



# Baker's Dozen

## a Housing Cooperative

Thank you for your interest in The Baker's Dozen Cooperative!. We currently have an opportunity for which you may qualify. Please find our application here : [Baker's Dozen Vacancy Application](#)

**Baker's Dozen is a consensus-based, non-hierarchical house that strives to build a sustainable and permanently affordable intentional community. We model how accountability, trust, and mutual appreciation work. We want to live these values in a real world where anti-gentrification, anti-oppression, and queer spaces are fought for and celebrated.**

Baker's Dozen has been a shared living household in the Western Addition since 1972. We are 13 people plus pets, living collectively in a tobacco smoke-free, 4-story Victorian home (built in 1900 and renovated in 1992). Our group consists of a variety of ages, interests, sexual orientations, ethnicities and we value diversity. Currently, we have an opening for as early as March 1, 2022. We are looking for housemates who are interested in living collectively and committed to honest communication, shared responsibilities and accountability.

Baker's Dozen has existed since 1957 and stands as SF's oldest collective home. The space has evolved from primarily white members into a majority People of Color house, as a direct example of living these values into action. We recognize the impact of systemic oppression in every aspect of our lives and work to shift these dynamics in our home. We acknowledge that systems of oppression specifically target black, brown, indigenous, trans, and disabled folks and attempt to create a space where the well-being of those most marginalized is centered.

Baker's Dozen is currently in a moment of transition, with several rooms open. This is a golden chance to get in on the ground floor, to join in reimagining our collective into the future.

Each member has his/her/their own bedroom, and shares common areas including dining room, kitchen, laundry room, 2 living rooms, 2 guest rooms, and back yard. There are 6 shared bathrooms in the house. See photos of the house here: <https://bit.ly/3vODJJ6>

As a low-income household we have an income cap. Individual applicants must earn 50% or less of the San Francisco Area Median Income per year. The income cap is higher for parents with dependents.

Household Size	1-person household	2-person household
<b>50% Area Median Income</b>	\$46,650	\$53,300

Baker's Dozen is for people with low incomes who are willing to work with their housemates to maintain a supportive community, and who are willing to invest in their home in multiple senses of the word. The Baker's Dozen is not for those who are not ready to take on the responsibilities of collective home management.

### **Key Details:**

- We are a sex positive home.
- We are a firearm free home.
- We are all adults who like having a multigenerational household
- We like midnight baking, fermentation, crafting, dancing, movie nights, growing food, music!
- We occasionally like to throw themed dinner parties.
- Guests are encouraged to contribute in some way to our household.
- We are looking for a respectful person who is a good communicator, who has intersectional politics around race, class, gender/sexuality and disability.
- We are working on building a stable, supportive household together. This means a substantial and long term commitment to the house and each other.
- Queer folk, POC, women and older folk are encouraged to apply. San Francisco natives, and folks who have been displaced from San Francisco are especially encouraged to apply

New residents will enter into a 3-month orientation and evaluation period, during which they are supported in navigating house customs, agreements and responsibilities. At the end of the evaluation period, new residents will have an opportunity to become full community members with full privileges for voting and participation.

Access: We are committed to disability justice (and it's a work in progress). We are committed to looking out for each other around these issues in more than a superficial way. We are a scent-reduced house. We use unscented laundry soap, etc and try and keep scented personal products to a minimum, and we check in as we go. Several of the bathrooms are accessible, but the house as a whole has limited accessibility, as it is a four-floor walk up with no elevator.

Baker's Dozen is committed to safety around the Covid-19 virus, and we abide by current public health precautions, which may include wearing a mask in common areas depending on the situation. We expect any applicants, guests and contractors to be in compliance with Covid safety protocols as well.

Baker's Dozen is restricted to residential use, which means residents are not allowed to have clients or business meetings at our home.

Pets are accepted by house consensus on a case-by-case basis.

**Monthly Expenses:** Around \$938, including \$688\*\* for rent plus \$250 for food/utilities/supplies.

(\*\*This amount is lower than the actual monthly rent amount of \$717. NCLT will subsidize the difference. In January 2022, the rent amount will be adjusted to \$688/month, and possibly up to the full amount of \$717/month if NCLT determines based on the renter's income that they can afford it.)

- Move-in Costs:**
- \$2,064 (1st mo. rent of \$688 + last month + \$688 deposit);
  - \$250 for the first month's bulk and utility costs
  - \$200 food/utility/supply deposit (can be paid in full or through a payment plan over 6 months, at \$33.33 per month).
  - **Total:** \$2,514 (or \$2,251.33 if you're doing the payment plan)

\*\*This amount is lower than the actual monthly rent amount of \$717. NCLT will subsidize the difference, but could decide to raise to the full amount of \$717/month if NCLT determines based on the renter's income that they can afford it.)"

