

WhiteBridge Estates Sweat Equity Program Guidelines

Purpose

The Sweat Equity Program at WhiteBridge Estates is designed to make retirement community living more accessible while strengthening the community through collective service and stewardship. This program allows approved applicants and their immediate family members to contribute labor or donate valuable assets in exchange for credits applied toward their entrance fee, infrastructure costs, or monthly rental reductions.

Eligibility

- Applicants must be approved residents of WhiteBridge Estates.
 - Immediate family members (spouse, adult children, or siblings) may contribute hours on behalf of the applicant.
 - All participants must complete a program orientation and safety briefing before beginning any work.
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Approved Labor Activities

All work must directly support residential and community maintenance, sustainability, or shared infrastructure. Approved activities include:

Daily & Ongoing Tasks:

- Feeding and watering chickens
- Cleaning and maintaining chicken coops
- Garden maintenance (planting, weeding, harvesting)
- Groundskeeping and beautification
- Participating in the weekly housekeeping team, which works for WhiteBridge Estates to provide weekly cleaning services for residents' homes
- Seasonal farming activities to grow crops that will be shared among the community

Residential and Community Maintenance:

- Cleaning common areas (community center, shared bathrooms, toolshed)
- Light construction, painting, or repairs to shared buildings and resident homes
- Maintaining walking trails, fencing, signage, and common areas

Event & Engagement Support:

- Assisting with community workdays
 - Helping organize resident meetings or workshops
 - Facilitating educational sessions on sustainability or faith-based living
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Contribution Pay Scale and Benefits

- Sweat equity hours are credited at a standard rate (e.g., \$15/hour).
 - Ongoing contributions—such as participation in the weekly housekeeping team, groundskeeping, routine maintenance and beautification, garden maintenance, and chicken/livestock upkeep—directly reduce monthly rental costs.
 - The amount of monthly rental reduction is calculated based on hours contributed and may vary according to the type and complexity of tasks performed.
 - Credits may also be applied toward entrance fees and infrastructure costs.
 - Maximum allowable credit and rental reduction limits will be established to ensure fairness and community sustainability.
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Valuable Neighborhood Contributions to Reduce Entrance Fee

- Residents may donate valuable assets or undertake projects that enhance the community, which can reduce their entrance fee. Examples include:
 - Farm equipment or tools used for community agriculture
 - Construction of sheds or storage facilities for shared use
 - Livestock, such as chickens, managed as part of the community's self-sustainability efforts
 - Community development projects, including building shared spaces or infrastructure work like plumbing or electrical installations
 - All donated items or completed projects become property of WhiteBridge Estates and are managed for the benefit of the entire community.
 - A formal contractual agreement must be signed by the donor/participant specifying the terms of donation, ownership transfer, and credit applied to the entrance fee.
 - Donations will be evaluated by the Community Governance Board to determine fair credit value.
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Excluded Activities

Sweat equity hours cannot be applied toward: - Personal property or home construction not related to maintenance - Tasks benefiting only one household outside of the weekly housekeeping team duties - Work performed off-site or without supervision/approval

Hour Tracking & Accountability

- All hours must be documented on a Sweat Equity Time Sheet.
 - Time sheets must be signed by a designated Community Project Coordinator.
 - Misreporting or unapproved work will not be counted.
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Safety & Conduct

- Participants must wear appropriate safety gear and follow all guidelines.
- Unsafe behavior or failure to follow instructions may result in removal from the program.

Program Benefits

- Reduces financial burden on new residents
- Builds pride, ownership, and unity within the community
- Encourages self-sufficiency and teamwork

Application Process

1. Complete the Sweat Equity Participation Form
2. Attend a program orientation session
3. Receive assignment and begin tracking hours
4. Submit verified time sheets monthly

For more information or to enroll in the program, please contact the Community Office.

"We build not only homes, but a community of service, faith, and purpose."
