

NASCO INSTITUTE 2005

A COOPERATIVE EDUCATION & TRAINING INSTITUTE

November 11-13, 2005

Ann Arbor, Michigan



C.ROAD

HANDS-ON DEMOCRACY
GRASSROOTS CHANGE THROUGH COOPERATION



HANDS-ON DEMOCRACY: GRASSROOTS CHANGE THROUGH COOPERATION

Though “Participatory Democracy” has become an increasingly touted value around the globe, seldom is it translated into practice as thoroughly and passionately as in co-ops. By sharing our skills and working together to cultivate the community we want, co-operation embraces democracy as neither a structure nor a system—but as a dynamic process that empowers individuals to change the world around us. To garner these efforts towards grassroots change means taking action as a cooperative

community to go beyond ourselves—or even our co-ops—and make hands-on democracy a vibrant reality for all people. During the 2005 NASCO Institute, through skill shares, discussions, and opportunities for determining the direction of NASCO, we will exercise participatory democracy and nurture our talents and values for a movement of social and economic change that grows from our lived experience of democratic cooperation.

NORTH AMERICAN STUDENTS OF COOPERATION (NASCO)

NASCO is an association of campus and community cooperatives dedicated to strengthening and expanding the cooperative movement across Canada and the United States. Since 1968, NASCO has been working with students, worker-owners, activists and community members interested in applying cooperative principles to meet their needs and fulfill their various missions. NASCO provides group-equity coops and their members with training, operational assistance, educational programming, networking opportunities, and other services. In addition, NASCO encourages the development of new group-equity cooperatives and serves as an advocate for such co-ops. NASCO’s programs include educational conferences, member training services, career development, co-op development, consulting, and the provision of resources. More information about NASCO can be found at our website, www.nasco.coop.

NASCO INSTITUTE

NASCO’s Cooperative Education & Training Institute is widely recognized as one of the best training and networking opportunities available for members of co-ops and has provided cooperative training for 28 consecutive years. Institute participants describe the conference as a source of inspiration and a chance to gain valuable knowledge and skills. Over 400 participants from all over the United States, Canada, and beyond descend on Ann Arbor every fall to share ideas, learn new skills, and look at issues affecting the cooperative movement.

NEW EXPANDED FRIDAY SCHEDULE!

SMAC Track

Responding to the need for more educational opportunities aimed at co-op professionals, NASCO is introducing a special program for Staff, Managers & Administrators of Co-ops—known as the “SMAC Track”—to Friday’s programming. SMAC Track serves as a collective learning forum that strives to empower campus co-op staff, managers & administrators from across Canada and the United States. This all-day program supplements NASCO’s spring annual Staff & Managers’ Conference, where participants share ideas through workshops, discussions and informal networking. Surveys and round-table discussions reflecting a variety of topics help co-op professionals compare their cooperatives’ performance and policies to those of other co-ops. For more information or to register for SMAC Track, visit our website or look for additional enclosures.

Tours

Don’t miss your chance to see Ann Arbor while you’re in town! There will be three tours leaving the Union Friday afternoon at 2pm:

- A bike tour of the city, its sights and co-ops
- A maintenance tour of a few ICC co-ops with hands-on training in co-op maintenance
- A tour of the local cohousing neighborhoods

There will also be a kitchen class at 3:30 held in a real live co-op kitchen covering the basics of cleanliness, food safety, and health inspections plus information and discussion about food purchasing choices, healthy meal planning, waste reduction and more.

Skill Shares

Hands-On Democracy means active participation in all parts of our lives, not just the democratic structures that already exist. We strive to control more of our lives by democratizing existing structures, including the very education around which NASCO Institute is based. To this end, we’ll have an entire afternoon of do-it-yourself skill shares, open sessions for anyone to teach anything they like. Contact NASCO if you have a skill you’d like to share, otherwise, just show up and learn or teach anything from knitting to screen printing or zine making. Everything is hands-on!

Puppet Show

Erik Ruin’s visual wizardry comes to Ann Arbor with “How Can You Own?”, a show about private property, social justice, and Black Sabbath. Ruin, a Minneapolis-based performer, has been featured in Philadelphia’s Puppet Uprising as well as touring throughout Europe. Now you can witness his “anti-capitalist shadow theater” right here at NASCO Institute!

ACCOMMODATIONS

Some free housing is available in local community homes and student housing co-ops. If you are interested in this option, please fill out a NASCO housing application available on our website or from the NASCO office. These spaces are limited, so please apply early. Rooms have also been reserved at area hotels for Institute participants. For more information about how to reserve one of these rooms, please see our website.

CHILDCARE

Childcare will be available onsite at this year’s Institute. For a nominal fee, you can have childcare for Saturday, Sunday, or both. Childcare workers will be experienced. Snacks, toys and games will be provided. Parents/guardians must provide diapers, meals and for any special needs.

INSTITUTE HIGHLIGHTS

NASCO's Cooperative Hall of Fame

Join us as we honor the newest members of the Campus Cooperative Hall of Fame. These inductees display remarkable dedication and commitment to the group equity cooperative movement. The ceremony is one of the weekend's most inspiring events, and will be followed by a reception and a short documentary film festival.

