



Coworker Composition

POLICY

Cascadia - a Camphill Community - creates opportunities for people of diverse abilities to fulfill their potential through living, learning and working in community.

Life sharing supports the whole human being and happens best in living together as family, caring for, and supporting each other. The composition of coworkers includes but is not limited to:

- **Board of Directors** - These are voluntary positions consisting of 3 executive members – Chairman, Secretary and Treasurer. There is also Director At Large positions up to a maximum of 5. The Board of Directors provides oversight and leadership for Cascadia in consultation with the Leadership Team.
- **Leadership Team** - Provide executive leadership oversight for financial, operational, program and service delivery - consisting of 3 members. This includes Managing Director or designate, Program Director, and Business Director.
- **Workshop Leaders** - Coordinate all skills building workshops. Leaders have specific training in their workshop area be it fiber arts, candle making, gardening etc. There are approximately 4 Leaders.
- **Coworkers** - Provide direct support, care and one to one support for companions utilizing programming provided by Cascadia (Day and Home Share). There are approximately 5 full time and 11 part time coworkers.
- **Home Share Leaders** – We have 7 home share residents and 3 home share leaders. They provide home share care and management for their homes.
- **Maintenance** - Manage all facility maintenance needs for our 3 owned properties (administration, day program and 2 residential facilities). There is 1 part time maintenance position.
- **Interns** – Provide direct support, care and one to one support for companions utilizing programming provided by Cascadia (Day and Home Share). Interns live in life-sharing homes with companions for a period of 6 months to 1 year. There are approximately 3 interns.
- **Volunteers** - Help support the Cascadia program for short periods of time. There are approximately 2 to 3 volunteers connected with Cascadia throughout the year.

Standards associated with this policy: 1) 1.I.1 and 1.I.9

RESPONSIBILITY OF: Leadership Team
MONITORED BY: Board of Directors