



Homeowner Participation Agreement

info@communityrebuilds.org | (435) 260-0501
www.communityrebuilds.org

Office Location: 150 S 200 E, Moab, UT 84532

Revised
10/13/2025



Homeowner Participation in Build

Community Rebuilds seeks to honor the tradition of the Mutual Self-Help Program by assisting low- and very-low income families to build their own homes. We build passive and active solar high-performance homes, incorporating a variety of healthy, natural finishes. It is important that each homeowner participate in various phases of construction so that you are prepared for the care and periodic maintenance of your home. **Homeowners must agree to participate a minimum of 100 hours a month (roughly 25 hour weeks depending on the month) contributing to the tasks on the build schedule, working alongside the volunteers under the instruction of the Construction Supervisor.** Homeowners will be responsible for certain projects that will not count towards participation hours, such as purchasing materials, tiling, punch lists, trim details, and landscaping.

Site hours will be published in advance. If a homeowner feels capable and comfortable with their current task, they have the option of working in the off hours. It is important, however, that we know when homeowners will be on site in order to be prepared with tasks for the homeowner and any instruction needed. If we are behind schedule, the homeowners may be asked to work more hours in order to get back on schedule. Homeowners are required to work as a group in each other's homes. All houses must be completed and pass all inspections before anyone within the group can move into their homes. If one house is behind, we all pitch in to catch the other one up to speed. Time spent working on others homes will count towards participation hours.

Dedicated Volunteers

Self-help groups participating in the USDA Rural Development program are required to build 30-40 hours per week and contribute 65% of the labor on their homes. Community Rebuilds recognizes how difficult this may be while working a full-time job, so we are delighted that USDA Rural Development has allowed us to recruit and manage dedicated volunteers to help homeowners fulfill their participation hours. These dedicated volunteers may be called students, interns, apprentices, or course participants. We may also recruit and manage supplemental volunteers such as church groups, school field trips, boy scouts and girl scouts, as well as hosting many individuals that want to learn about sustainable building practices or give service to an affordable housing solution. Building efforts may shift among the group based on the following: site work, workshop dates, subcontractor schedules, and necessary changes as the builds progress.

Tracking Hours

CR homeowners must commit a minimum of 100 hours per month per household to the direct construction of their home and other homes being built during their cycle. Hours must be signed off on by the build team on the day the homeowner works on site. These hours are submitted weekly to CR's Program Manager. Repercussions of falling behind on hours are as follows:

- **15 hours behind – Meeting with build team to determine a make-up plan**
- **25 hours behind – Schedule a special meeting with the homeowner, the Project Supervisors and Program Manager to determine a make-up plan.**
- **30 hours behind – Cessation of interns and build team working on home**
- **40 hours behind - If the make up plan isn't successful and the homeowner doesn't show up when they are supposed to, a meeting with the Executive Director, Program Manager, and Project Supervisors will be scheduled to explain the consequences of not fulfilling hours and help support the member in creating a new make up plan.**



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- **45 hours behind – Expulsion from program**
- **If the make up plan is not upheld and they continue to fall behind, a meeting with USDA Rural Development and RCAC will occur. They will go over the ramifications for not completing hours which will result in expulsion of the program. A third and final make up plan will be established.**
- **If the final make up plan for participation hours are not caught up after all above attempts, expulsion from the program will occur. The cessation of other homeowner participants and CR's building crew will stop working on home.**

These consequences are meant to encourage homeowners to keep on track with the build schedule. Though strict, such actions are rarely taken, and CR is there to help you navigate the waters through mandatory weekly homeowner meetings with the Program Manager. Households are allowed to recruit additional volunteers (friends and family, for example) to help with these hours; however, at least 50% (approximately 12.5 hours) must be done directly by homeowners.

Homeowner Responsibilities

- Homeowners must sign deed restrictions and second lien documents at closing - learn more about deed restriction and second liens of the CR Homeowner Guide
- Attend weekly meetings with the Program Manager – review and approve purchases, turn in time cards, discuss upcoming participation schedules and events, and voice any concerns
- Run errands and pick up supplies when needed
- Source finishes for the home (appliances, cabinetry, doors, fixtures, etc.)
- Determine design decisions by the appropriate deadlines (roof color, plaster colors, etc) - refer to the Construction Manual provided by CR
- Contribute to ongoing construction site cleanup and maintenance
- Attend the site analysis portion of the permaculture discussions when applicable
- Host an open house celebration for the community (shortly after Certificate of Occupancy)

Community Rebuilds Responsibilities

- Provide the technical assistance necessary for the successful and harmonious completion of the project
- Assist families in obtaining the financing needed to purchase the lot and materials
- Obtain bids, contracts, and warranties, and determine scheduling with subcontractors
- Provide the households with a Construction Supervisor and Construction Manager who will ensure the quality of the build through instruction, guidance and supervision
- Act as the liaison to the building department, subcontractors, and vendors
- Manage and instruct the volunteer student interns that will be recruited to assist in building your home, exchanging their labor for education on natural and sustainable building, and in part offsetting the construction labor costs
- Supply necessary specialty tools and power tools and provide instruction in building techniques
- Manage the worksite and give instruction on the use of power tools, as well as general on-the-job safety
- Provide weekly bookkeeping of individual construction accounts through invoice filing and reconciliation, bill paying, and generating monthly profit and loss statements
- Act as the liaison between members and USDA Rural Development



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Non-violence

Community Rebuilds recognizes the need to maintain a safe and secure environment for interns, staff, and participating families to fulfill the organization's mission. In order to maintain an environment where these goals can be achieved safely and equitably, Community Rebuilds promotes civility, respect, and integrity among all members of its community. Community Rebuilds takes measures to prevent violence on campus and on the jobsite which includes, but is not limited to a screening process and establishing the Community Rebuilds campus and jobsite(s) as safe places for communication and conflict management.