NASCO's Annual General Meeting

The Annual General Meeting is a forum for members to voice their opinions and participate in NASCO governance. Board members will be on hand to answer questions, and assist active members in making changes in NASCO. It is also the forum for active members to nominate and elect an Active Member Representative (AMR). The AMR is elected by active member co-ops at Institute and serves a one-year term on the NASCO board of directors.

On Saturday, the first part of the Annual General Meeting will begin at 8:00 am, with introductions and an orientation to the meeting process used during the Sunday business meeting. The current Active Member Representative will make a report to the NASCO membership, and explain the role of the AMR so that nominations for the new AMR can begin. On Sunday, the AGM will continue, beginning with caucus reports at 9:30 am. The reports will occur between 9:30 and 10:00 am, and caucus members will be free to attend the workshops starting at 10:30 am. The business meeting will begin at 10:00 am. Co-op representatives should plan on attending this business meeting, which will continue throughout Course Block 3.

Caucuses

Caucuses provide networking opportunities for co-ops with similar interests to share ideas and experiences, as well as plan actions and draft proposals to bring to the AGM. Caucus participants will elect a caucus chair to keep each caucus active throughout the year and to be an official representative to NASCO's Diversity Congress. Some caucuses are regional, such as Canada Caucus and West Coast Caucus; others are identity caucuses such as People of Color Caucus and Queer Caucus. There will also be an Organizers' Caucus, an Eco-Sustainability Caucus, an Anarchist Caucus, and more. See the complete listing at www.nasco.coop.

ICCOPO: Inter-Cooperative Committee On Privilege & Oppression

After the 2004 Diversity Congress there was a feeling that the vision of the People of Color Caucus was not fulfilled, yet it clearly demonstrated the desire for an open and diverse popular body for work on privilege and accessibility. One of the results of the first annual NASCO Anti-Oppression Action Camp this August was the formation of an Inter-Cooperative Committee On Privilege & Oppression (ICCOPO), a continuing continental alliance of camp participants and other interested parties toward ending oppression in our communities. ICCOPO's membership is broader than a caucus, but its mission is much more focused on specific info-sharing and proactive anti-oppression actions. Its members will remain in touch throughout the year via web/email networks and participation in NASCO Institute, regional gatherings and the Action Camp.

Documentary Film Festival

Independent artists from various parts of North America will screen short documentary films highlighting creativity and resistance to cultural and political events in their communities. Some of the film makers will be around for Q&A following the screenings. If you are a film maker and you have films you'd like to show, please contact us at institute@nasco.coop.

NASCO Properties Family Reunion

The NP family of cooperatives will be holding its yearly “family reunion” during lunch on Sunday. Each NP co-op will be asked to tell a little about themselves, wither in song or skit or by just plain talking. Pumbya, Masala and other foster members of the NP family are also invited!

Plenary Sessions

NASCO plenary sessions are a time for co-ops to come together in large groups to hold a participatory discussion around broad multi-faceted themes. These sessions are larger and broader than the workshops, but more focused than the caucuses. Many of the plenaries will feature a moderated panel and time for Q&A responses. They are open to all Institute participants.

1. **Hands-On Democracy: Grassroots Change through Cooperation:** Plenary Session on this year’s Institute theme
2. **AGM Open Discussion:** A plenary session moderated by NASCO Board members exploring the issues facing the membership at this year’s Annual General Meeting
3. **ICCOPO: Discussion on Privilege and Oppression in Co-ops:** This will be the first meeting of the ICCOPO since the Action Camp—an open, action-oriented session for sharing information and ideas and strategizing on anti-oppression work in co-ops
4. **Co-op Organizers Panel, Q&A:** Designed for people who are trying to start a new co-op—this is your chance to talk to people who have done it! (And others who are trying)

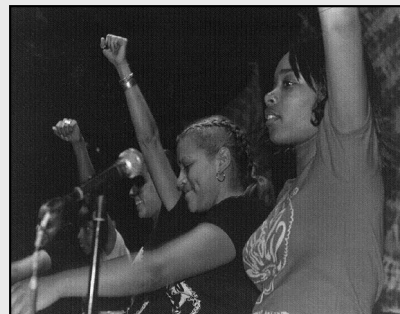
rad.art Slam Show

Ann Arbor’s rad.art collective is excited to present an evening of radical spoken word poetry and hip-hop. This year’s event will feature fierce Nigerian warrior poetess, performer and dancer Yvonne O. Etaghene, and other local artists. rad.art is an unending series of radical art events in Ann Arbor that contribute to the strengthening of the community by providing spaces in which radical politics can be affirmed through art. The show will be on Saturday night at 10 pm.

KEYNOTE SPEAKERS

Morgan Cousins and Paula X. Rojas

This year’s keynote speakers are Morgan Cousins and Paula X. Rojas of the Sista II Sista Collective, a Brooklyn-wide, community-based organization located in Bushwick, NY. Sista II Sista is dedicated to working with young women to develop personal, spiritual, and collective power. They are committed to fighting for justice and creating alternatives to the systems we live in by making social and political change.



Sista II Sista began in 1996 as a summer Freedom School for 20 young women of color, ages 13 to 17, organized by women ages 20 to 25. It has become a holistic leadership development program held three times per year. From the Freedom School, young women can decide to become members of the organization and lead different organizing projects. Some of the projects include Weapons of Mass Resistance, an alternative to military recruitment organizing project; Sista Solidarity Sales, which sells crafts made by women’s collectives in the Third World; a campaign against police sexual harassment of young women from the local 83rd Precinct; and the creation of Sistas Liberated Ground, a territory where violence against women is not tolerated.

