

# KINBRACE HOST COMMUNITY MEMBER RESPONSIBILITIES AND BENEFITS

The following outlines the responsibilities and benefits for adult host community members.



You align with and commit to upholding, protecting and living into Kinbrace’s shared mandate:

## Vision

For each refugee claimant  
a world of welcome  
a community of belonging  
a life of opportunity.

## Mission

The Kinbrace community welcomes refugee claimants with housing, education, and support.

## Core Values

**Welcome** We are in solidarity: bearing witness to exile, we live with refugee claimants.

**Trust** We are a community: affirming dignity, we commit to the best in one another.

**Mutual Transformation** We are diverse: striving to listen well, we learn and grow.

**Celebration** We are grateful: amidst joy and sorrow, we discover hope.

**Prayer** We are sojourners: held by grace, we journey into the mystery and love of God.

You possess a good mix of the following qualities:

- Proven community builder
- Capacity to thrive in a multicultural environment
- Open and inquisitive posture to diverse experiences
- Problem-solving capacity
- Patience
- Respect for different lifestyles
- Honour and respect for children
- Capacity to set and maintain healthy personal boundaries
- Strong conflict management skills
- Vocational calling to live with people seeking refugee protection
- Ability to manage and mitigate stress
- Well-developed interpersonal skills
- Hospitality
- Practical and handy
- Strong volunteer ethic
- A desire to empower others

**Time Frames for living in the Community:**

1. The first year of life in the Community is called the 'Engagement Year,' during which you will experience living in the community, investing fully in the opportunity. At the end of the year a joint decision is made, in consultation and discernment with an oversight group, as to whether or not you will continue on, entering the 'Commitment Years.'
2. The Commitment Years, up to a maximum 6 years, are engaged with annual reviews and recommitments.

**You will meet together monthly, or as required, with the full Host Community to:**

- Nurture Host Community relationships
- Determine and clarify roles and responsibilities
- Ensure the development of a healthy community
- Discuss upcoming events/opportunities
- Problem solve
- Manage conflict

**Volunteer Roles:**

You will:

- Attend Tuesday Dinners a minimum of 3 times per month, helping with the cooking, leading or cleaning
- Extend and receive spacious hospitality with Kinbrace residents, beyond the Tuesday evening meal; lead and participate in community building events, as appropriate; respond to emergencies and after hour needs (2 hr/wk)
- Take on community chores (2 hr/wk)
- Lead Christmas Eve and New Year's celebrations on rotation with Host Members
- Attend the Annual Summer Camping Trip
- Attend the Annual Thanksgiving Dinner
- Plan and implement a few small community building events
- Offer personal and unique contributions

**Remunerated Roles:**

Up to three small roles may be remunerated. Job descriptions and remuneration rates may be offered.

**Accountability and Sustainability:**

Kinbrace is committed to personal and family sustainability.

To ensure that your commitments remain life-giving and creative for you and your refugee claimant neighbours you will develop a Sustainability Plan. This Plan:

- Will be reviewed on an annual basis
- Will be tailored to your unique needs, addressing sustainability and boundary formation
- Will enable you to engage conversations and be formally assessed on levels of burnout and compassion fatigue
- Can be rearticulated or amended at any time should you or Kinbrace feel specific concerns have surfaced

You are encouraged, on your own time and resources, to engage the following supports, as needed:

- Counseling
- Spiritual direction
- Mentorship / Coaching
- Rest / Sabbatical
- Time away
- Wednesday community prayers, 9–10 am, living room of 1820 Venables St.

You will be given a quarterly budget to facilitate retreating from Kinbrace for rest and respite.

You and the rest of the Host Community will meet monthly to encourage problem solving, collegiality, connection and rest among those providing hospitality.

### **Tenancy and Rent:**

Your 'Engagement Agreement,' signed annually, will serve as the binding agreement between you and Kinbrace, rent rates will be included.

Rent, utilities and internet included:

- 1824 Venables \$1600 /month (2 bedroom 1000 square feet, self-contained suite)\*

Rental rates will be subject to an annual percentage increase commencing after one year of tenancy and each successive year based on the current BC Tenancy Branch rate or 3%, whichever is less.

\*To make this opportunity accessible to as many families and individuals as possible, thereby ensuring the diversity and richness of our community, exception to the set rental cost may be considered based on demonstrated financial need.