Overall, it can be concluded that for volunteer engagement in a housing co-operative, as in civil society in general, three factors must be consistently present: capacity, willingness, and permission ([cf. Blumberg & Pringle, 1982](#_ENREF_11" \o "Blumberg, 1982 #682)). First, a certain degree of capacity is needed, which may involve professional qualification (education) in the context of a volunteer administrative position or the availability of free time more generally, seen in the study in the increased non-administrative volunteer activity of older co-operative members who were no longer working. The aspect of willingness incorporates the member’s motivational structure. This point is picked up primarily by the member value variables, where it was possible to show that the need to be able to make an effective contribution is especially relevant. The individual factors of membership length and identification have in this understanding a positive impact both on capacity—due to greater experience in the co-operative and better knowledge of how things are done—and on willingness—through a stronger sense of connection and involvement. The organizational factors, on the other hand, are best considered under the aspect of permission. In order for a member to become engaged on a volunteer basis, there has to be a corresponding openness to that engagement. Where there are few or no platforms for interaction or participation, and co-operative management is highly routinized, a culture develops that is not very open to active members. Although the members’ fundamental right of participation is regulated by law, and in no housing co-operative is volunteer engagement formally forbidden, a “not-permitted” culture of volunteerism can certainly become evident.