COURSE TRACKS

Doing It Ourselves: Co-op Management & Operations

Dive into a world of expertise with everything you need to know to run your co-op the right way, from learning basic facilitation and finance proficiency to a hands-on aptitude in maintenance, strategic planning and board roles and responsibilities. We'll even touch on grant writing and income tax filing- all the essential Do-It-Yourself organizational tools to bring your co-op from the down-and-out to the up and up!

- | | |
|--|--|
| 101-201. Board Roles and Responsibilities, Parts I & 2 | 403. Journey Through the Maze of Financial Ratios |
| 102. Consensus for Dummies | 404. Taking The Trama Out of Trainings |
| 103. Basic Co-op Finances | 405. The Essentials of Dynamic Facilitation:
How to Get Through the Agenda and Build
Energy at the Same Time |
| 202. Consensus Headaches: Rx for Meeting Moments
That Are a Pain for Everyone | 501. Becoming a Maintenance Guru |
| 301. Free As In lunch, Free As In speech: Using Open
Source Software to Make Your Co-op Run Better. | 502. Grant Writing |
| 302. Organizational Governance: Beyond the Basics | 503. Taking the Long Term View |
| 401. How to Promote the Hellouta Your Co-op for
Cheap or Even Free | 504. Power Dynamics in House Meetings:
What It Is and What You Can Do About It |
| 402. Income Tax Filing and Problem-Solving | |

Grassroots Community Organizing

Plug into the Grassroots Community Organizing track to hear and contribute stories, tactics and experiences of local collective organizing. From movement-wide philosophies to community projects, co-ops of all passions and interests have tons of courses to draw on for vision, and inspiration toward artistic expression and social change.

- | | |
|---|---|
| 111. Media Democracy | 212-312. Radical Art Collectives, Parts I & 2 |
| 112. What Lies Beyond: Anarchistic Change Through
Cooperative Structures | 311. Community Organizing Towards Making A
Revolution Possible |
| 141-241-341. Anti-Racism for Collective Liberation,
Parts I, 2 & 3 | 511. Community Based Response to Sexual Assault |
| 211. Co-ops as a Social Movement | 512. Micro Radio: Reclaiming the Airwaves |

Cooperative Democratic Education

This course track will engage participants with an exploration of cooperative history and a wealth of social movements from the local to the global. We'll also consider models of education and group learning while honing our skills as learners and educators, and paradoxically challenging that very student-teacher duality.

- | | |
|--|--|
| 121. The Forgotten History of Student Co-ops | 521. Bringing it Home: Educational Tools for Re-
teaching What You've Learned |
| 122. A New Cooperation: Grassroots Movements and
the Solidarity Principle | 522. Co-op Grad School: Life After the Student Co-op |
| 123. Alternative and Non-Coercive Education: Finding
the Cracks in the System | 523. Group Games |
| 221. Lessons From Mondragon | 524. Collective Facilitation: A Model for Cooperative
Learning |
| 421. The Ins and Outs of Organizing DIY Fests,
Skillshares, Free Skools, and Other Forums for
Democratic Education | |

Workplace Democracy

In the Workplace Democracy track, we'll tap into the growing world of worker-ownership. Courses will reveal the existing Worker Co-op movement, and discuss the nuts and bolts of running a worker co-op, as well as the prospects for starting your own worker-owned business.

- | | |
|---|---|
| 131. Introduction to Workplace Democracy and
Worker Ownership | 431. Finances for Worker-Owned Businesses |
| 231. Worker Ownership on Campus | 531. A New Cooperation: Worker Owners and the
Solidarity Economy |
| 331. Starting a Worker Owned Business and Training
Worker Owners | |

Power, Privilege, & Identity

Looking at our co-ops means examining power, privilege, and identity among the members of our communities and those just beyond our walls. This course track highlights the dynamics of identity-based repression, resistance, and triumph, and offers tools for dismantling race, class, sexuality and gender-based oppression in cooperative communities.

- | | |
|---|--|
| 141-241-341. Anti-Racism for Collective Liberation, Parts 1, 2 & 3 | 343. Power and Privilege in Cooperative Groups |
| 142. The Queering of Cooperatives: Diversity, Openness, and Community | 441. Men's Issues |
| 242. Women's Forum: Raising Consciousness | 504. Power Dynamics in House Meetings: What It Is and What You Can Do About It |
| 342. Creating Safe Spaces within our Communities | 511. Community Based Response to Sexual Assault |
| | 541. Navigating Culture in a Diverse Co-op |

Democratizing Relationships

This course track brings the lens of inter-personal interaction to the fore, examining relationships with ourselves, our friends and loved ones, and the sometimes rocky dynamics among members of our co-op. What are the implications of injecting a commitment to democracy into those interactions? What does it mean to value our own needs in addition to the needs of those we live and work with even in times of conflict or crisis?

