

# Hiring Professionals to Get Your Community Built

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Webchat for The Cohousing Association of the U.S.

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# Outline

1. Who do you need, and in what order
2. Criteria: Who are you looking for
3. Keys to successful relationship
4. Hiring from within your group
5. Q&A

# Who do you need, and in what order?

- Process: How does the group work together and make decisions
- Development Consultant/Developer
- Attorney
- Architect
- Marketing & Sales
- Later: Engineers, General Contractor, Geotech, etc.
- *Each has a different process for soliciting interest, adapted to local market conditions.*



# Criteria: Who are you looking for?



Has experience with:

Housing Experience  
Projects of this size/type  
Cohousing  
Local Market



*Most cohousing groups can't afford to be  
someone's R&D Project*



You can afford them, and they afford you.

# Keys to a successful relationship

- Single Contact Person
- Make sure all agreements about fees are in writing
- Clear about priorities
  - *"How do we get costs down, its too expensive for our members, ..... And we'd like to have permeable paving and geothermal heating."*
- Strive for consistency
- Keep your consultants paid
- Be responsive to their communication/requests
- You get what you pay for
- All questions are valid, except when repeated
- Treat people with respect
- Keep in mind, this is how they earn their living

# Hiring from within your group

Make a conscious decision that this is a good choice for the group, given the alternatives.



All professional agreements in writing



Be clear about which hat . . .



# Q & A

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