- Responsibilities include:
- Attending house meetings 1st & 3rd Sundays: 10am-12pm.
  - Sharing house chores, committee work, and participating in house management responsibilities (15-25 hrs/month).
  - Clean up after yourself; keep common spaces accessible
  - Cooking dinner for household once every month

Contact: 733bakersdozen@gmail.com

### **Applications and Interview schedule:**

- 1. April 22 – Deadline for Applications.** Applications must be postmarked to NCLT's address (3120 Shattuck Ave, Berkeley, CA 94705) or submitted via the online form below by 11:59pm. Incomplete or late applications will not be considered for the current vacancy, but late, completed applications will be considered for future opportunities. *In order to be determined complete, applicants must include all necessary documentation pertaining to income eligibility and personal identification*
- 2. Eligibility** - Applicants will be notified of their income eligibility, and eligible applications will be forwarded on to the Baker's Dozen selection committee. Baker's Dozen may decide to interview all income eligible candidates or may choose to interview a smaller number, which would be determined by the below County of San Francisco preferences and 1-person household prioritization. We will notify all applicants of their status; ie, whether they have been selected for an interview or not. Those who have been selected will be scheduled for interviews

4. **Interviews** - Interviews will be 45 minutes and scheduled with each finalist. The same questions will be asked of each candidate and the selection committee will separately score each question. These scores will help determine which candidates are offered the available vacancies.
5. **Final selection process** - The Baker's Dozen selection committee will meet to determine which candidates we will invite to live with us. All interviewed applicants will be notified promptly of our decision.
6. **Move in** - Once selected to be a part of Baker's Dozen House, rooms will be available within a week or 2 for move-in.

**An applicant will be invited to join the Baker's Dozen Housing Cooperative community based on the following criteria:**

**Applicants must show an ability and willingness to:**

1. Be strongly committed and have a desire to live collectively.
2. Willingly commit time and share equally in household activities including house meetings and trainings, chores, cleaning up after oneself, shared dinners, grocery shopping, maintenance and repair of the property and equally share in fun/social time with housemates.
3. Communicate openly and honestly on a one-to-one basis as well as within a group setting.
4. Resolve conflict in a positive way. (can get training)
5. Be enthusiastic about living collectively with a diverse group of people.
6. Interact with the existing personalities in the house in a healthy and mutually respectful manner.
7. Meet the initial income requirements and restrictions.
8. Have a household size compatible with the size of the room. Couples are welcome to apply, but will need to apply for separate rooms.
9. Be willing to use the harm reduction models that exist in the house. (can get training)
10. Willingly commit to living in awareness of homophobia, transphobia, racism, sexism and other abusive behaviors and the detriment these pose to living in a supportive environment.
11. Be financially responsible.
12. Make and live with decisions made by group consensus.
13. Live in a smoke-free environment.
14. Make a long-term (at least two years) commitment to Baker's Dozen .

15. Comply with all house rules and agreements.

*Our building is owned and managed by the Northern California Community Land Trust (NCLT).*

**Preferences per City and County of San Francisco:**

1 - Certificate of Preference (COP) - Certificate of Preference holders who were displaced in the 1960's and early 1970's by the San Francisco Redevelopment Agency. City & County of San Francisco's Mayor's Office of Housing & Community Development administers this program and NCLT will verify such Certificate of Preference holders.

2 - Displaced Tenant Housing Preference (DTHP) - Displaced Tenant Housing Preference Certificate holders who have been displaced or at risk of displacement due to withdrawal of their housing unit from the rental market by an Ellis Act or Owner Move In eviction. NCLT will verify Certificate holders with the City & County of San Francisco's Mayor's Office of Housing & Community Development who administers this program.

3 - Live or Work in San Francisco (L/W)- Applicants that currently reside or work in the City and County of San Francisco. **Applicants must submit proof with their application in order to claim this preference.**

[Baker's Dozen Vacancy Application](#)

**Please make sure to attach all of the following documents (to prove income and eligibility) to your application, *or your application will be considered incomplete:***

- A government issued photo ID or other acceptable form of verification of identity
- Three most recent pay stubs and/or benefit statements for all adult household members. If self-employed, please include accounts that show your income for the past 3 months.
- Your most recent Federal Tax Return and Tax ID or Social Security number (or an explanation for why you have not filed) for all adult household members.
- A recent credit report with credit score for all potential household leaseholders