- | | |
|---|---|
| 151-251. Learning Patterns and Group Effectiveness, Parts 1 & 2 | 353. Building Radical Community-Based Mental Health Support Systems in a World Gone Mad |
| 152-252. Radical Intimacy, Parts 1 & 2 | 451. Dealing with Problem Members |
| 351. Conflict: Fight, Flight, or Opportunity? | 511. Community Based Response to Sexual Assault |
| 352. Member/Staff Relations | 551. Finding the "Spirit" in Co-op Spirit |

Eco-Roots: Hands-On Sustainability

These courses will start by nurturing our dedication to environmental living through housing and transportation, and then explore the ways in which ecological justice is an essential aspect of sustainability. In discussing grassroots communities we will turn our attention to the accessibility of clean and sustainable cooperative homes and community living for people and places traditionally steeped in pollution and disempowerment and investigate how cooperation can turn that around.

- | | |
|--|---|
| 161-261. Cooperative Food Politics, Parts 1 & 2 | 361. Bicycle Activism |
| 162-262-362. From Greywater to Inclusion: The Nuts and Bolts of Radically Sustainable Co-ops, Parts 1, 2 & 3 | 363. Introduction to Ecovillages |
| 263. Car Sharing and Biodiesel | 463. Academic Opportunities within Ecovillages: Bringing Your Education to Life |

Developing & Sustaining New Co-ops

This series features two parallel, continuous tracks, designed to demystify the challenge of starting a new co-op. The first course track, "Developing New Co-ops, Parts I-IV" is a comprehensive, step-by-step training program to the development process. From organizing and planning to financing and negotiating, each course builds on the previous one. "Sustaining Co-ops" is a pilot series, designed for experienced organizers, co-ops in their first years of operation, or for small co-ops that are ready to grow. These courses will introduce the elements of asset management, community development and long-range planning. Whether fledgling or adolescent, your co-op will benefit from these strategies used by other affordable housing providers. Bring a calculator or laptop for this series.

- | | |
|--|---|
| 171. Developing New Co-ops, Part I: Getting Organized | 172. Sustaining Co-ops, Part I: Introduction to Asset Management |
| 271. Developing New Co-ops, Part 2: Incorporation and Tax-Exemption | 272. Sustaining Co-ops, Part 2: You're the Asset Manager: A Case Study Approach |
| 371. Developing New Co-ops, Part 3: Housing Co-ops: Assessing Feasibility & Finding the Right Building | 372. Sustaining Co-ops, Part 3: You're the Asset Manager: Capital Improvements & Financial Analysis |
| 471. Developing New Co-ops, Part 4: Show Me the Money! Negotiating Your Way to Ownership. | 472. Co-ops and Community Development: Bridging the Gap |
| 571. Developing New Co-ops, Part 5: Putting it All Together: The Business Plan | |

COURSE BLOCK 1

I01. Board Roles and Responsibilities, Part I

Cary Hubbard, WCRI

Are you a new or seasoned member of your co-op's board of directors? Not sure what your roles and responsibilities are? This workshop will help you learn more about the roles and responsibilities of board members both individually and as a group. In keeping with this year's Institute theme, participants will help define the agenda by selecting from a variety of topics to review and discuss.

I02. Consensus for Dummies

Laird Schaub, Fellowship for Intentional Community

Making decisions by consensus is an unnatural act. At least it is for people raised in a hierarchic and competitive culture—which is just about everybody. We'll go over the cooperative roots of consensus and explain why it requires unlearning old adversarial responses in order to succeed. We'll go over the essential ingredients of consensus, explain blocking and standing aside, and make the case for why it's the most efficient form of decision making, once you've learned how to do it well. Really.

I03. Basic Co-op Finances

Rebecca Nole, ICC-Ann Arbor

Do you space out when your treasurer talks finances at a meeting? If so, this course is for you! We will go over basic record keeping and gain an overview of co-op house finances at the house level. In addition, we will get a good grasp of important questions to ask to keep your treasurer on their toes and to keep you well informed about where and how your money is spent. No prior finance experience is needed.

III. Media Democracy

Panel discussion moderated by Jim Ellinger, Austin Airwaves

Information is power! And the control and distribution of the news and information that Americans need to make important decisions is controlled by an ever-shrinking number of conservative corporations. Take back the media! Be the media!

I12. What Lies Beyond: Anarchistic Change Through Cooperative Structures

Cindy Milstein, Institute for Anarchist Studies

For those of us who imagine a post-capitalist future society, the question remains: How can/should we get there? In this workshop, we'll investigate the ways in which cooperative models and practices can link us to that radical vision, and learn how an improved understanding of anarchism and direct democracy can help us move from the lived cooperative experiments of today toward a society based on a directly democratic politics—where self-governance contests and ultimately replaces statecraft.

I21. The Forgotten History of Student Co-ops

Jim Jones, NASCO

This course will survey the history of student and group equity co-ops, from roots in the women's movement after the Civil War through the Great Depression years, World

War II, the McCarthy and Civil Rights eras, the Baby Boom and the recent expansion of interest to a non-student audience.

