

Rancho Mastatal Community Cultural Agreement 2022

What you think, you become. What you feel, you attract. What you imagine, you create.
Buddha

Each year, the CCA is formed through a joint visioning process, including the core team and apprentice team. Its purpose is to serve as a framework for our desired community culture and to provide the road map for achieving this culture together. The agreements here are applicable to all team members and represent the collective values and desires of our community.

The Community Cultural Agreement relates to both internal and external experience, and is divided into 4 interrelated categories:

1. **Communicating With Ourselves:** Agreements in this category speak to the guidelines that we use to process information internally. How we think and speak to ourselves.
2. **Communicating With Each Other:** Agreements in this category relate to how we translate our internal experiences (thoughts/emotions/needs) into external communication with other community members.
3. **Actions Of Self Care:** Agreements in this category focus on how we aim to interact with ourselves to remain healthy and thriving individuals.
4. **Actions of Care for Each Other:** Agreements in this category denote how we intend to interact with each other to perpetuate the health and well being of our collective unit.

This agreement is a beautiful conglomeration of our collective values and a showcase of who we seek to be as individuals and as a community. It serves to guide us and remind us of who we are striving to become everyday.

Having this document establishes a baseline of agreed upon principles and ethics. When conflicts arise, this is an important reference to assist us in navigating that moment of growth. Use this as a tool to support you if you are faced with negative emotions, interactions and states of being as it relates to community life here at Rancho Mastatal.

We the Rancho Mastatal community agree to:

Communicating With Ourselves:

- Be honest, seek to understand our true feelings and needs
- Be present in the process of learning
- Value different opinions, beliefs backgrounds, and states of being - embrace diversity
- Avoid thoughts of harm, discrimination and judgement (towards ourselves and others)
- Avoid taking others behaviors, comments, or actions personally - recognize we are each responsible for our own feelings
- Hold compassion and consideration for people's different styles of communication and social/emotional skills
- Use solutions based thinking
- Remember to give gratitude for the privilege of being here
- Have trust in other community members
- Self regulation, name it to tame it.

Communicating With Each Other:

- Practice empathetic, active listening
- Only speak for ourselves, let others speak for themselves
- Address and resolve negative emotions or interactions involving individuals or the community - recognizing the detrimental impact to the relationship and community as a whole of remaining in conflict.

- Express our expectations
- Communicate with clarity and compassion when our needs are not being met
- Avoid making assumptions - ask clarifying questions. Seeking mutual understanding
- Approach conversations or conflicts with an intent to understand and connect, not judge or convince
- Commit to working through conflict with NVC as our guide
- Work to give and except feedback and constructive criticism.

Actions of Self Care:

- Seek balance in our lives and our daily/weekly schedules
- Take personal responsibility and appropriate action to safeguard our own health and safety
- Commit to finding healthy outlets for stress and frustration
- Play and have fun - doing what brings us joy in life!

Actions of Care for Each Other:

- Respect others physical and emotional boundaries
- Be aware of others needs and help each other when we can. Be a team member be a part of the whole
- Model the behavior we wish to see in others
- Follow through with every task, even the smallest
- Avoid unnecessary, unproductive gossip
- Clean up after ourselves, leaving a space nicer than we found it