UrCommunity Student Program Participation Agreement

Purpose

This Participation Agreement outlines the terms and expectations for students joining the UrCommunity Student Program. The program is designed to provide training, service learning, and community-building opportunities that promote self-sufficiency, social integration, and real-world experience through voluntary contribution.

UrCommunity Ltd is a registered not-for-profit, charitable organisation with a mission to build stronger communities by reducing poverty, improving food security, and encouraging participatory social development.

1️⃣ Program Structure and Tiers

The UrCommunity Student Program is structured in tiers:

- **Tier 1** – Volunteers with Training and Participation Benefits
  - Emphasis on learning, observation, and basic contribution.
  - Flexible, mutually agreed hours with no fixed or compulsory schedule.
  - Participation logs, mentorship sessions, and optional digital badges or certificates.

- **Tier 2** – Advanced Volunteers with Defined Roles
  - Deeper participation in projects and initiatives.
  - Clearer expectations for collaboration, contribution, and learning outcomes.
  - Still voluntary and non-compulsory; no employment relationship is created.

2️⃣ Volunteer Status

All participants are classified as volunteers. UrCommunity does **not** offer employment through this program.

- Participation is voluntary and may be ended by either party at any time.
- Schedules are mutually agreed and flexible, with no fixed minimum hours except by mutual consent.

- Volunteer agreements (not employment contracts) are used to formalise participation expectations.

3️⃣ Participation Benefits Framework

Participants may receive non-wage benefits in recognition of their contributions and learning:

- Participation benefits are **not wages** and do not represent an employment relationship.

- Benefits may include training sessions, mentorship, learning resources, certificates, and access to advanced project work.

- Financial benefits (if any) are goodwill gestures recognising participation and surplus-sharing opportunities, **not guaranteed payment for services rendered**.

3️⃣.1 Participation in Revenue-Generating Projects (e.g. Chatbot Factory Initiative)

UrCommunity may offer opportunities for Tier 2 participants to collaborate on special projects designed to generate surplus revenue, such as the **Chatbot Factory** initiative.

- Participation remains **voluntary** and part of an educational service-learning framework.

- Projects will typically involve student teams (Tier 2 volunteers), UrCommunity supervisors, and managers working collaboratively to develop chatbot applications or other tools for public use.

- **Revenue Sharing Model:** Up to 25% of net revenue generated by a specific application may be allocated to active project participants. This is divided among the student contributors, supervisor, and manager, based on agreed participation roles (e.g. 5 participants might each receive 5% of net income).

- These revenue shares are **not wages or guaranteed compensation**. They are participation-based surplus distributions made as goodwill acknowledgements of volunteer learning and contribution.

- Eligibility for revenue sharing requires:

  - Active, documented participation in the project.

  - Meeting agreed contribution expectations (e.g. development work, testing, documentation, community feedback).

  - Agreement to surplus-sharing terms specific to the project.

4 Volunteer Conduct and Expectations

Participants are expected to:

- Respect UrCommunity's mission, values, and community guidelines.

- Engage in learning activities, mentorship, and reflective practice.

- Collaborate respectfully with other volunteers, staff, and community members.

- Maintain confidentiality where required, especially when handling sensitive data.

- Refrain from representing UrCommunity in any commercial or official capacity without prior authorisation.

5 Acknowledgment of Learning Outcomes

Participation in the UrCommunity Student Program is intended to be:

- An educational experience.

- An opportunity to learn through service and project work.

- A way to develop transferable skills in community development, technology, social enterprise, and collaboration.

Participants will have opportunities to:

- Log mentorship hours and learning reflections.

- Earn digital badges or certificates recognising participation.

- Document contributions to projects such as chatbot development, research, food security initiatives, and more.

6 Agreement

By joining the UrCommunity Student Program, you acknowledge that:

- Your participation is voluntary.

- You will not be treated as an employee and will not receive wages.

- Any participation benefit, including potential surplus or revenue sharing, is a discretionary, goodwill contribution based on active participation and surplus availability.

- You understand and agree to the expectations, conduct guidelines, and participation framework described here.

Signature Section

Participant Name: _____

Signature: _____

Date: _____

UrCommunity Ltd Representative: _____

Signature: _____

Date: _____