I22. A New Cooperation: Grassroots Movements and the Solidarity Principle

Stevie Lance Kelly, NASCO, and Thomas Fiori

How are the cooperative ideals that we take for granted refined and influenced by other grassroots movements, and how have other groups breathed new life into principles of cooperation and solidarity? In this workshop we'll take a look at such philosophies as Zapatismo, Freirian Pedagogy, and "SOMA" anarchist group therapy (which uses Brazilian Capoeira), and we'll explore Argentinian Factory takeovers, Florida's Imokalee farm workers, Brazil's Landless Workers' Movement, and other perspectives on 'solidarity' as a means of supporting ourselves as individuals as well as a powerful tool for change. Participants should have a basic understanding of cooperative and anarchist principles like mutual aid and participatory democracy.

I23. Alternative and Non-Coercive Education: Finding the Cracks in the System

Kiran Nigam & Anthony Meza-Wilson, Barrington Collective Free Skool

Education can be an alienating, disempowering, and controlling experience introducing students to the hierarchies that dominate our society culturally and economically. Alternative and non-coercive education offers a different path which you can utilize to learn cooperation, apply anti-authoritarian theory to learning, build communities, and develop and follow your own interests. Some topics will be: Free Skools, community learning networks, home schooling, and other radical alternatives to compulsory schooling.

I31. Introduction to Workplace Democracy and Worker Ownership

Len Krimerman, Jessica Gordon Nembhard, and Ethan Miller, GEO, and Tom Pierson, USFWC

This course will introduce concepts of economic democracy, the solidarity economy, workplace democracy, worker ownership and worker cooperatives. We will discuss the role of worker ownership in the solidarity economy, principles of worker ownership, types of worker-owned businesses, and examples and elements of successful worker coops.

I41. Anti-Racism for Collective Liberation, Part I

Ingrid Chapman & Clare Bayard, Catalyst Project

(This is a 3-part course; participants are required to register for all 3 sessions.) How do we build multiracial movements working for justice? How can white people

challenge white privilege and stand up for racial justice? These are two of the key questions that we focus on in this workshop. Anti-Racism for Collective Liberation examines institutional racism in society and focuses on how white privilege manifests in social justice activism. White privilege expresses itself in such a way that leadership from oppressed communities is routinely marginalized and racism is frequently absent from white activists' view of society.

The curriculum is designed for white social justice activists, but everyone is welcome to participate. We will use group activities, small and large group discussions and handouts to explore how white privilege manifests in activist work, look at definitions of multiple systems of oppression and look at how anti-racism can help strengthen the work we're doing. This course is open to anyone who wants to come, but is specifically intended for progressive white people interested in social justice.

142. The Queering of Cooperatives: Diversity, Openness, and Community

Warren Fincher, former NASCO board member

Increasingly, cooperative communities are serving as homes and workspaces to queer members—people who, in identity or practice, resist the heteronormative equations of masculine = male, feminine = female. And while their inclusion in cooperatives demonstrates a commitment to an open and diverse membership, many obstacles still exist for queer members in their co-op's policies, resources, and culture. This course begins by discussing the realities and complexities of queer bodies and queer identities, and then continues with an examination of how co-op policies and practices can create a supportive environment for queer members.

151. Learning Patterns and Group Effectiveness, Part I

Ann Marie Waterhouse, EagleHeart

(This is a 2-part course; it is recommended that participants attend both sessions.) This course will provide a brief overview of learning patterns and how they affect individuals' abilities to function well in groups of people. The principles of learning patterns are based on the work of Dawna Markova who observed children in groups several years ago, then tested her intuitive ideas and found that people's brains react differently depending on the stimulation they receive. We will identify ways to make all groups function more effectively, by employing the principles of learning styles.

152. Radical Intimacy, Part I

Sky Blue & Kate Adamson, Twin Oaks

(This is a 2-part course; it is recommended that participants attend both sessions.) Where did you get your relationship model? The political and social significance of intimate relationships is generally ignored. However, more and more people are stepping out of the roles dictated by society. A basic premise of radical intimacy is that there are as many possible relationship models as there are people and circumstances; we each have a right and a responsibility to determine what is healthiest for us. In this workshop we'll take a look at a range of options, noting stereotypes, critiques, pros and cons, while keeping an eye on the qualities that make a good relationship, regardless of the model, and explore what intimacy is and how to nurture it. But perhaps even more fundamental, this workshop will explore our intimate relationship with ourselves as the basis for intimate relationship with others and for positive engagement with the world at large. Other topics discussed in this highly

interactive workshop will include agreements/commitments, communication, emotional responsibility and jealousy.

161. Cooperative Food Politics, Part I

Ann Chrapkiewicz, ICC-Ann Arbor

(This is a 2-part course; it is recommended that participants attend both sessions.) Part I: What and how we eat everyday has significant consequences for our bodies, our communities, the topsoil in Kansas, migrant labor in California, overseas military action, and donations to political parties. We "vote" with our food choices several times a day; as cooperatives the impact of our buying power can be profound. This part of the course will be a guided forum for sharing and making connections among human health & nutrition, agricultural practices, cost of food, oil use, ecological stewardship, gender and diet, human rights, and information control & media. We will discuss how our co-ops can support and lead the movements for social and environmental justice through food choices. Those with any background are encouraged to bring reading suggestions or articles to exchange.