I. Policy

Community Rebuilds prohibits any acts of violence against interns, staff, homeowners, and volunteers specifically on CR property or the job site. Prohibited violent acts involve physical attack, property damage, as well as verbal statements that express or suggest the intent to cause physical or mental harm to another person. Violent behaviors include, but are not limited to, hitting, pushing and shoving; throwing or breaking objects; theft; shouting or yelling; threatening gestures or remarks; disruptive or hostile actions; abusive or belligerent language; sabotage of equipment; repetitive unwanted phone calls, notes or emails; behavior that diminishes the dignity of others through sexual, racial, religious or ethnic disparagement or harassment, etc. The decision to report an incident will never be questioned and will always be supported.

II. Post-Incident Management

All incidents should be reported to the Construction Supervisor, the Program Manager, or the Executive Director where they will be dealt with immediately. Since every incident is unique, specific actions will be determined by the Executive Manager based on the organization's policies and the needs of those involved. Once the incident has been brought to closure, post-incident management will occur. Post-incident management can go far in assisting the people involved and the institution as a whole to return to normalcy.

III. Re-Establishment of Normality

The organization will strive to establish normality as soon as possible after an incident. This includes returning homeowners, interns, and staff to work as soon as possible; making appropriate reassignments as soon as possible; and providing information to bring closure to those directly involved and the Community Rebuilds community as a whole.

IV. Agreement of Accountability

Once the incident has been brought to closure, the perpetrating member of the altercation must craft and present a statement of accountability to fellow homeowners, building interns, an/or staff as appropriate. This statement must include

- 1) Acknowledgment of the violent act
- 2) Apology to the person(s) affected
- 3) Agreement to commit no further violence to person or property at the CR campus and jobsite.

If an act of violence requires removal from the program, he or she will be asked to complete and present their statement of accountability before they leave the program.



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Tools Provided by Homeowner

Community Rebuilds will supply power tools, ladders, and specialty tools. It is your responsibility to treat these tools with respect and ask your instructor for instructions if you are unsure of how to use any tool safely and properly. Tool safety and orientation will be provided by CR.

Required Tools

- Tool belt
- Framing hammer
- Metal Swanson speed square: 7"
- Tape measure: (25' – 30') – higher quality is better (e.g. Stanley)
- Utility knife
- Pliers (linemans)
- Nail set/punch
- 1 inch chisel
- Multihead screwdriver
- Sharpies
- Chalk line (blue or red chalk)
- Cats paw

Required Safety Equipment

- Safety glasses (must be rated for construction)
- Work gloves – we recommend non-insulated leather gloves for framing and wood work, nitrile garden gloves for plaster work
- Ear protection – we recommend either the Howard Leight Lightning LOF Super Slimline Earmuff (Amazon: \$17) or the Howard Leight by Honeywell R-01538 (Amazon: \$7)
- Personal respirator and filters for fine particles – we recommend the 3M P100 Half Facepiece Personal Respirator

Useful But Not Required

- Knee pads
- Rectangular steel trowel: 12"
- Wood float: 12"

Grievance Procedure

In the event a dispute arises between the parties to this agreement, the parties hereby promise, covenant, and agree to follow the terms of this Grievance Procedure in an attempt to resolve the dispute:

1. If a group member believes that Community Rebuilds is in breach of any of the terms of this agreement, the group member must submit a written report to the Program Director within seven days of the alleged breach.
2. If a satisfactory solution is not reached between the aggrieved group member and the Program Director, the group member alleging a breach has the right to contact the Executive Director to set up a meeting. At the meeting, all parties will attempt to resolve the problem.
3. If the problem is not resolved satisfactorily at the meeting between the aggrieved group member, Program Director, and Executive Director, then the aggrieved group member must submit a written statement outlining the alleged breach to the Board of Directors within seven days of the meeting.



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4. This statement must outline the complaint, prior efforts to settle, and request a resolution to the problem. The decision by the Board of Directors shall be final and is not appealable.
5. In the event that Community Rebuilds believes a group member is in breach of this agreement, the Program Manager will discuss the issue at the weekly homeowner meeting within seven days of the breach.
7. USDA RD will be notified if a group member is in breach of contract and on probation. They will be given Construction Supervisors and Program Manager will be held.
6. If a resolution is not established between the Program Manager and the group member, a meeting with the information surrounding the breach, expected behaviors to resolve the problem, and will be notified that the group member is on probation along with the term of the probationary period. If the probation is successfully performed, the group member will be reinstated with full rights and privileges. USDA RD will be notified when the group member has successfully performed the conditions of their probation.
8. If the group member does not successfully complete the probation, the Program Manager will give the Executive Director a statement of the facts and a recommendation that the group member either be placed on continued probation or be terminated from the program. This written statement will be provided to USDA RD.
9. Direct contact information for Community Rebuilds personnel previously referenced can be found below. Physical address, email address, and phone number are in the header of this document.



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Program Manager | Nancy Morlock
nancy@communityrebuilds.org

Executive Director | Rikki Epperson
Rikki@communityrebuilds.org

Board of Directors
info@communityrebuilds.org

Acknowledgement of Agreement

I foresee being able to typically complete my 100 hour monthly participation hours based on the following schedule:

I have read the CR Homeowner Guide and agree to participate in all activities listed on this Participation Agreement:

Primary Applicant - printed name

Primary Applicant - signature and date

Co Applicant - printed name

Co Applicant - signature and date

I have reviewed and discussed the Homeowner Participation Agreement with the applicant(s):

Program Manager - printed name

Program Manager- signature and date