

Proposed new Palouse HFH Sweat Equity Hour Policy

	Single adult household		Two adult household		More than 2 adults
	<u>Current</u>	<u>Proposed</u>	<u>Current</u>	<u>Proposed</u>	<u>Proposed</u>
Total hours	300	300	500	400	500
Construction site hours (30% min)	Minimum 100	Minimum 100	Minimum 200	Minimum 130	167
Friends and family hours 30% per HFHI	Up to 150	100	Up to 100	Up to 130	167
Education, Community Service	Minimum 50 education Up to 100 community	100	Min 100 hours education Up to 100 community	140	166

Need for change:

-Changes from current policy highlighted

-The policy should incorporate the value of the home build experience, and of the partner family working alongside community volunteers, and balance with recognition of the burden sweat equity hours can place on a family.

-Palouse HFH policy is currently for the most part in line with HFHI. It is on the high end of minimum requirements and includes more categories than HFHI. For example, HFHI does not divide hours into “core” vs “non-core” and doesn’t create different levels of commitment based on the number of adults in the household.

-One exception is that Palouse HFH currently allows single adult households 50% of their hours donated from friends and family, and only 20% for two adult households. This is inconsistent with HFHI guidelines. HFHI allows only up to 30%, regardless of the number of adults in the household.

-Current rubric is complicated even for those familiar with Habitat.

-Current policy does not allow one half of the couple to count their child care hours, but would allow a nonfamily member to count those hours toward their own homebuild (assuming more than one partner family was selected at a time) or to be part of the ‘donated’ family and friends hours. Current policy assumes availability of non-immediate family caregivers that the family is comfortable with. Current policy also offers Habitat or other partner families as a resource to provide childcare, which may have been a well-intentioned practice when this policy was created but is no longer appropriate or responsible.

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-Current policy assumes that a two adult household has twice the time available for the build site, which may not be the case.

-Current requirements are demanding, particularly for a low-income family. Over a 9 month build there are 30 Saturdays (36 Saturdays less holidays and assuming some cancelations), enabling one adult to get in 180 hours if they work EVERY Saturday. If child care is not available, the two adult household is at a disadvantage completing 200 hours on the build site.