162. From Greywater to Inclusion: The Nuts and Bolts of Radically Sustainable Co-ops, Part I

Spencer Mann & Anjali Gupta, MUCS Project

(This is a 3-part course; it is recommended that participants attend all 3 sessions.) Parts 1 and 2 of this 3-part course will focus on an exploration of tangible tools and applications of ecological design and construction in urban group housing co-ops. The workshop will cover a broad variety of different ecological systems and technologies from simple retrofits to major construction or renovation projects. Possible topics of discussion include: cob and other natural building systems; reclaimed and reused building materials; simple greywater systems; rooftop gardening and Community Supported Agriculture; driving on Straight Vegetable Oil; composting toilet systems; people-powered appliances, and more! Time will also be dedicated to sharing stories of existing co-op or community projects that challenge and inspire us all with their innovative approaches to ecological systems in combination with progressive social systems that ensure affordability, accessibility, and safer spaces.

171. Developing New Co-ops, Part I: Getting Organized

Tracie Citron, Cooperative Roots, and Mark Fick, Stone Soup Co-op

So you've decided to start a co-op and don't know where to begin. Or maybe you've already started organizing, but aren't clear on next steps. This course provides an introduction and overview of the co-op development process. From building a solid core group to mobilizing community support, we will address the key steps that will get your project on its feet and moving forward.

172. Sustaining Co-ops, Part I: Introduction to Asset Management

Lincoln Miller, BHC, Joan Bulmer, MSU-SHC, and Dave Rugg, Riverton

Purchasing or leasing a building is not quite as simple as you thought. As co-op developers, board members and

staff, we are expected to provide high-quality, sustainable, member-controlled, affordable housing while maintaining a community focus. Asset Management is a set of analytical decision-making strategies that are applied throughout a property's "life cycle", in order to maximize financial performance and achieve the co-ops mission. This course will introduce the elements of good asset management, provide some critical skills/tools and examine how these functions are fulfilled (or not!) in your real-life co-ops. This course is based on the CHAM professional Asset Manger certification course as well as on the instructors' considerable experience in the field.

COURSE BLOCK 2

201. Board Roles and Responsibilities, Part 2

Cary Hubbard, WCRI

Is your board experiencing problems as a board or as leaders in your co-operative? Not sure how to approach a situation your board is being faced with? Bring your questions, problems, and creative thinking skills—participants will work together to address actual board concerns with the intent of providing you solutions to your board's challenges.

202. Consensus Headaches: Rx for Meeting Moments That Are a Pain for Everyone

Laird Schaub, Fellowship for Intentional Community

What's your worst meeting nightmare? Yelling & screaming? Participants breaking down in sobs? Sarcastic jokes? Nobody saying a word? Everyone talking at once? How about having no idea how to make things better? We'll look at all these and more. Participants are invited to bring their own consensus horror stories; we'll provide the wooden stakes (and answers).

211. Co-ops as a Social Movement

Warren Fincher, former NASCO board member

Protest through your way of living! Co-ops are more than just businesses—we are a collection of people and organizations attempting to promote a reorganization of economic and social resources. This workshop will investigate the missions of co-ops as promoting social change, how campus co-ops relate to the larger cooperative movement, and how to network with other social movements to bring about out common goal.

212. Radical Art Collectives, Part 1

Erik Ruin, Prison Poster Project

This workshop will explore some historical examples of radical art collectives, from the Taller de Grafica Popular in Mexico, to the Atelier Populaire in France, and beyond. Discussion will draw on the models presented, as well as the instructor's personal experience founding and maintaining art collectives, to examine lessons learned and to generate ideas for creating radical art collectively.

221. Lessons From Mondragon

Petr Bakus, WCRI

In this course we will look at the three co-operative traditions: Rochdale (England), Mondragon (Spain),

and Raiffeisen (Germany). While we will investigate the successes and challenges of each of the traditions, the focus will be the unique contributions of the Mondragon Co-operative Group. Discussions will include the concepts of co-operatives and globalization, co-operative economy, consumer/worker participation in co-operatives and co-operative principles and values.

231. Worker Ownership on Campus

Len Krimerman, GEO, and student worker-owners

In this course, we will discuss student-owned worker cooperatives on college campuses. We will have one or two students from University of Massachusetts, Amherst discuss their businesses, how they started, and ways that colleges can support such businesses. We'll also present some other examples of worker ownership on college campuses, discuss college courses about cooperatives and worker ownership and how to bring such courses to your campus, and finally have attendees propose student-run business ideas and discuss each idea's pros & cons and the resources needed.

241. Anti-Racism for Collective Liberation, Part 2

Ingrid Chapman & Clare Bayard, Catalyst Project

(This is a 3-part course; participants are required to register for all 3 sessions.)

See course number 141 for description.

242. Women's Forum: Raising Consciousness

Sheila Ritter, ICC-Ann Arbor

When women talk together about what it's like being women—in co-ops, in our families, in our jobs, in the world at large—we learn a lot, and can support each other's struggles and hopes. This caucus is a time for sharing. How does being women affect us? What are our strengths? What gets us down or gets in our way? How can we help each other reach our dreams?

251. Learning Patterns and Group Effectiveness, Part 2

Ann Marie Waterhouse, EagleHeart

(This is a 2-part course; it is recommended that participants attend both sessions.)

See course number 151 for description.

252. Radical Intimacy, Part 2

Sky Blue & Kate Adamson, Twin Oaks

(This is a 2-part course; it is recommended that participants attend both sessions.)

See course number 152 for description.

