proposed projects ideas are:

- Solar Food Dehydration & Coffee Roasting Facility
- Whole food distribution through a buyer's club network
- A directory of the products and services is being offered by the surrounding pueblos is being established to support the community by directing profits from the Fruition Center to the greater region.

Member Involvement in Fruition Center Enterprises

As mentioned above (in the section named “Business Escrow”), those who are interested in residential membership in Finca Fruición, agree to support and/or co-create business together.

- A portion of all Roots Membership Buy-ins will be deposited into a cooperatively owned escrow account.
 - This money will be returned to the member(s) upon the completion of 1000 hours (collectively per household) of contribution toward the success of the Fruition Center. The member may choose to receive the repayment, for hours worked, on a quarterly basis.
- Upon completion of the 1000 hours of contribution toward the Fruition Center Enterprises, the member is free to continue working with the Fruition Center receiving wages for hours worked, or on a percentage based on profits (depending on enterprise & decided upon by the Member Council), but is not required to.
 - The Member Council must agree upon all work and compensation values.
- As described above, in the “Members Dues” section, members may choose to contribute work hours, instead of money, to pay for their upcoming Member Dues, with approval from the Member Council.
- Unless otherwise decided by, in consensus with the Member Council, no other work contribution is required by members, beyond normal upkeep of personal residential spaces, and keeping communal spaces in clean working order (as described in the Community Living Agreements.)
- Members are encouraged, though not required, to attend weekly Community Check-ins and Member Council Meetings (as described in the Community Living Agreements.)
 - Attendance of Member Council Meetings and Sociocratic Circle Meetings are accounted for toward these 1000 hours, as well as work laid out, and agreed upon, during these Meetings.

Activating Regenerative Change

It is the goal of Finca Fruición and the Fruition Center to provide a living model of activated change. This means that we seek to empower each other and our connection to Nature's Web of Life. The foundation of all the Community Agreements that are outlined above is mutual respect and love; we trust that when we cultivate peace within ourselves that we can manifest it in our environment. Through openness, willingness to move through challenges, and cooperation the community and education center can spread seeds of regenerative change through the hearts and hands of those who share time with us. The Roots that can grow in the fertile soil of Finca Fruición can nurture the Wings that fly to and from our forest so that they are able to become strong and inspired carriers of peace and a solution-oriented lifestyle. As the Hopi Elders said, we are the ones we've been waiting for. The time is now. We are willing and ready to cultivate an eco-literate heart tribe of activated people living in harmony with each other and the earth. We welcome you to join us.

Namaste.