

## **Member Agreement & Waiver of Liability – Nevada County Time Bank**

We want our time bank to be a space where members feel respected, supported, and encouraged to participate in ways that work for them. When contacting another member about a service, we ask that you do your best to communicate clearly and respond in a timely way, ideally within a couple of days. If you're unable to fulfill a commitment or need to reschedule, please let the other member know as soon as possible. Life is unpredictable, and our goal is to honor each other's time while remaining flexible and compassionate.

We also ask that members avoid making requests for extremely time-sensitive or urgent tasks - such as asking for help the same day with a full yard renovation due to a next-day inspection. You're welcome to express urgency in a request, and if another member is available and willing to help on short notice, that's wonderful - but it should not be expected. Time banking is a form of mutual aid, not emergency service, and we aim to keep it cooperative, not transactional.

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## **Agreement to Participate at My Own Risk and Hold Nevada County Time Bank Harmless**

As a member of the **Nevada County Time Bank (NCTB)**, I understand that NCTB does not guarantee or warrant the safety, skill, or quality of services exchanged between members.

### **As a member of NCTB, I agree to:**

- Undertake and request neighborly acts of kindness, care, and assistance with fellow NCTB members;
- Assume the risk of injury, harm, or damage in connection with providing or receiving services through NCTB;
- Hold harmless both **Nevada County Time Bank** and any **individual member** for any injury or damages that may occur during a service exchange;
- Not request or offer services that would typically require professional liability insurance or licensing to perform (e.g., tree removal, structural construction, sewage work, etc.);
- Understand that an **ongoing, member-created list of high-risk services** will be maintained to help define which tasks are too risky for time bank exchange;
- Recognize that while someone may not be able to perform a high-risk task directly, they may still provide **consultation or support** to help another member make informed choices when hiring outside help.

**To the best of my ability, I will:**

- Communicate clearly and respectfully with other members;
- Be honest about what services I can and cannot offer;
- Perform services safely and to the best of my ability;
- Respect the time, boundaries, and limitations of other members.

**If a disagreement or conflict arises regarding a service exchange, I agree to:**

- Make a good-faith effort to resolve it directly with the other member;
- If needed, ask for help from another NCTB member to assist in reaching a solution;
- Work collaboratively with other members to resolve issues, understanding that we are each responsible for maintaining a healthy and respectful community;
- If a conflict proves too difficult to resolve internally, explore the option of **sliding scale mediation services based in Nevada City** as a potential path forward.

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**Mutual Respect, Privacy, and Conduct**

- I understand that my contact information will be shared with other members for the purpose of arranging service exchanges. I agree to use this information respectfully and only for time bank-related communication.
  - I agree to treat fellow members with respect and dignity, regardless of race, gender, age, background, ability, or beliefs. Discrimination, harassment, or abusive behavior is not acceptable and goes against the spirit of our shared community.
  - I understand that NCTB is a mutual aid project based on the exchange of time credits. **Cash payments or barter outside of time credits should not be expected or required** as part of any exchange.
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## Shared Ownership and Non-Hierarchical Participation

If you're interested in organizing events, helping with orientation, supporting other members, or contributing in other ways, please let us know! Nevada County Time Bank is a **member-led community organization**. While we aim to avoid harmful or dysfunctional power dynamics, we also recognize that simply avoiding the idea of “power” doesn’t mean it disappears.

The four people who initiated the formation of the time bank are not leaders in the traditional sense—but due to their involvement from the start and their roles in coordination, they may sometimes be perceived that way. That said, **everyone’s ideas and contributions are equally valid**, and no one holds authority over anyone else.

We believe in shared responsibility and mutual empowerment. **We are each our own masters**, and we’re coming together in this organization to better our own lives, support those around us, and strengthen our communities.

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Please indicate how you completed orientation (check one):

☐ I have watched the Nevada County Time Bank orientation and software guide videos online and fully understand the mission and practices of the organization.

☐ I have read the member handbook - I understand and agree to its contents.

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By signing below, I confirm that I have read this document carefully, understand its terms, and agree to participate in the spirit of mutual aid, shared responsibility, and collective care. I recognize that this document serves as a waiver of certain legal rights, enforceable to the extent permitted by law.

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Printed Name

Date

Signature