261. Cooperative Food Politics, Part 2

Ann Chrapkiewicz, ICC-Ann Arbor

(This is a 2-part course; it is recommended that participants attend both sessions.) Part 2: Have you

had success in raising awareness of "food politics" in your co-op? Ever been discouraged by your limited ability to do so? Want to learn some steps you can take to improve "food literacy" in your co-op and help members understand the relationship among their food preferences and social-ecological-political issues? Looking for ways to translate awareness into action and decisions on the group level? Participants are encouraged to bring materials they've used

in their co-ops to share with those who are looking for input. We will also collectively create educational materials for our co-ops based on the ideas discussed in Part I of this course.

262. From Greywater to Inclusion: The Nuts and Bolts of Radically Sustainable Co-ops, Part 2

Spencer Mann & Anjali Gupta, MUCS Project

(This is a 3-part course; it is recommended that participants attend all 3 sessions.)

See course number 162 for description.

263. Car Sharing and Biodiesel

Jacob Stevens Corvidae, Motor City CarShare

This course will look at the carsharing and car co-op movement in North America, and consider the issues involved in starting up a new organization. We will also look at biodiesel and its use for carsharing groups. We will primarily use the newly formed Motor City CarShare as a case study in looking at the issues and options available. Ample time will be included for Q&A and discussion.

271. Developing New Co-ops, Part 2: Incorporation and Tax-Exemption

Jonathan Klein, Klein Hornig LLP, and Mary Ann McClure, MS Accounting and Taxes

(Participants are expected to have attended part I.)

Often the most daunting and tedious aspect of forming a new co-op, establishing your legal status is still a crucial step. In this course, we will cover the purpose and procedures of incorporating, which legal documents to file, and the conditions for obtaining nonprofit or tax-exempt status.

272. Sustaining Co-ops, Part 2: You're the Asset Manager: A Case Study Approach

Lincoln Miller, BHC, Joan Bulmer, MSU-SHC, and Dave Rugg, Riverton

(Participants are expected to have attended part I.)

This advanced course will utilize the concepts introduced in part I. We will learn from each other in this reality-based group case study approach. All levels of participants from future developers to experienced staffers are welcome to attend. We will email out the case study to all registered participants so you can read it ahead of time. If possible, participants should bring a laptop with Excel and/or an HP10BII Financial Calculator.

COURSE BLOCK 3

301. Free As In lunch, Free As In speech: Using Open Source Software to Make Your Co-op Run Better.

Daniel Miller & Thedward Blevins, Sasona Co-op

This course is designed to give an overview of some of the most useful open source computer programs and to relate them to co-op officer positions. There will be forums and FAQ's online for the use of the participants after the introductory workshop is over, with the intent of creating a user-responsive, ongoing lesson on the use of open source software, and a place for further resources to be

developed. Participants will receive a full-featured Linux CD containing the software covered in the course, which can be either installed permanently or run strictly from the CD.

302. Organizational Governance: Beyond the Basics

Ann Marie Waterhouse, EagleHeart

In this workshop we'll discuss ways your board can be all it can be. The presenter will work from an organizational structure that she has developed to help participants think clearly about the role of the board. We will identify and address challenges that participants face in their board work. Come with your challenges, we'll work from them!

311. Community Organizing Towards Making A Revolution Possible

Kevin Van Meter, Team Colors

This course will explore an approach to organizing that seeks to build community out of the everyday experiences and existing social networks in our communities. In a workshop format, participants will be provided with a series of theoretical concepts and practical tools to use in their own organizing work. It will be tailored for organizers who are interested in creating new community-based institutions, as well as those who are involved in existing projects, that could benefit from an increase in community engagement and participation. The workshop will begin with a theoretical exploration of everyday resistance, everyday life, social networks, mutual aid and 'the commons'. This is to be followed by a practical, how-to discussion of hosting community dialogs, maximizing community participation, and the formation of alternative institutions and organizations for resistance.

312. Radical Art Collectives, Part 2

Panel discussion moderated by Erik Ruin, Prison Poster Project

So you've daydreamed about starting an art collective in your town, but aren't quite sure what it could look like. In this panel we'll look at the benefits that cooperation can offer to artists for sharing resources, collaborating on pieces, sharing promotional resources, and melding the talents of like-minded artists for conceptual or political projects that become greater than the sum of each artist's work. We'll hear about different examples of art co-ops from womyn's collectives to warehouse spaces in California and New York, to political projects pulling together artists from around the United States.

331. Starting a Worker Owned Business and Training Worker Owners

Tom Pierson, USFWC, Tim Huet, Arizmendi Coop Development, and student worker-owners

This workshop will focus on the traditional elements of worker-owned businesses and stages of business development. We will provide an introduction to writing and researching a feasibility study and business plan. The second half will be devoted to issues about training and orientation for worker ownership: how to educate people to be worker owners, issues for student worker owners, role playing, case studies, and question and answer.

341. Anti-Racism for Collective Liberation, Part 3

Ingrid Chapman & Clare Bayard, Catalyst Project
(This is a 3-part course; participants are required to register for all 3 sessions.)

See course number 141 for description.

