



## Staff Agreement

### Growing from the love of Christ...

- As Villagers, we each commit to intentionally **nurture our own spiritual lives** and **participate** in the **spiritual life of the community**.
- We affirm and respect the uniqueness of each person's spiritual journey, and **commit to supporting and learning from one another**.
- We appreciate the practices of collective prayer, shared action, and creating sacred spaces by **gathering together, practicing together, and sharing common times** of reflection, worship, and celebration.

### Courageous community that welcomes all people...

- Staff are expected to engage in Holden's **traditions of hospitality** including rhythms of **welcome and farewell**, the **sharing of meals** together and the practice of **kindness and community care**.
- Villagers commit to bravely engaging their full identities, and **practicing inclusion** of people of all class and economic status, races, religions, ages, disabilities, sexual orientation, gender identities, educational background. We also commit to **engaging in community conversations** around topics that are important to the life of the Village.
- **Harassment, assault, or any community threatening behavior of any kind is not tolerated**, will be addressed directly, and appropriate discipline applied.

### Into the wilderness...

- Members of a small community in the wilderness need to **practice flexibility and resilience**. Each person bears responsibility for the care of others for daily needs and **must be ready to respond in emergency situations**.
- Positions are assigned prior to arrival and based on your preferences and the needs of the Village (approx. 36hrs/week). Flexibility is important both for you and for the Village; the lead staff person will coordinate your weekly schedule and you may be asked to shift positions to respond as needs in the Village change.
- All volunteers serve in a variety of roles supporting common Village life (approx. 4 hrs/week). This "work of the Village" includes dish team, garbology, and winter stoking rotations, as well as additional roles, such as first response team, fire brigade, assisting at the Holden school, store inventory, etc. Position responsibilities are to be scheduled around these tasks. All are expected to attend staff meetings during their stay at Holden.

### Form and renew relationships with God, the earth, and each other...

- We as a community care for the earth by **limiting waste, conserving resources, recycling, and using clean energy** whenever possible.
- We enter into relationships with each other **prioritizing grace, curiosity, and compassion**.
- We commit to practicing the **repair of relationships** in restorative ways.



## Staff Agreement

We commit to **maintaining a safe environment**. We do not tolerate the misuse, unauthorized, or illegal possession of any substance, alcohol, drugs, or firearms. Violation of any of the below is reason for immediate dismissal from the Village:

- Consume alcohol responsibly with awareness of yourself and others
- No drinking of alcohol by persons under 21 or provision of alcohol to anyone under 21.
- No use or possession of illegal drugs (including marijuana).
- No possession or use of firearms, including those for hunting purposes.

**Mission:** Growing from the love of Christ, Holden Village is a courageous community that welcomes all people into the wilderness to form and renew their relationships with God, the earth, and each other.

**Vision:** Holden Village cultivates a more just, sustainable, and compassionate world.

**Values and Commitments:** Holden is a gift and an invitation to build and practice community both within the Village and in the greater world.

### We value...

- Our place in the wilderness that nurtures spiritual, emotional and physical growth
- Our Lutheran roots, which strengthen us to face the world with faith and good courage
- Community-building, through hospitality, dialogue, justice, liturgy, humor, solace and wholeness
- Our rhythm of Village life

### We commit to be...

- A community in which daily life is meaningful
- A community that embraces the intellectual, spiritual and emotional aspects of faith
- A community where questions are valued and encouraged
- A community that lives out its mission with joy, participating in the gracious love of God

*I have read and understand Holden's mission and staff agreement. I understand that I am a member of the staff and that no term is guaranteed. In order to maintain the staffing flexibility that is essential to the successful management of the Village, as well as to protect the options of each villager, either Holden or the staff member may terminate the staff status at any time before the agreed upon departure date.*

SIGNATURE

PRINTED NAME

DATE

*Please save & email this form to [staffing@holdenvillage.org](mailto:staffing@holdenvillage.org), or return form to Holden Village Staffing, HCO Box 2 Chelan, WA 98816.*