342. Creating Safe Spaces Within Our Communities

Scott Mechanic, Philly Stands Up, and Shannon Tubb, ICC-Ann Arbor

How do we transform our co-ops and other spaces into places that are supportive and comfortable for a wide range of people? How can we identify the needs of different people or groups when creating a safe space? What actions can we take when a person, thing, or event makes a space unsafe? This session will explore the needs and implications of safe spaces particularly with regards to racism, sexual assault, homo- and queer-phobia, and religious and cultural discrimination.

343. Power and Privilege in Cooperative Groups

Sky Blue & Kate Adamson, Twin Oaks

By living cooperatively we're challenging one of the most fundamental assumptions that our society is based on: hierarchy and the dynamics of power-over. We're forgoing whatever ability we may have to make decisions unilaterally that benefits us at the expense of others. Unfortunately, simply stepping into an environment where cooperative decision-making is practiced doesn't mean that we simply step out of our conditioning to compete and succeed. We have simply not been trained to make decisions that require the consent of all and to think about the needs of others and the group as being as important as one's own. An important part of learning the necessary skills is to identify and deal with the old patterns of individualistic thinking, control, and manipulation, not only how they manifest in each of us individually but also how they interact with each other in groups. This workshop will focus on specific examples presented by participants. We'll work on identifying common patterns and dynamics and look at how to shift towards attitudes and practices, as well as systems and structures, that empower everyone and promote co-operation.

351. Conflict: Fight, Flight, or Opportunity?

Laird Schaub, Fellowship for Intentional Community

Does conflict mean your group is sick, or just paying attention? Starting with the premise that conflict is healthy and normal, we'll explore options for unlocking its potential using the whole person—rational, emotional, and intuitive. Rather than talking about "I" statements or being nice, we'll focus on what happens and what can be done when things get hot, concluding with a four-step plan for constructive engagement. Special attention will be given to the advantages of working in a group and in the dynamic moment, facilitated by those not in the stew.

352. Member/Staff Relations

Cary Hubbard, WCRI, and Margaret Prest, ICC-Ann Arbor

Many housing co-ops have some kind of central staff that supports the membership by providing continuity and having someone there to answer the phone! The relationship

between staff and members is not always an ideal one as demands of daily living in a co-op can conflict with the demands of the daily running of a co-op. Designed for both members and staff, this course intends to explore some problems that co-op membership and staff may experience and how to professionally and effectively resolve problems in a working relationship.

353. Building Radical Community-Based Mental Health Support Systems in a World Gone Mad

Sascha Altman DuBrul & Alex Samets, the Icarus Project

As cooperative communities, how can we help members with mental health issues feel less alienated, and allow ourselves—both as individuals and as a community—to tap into the true potential that lies between brilliance and madness? This presentation will center around the Icarus Project and their grassroots community based website, support network, and underground media project created by and for people struggling with bipolar disorder and other dangerous gifts that are commonly labeled as mental illnesses (<http://theicarusproject.net>). Learn about the work we're doing and participate in a dialogue about how we might be more effective. Let's discuss strategies for creating mental health support structures and a culture of radical wellness on your college campuses.

361. Bicycle Activism

Panel discussion moderated by Rebekah Williams, Nickel City Co-op

This panel will offer participants a glimpse of different projects in urban areas that promote the use of bicycles in their cities and elsewhere, and the recycling and reuse of discarded bikes. Participants will be encouraged to think of ways that they can promote Bicycle Activism in their own communities. The instructors come from organizations with varying backgrounds and lengths of existence and will provide stories, experiences and suggestions on how to get started.

362. From Greywater to Inclusion: The Nuts and Bolts of Radically Sustainable Co-ops, Part 3

Spencer Mann & Anjuli Gupta, MUCS Project

(This is a 3-part course; it is recommended that participants attend all 3 sessions.) The last part of this 3-part course will focus on an exploration of processes and approaches to building safer, inclusive, and just urban group housing co-ops. This workshop will cover a diversity of tangible processes and social systems aimed at understanding and dismantling oppression in co-operative communities. Possible topics of discussion include: anti-oppression education; dissent and consensus; conflict transformation; social audits and evaluation; gentrification, neighborhood needs, and community land trusts; accessibility, affordability, and more! Time will also be dedicated to sharing stories of existing co-op or community projects that challenge and inspire us all with their efforts to create affordable, accessible, safer social systems in combination with innovative ecological systems.

363. Introduction to Ecovillages

Daniel Greenberg, Living Routes

Ecovillages are part of an expanding global network of unique communities that are striving to create cooperative lifestyles in harmony with their local environments. Come learn about how these communities are developing new social and ecological tools such as consensus decision making, ecological design, and renewable energy systems that are modeling positive visions and alternatives for humanity and the planet.

371. Developing New Co-ops, Part 3: Housing Co-ops: Assessing Feasibility & Finding the Right Building

Tracie Citron, Cooperative Roots, and Mark Fick, Stone Soup Co-op

(Participants are expected to have attended parts I & 2.) Before checking the for-sale listings and touring open houses, you will need some basic real estate savvy and financial tools. Researching the housing market, assessing properties, and understanding “pro forma” budgets are critical to your co-op’s success. This course explores purchasing and leasing options for new co-ops, as well as strategies for embarking on your property search.

372. Sustaining Co-ops, Part 3: You’re the Asset Manager: Capital Improvements & Financial Analysis

Lincoln Miller, BHC, Joan Bulmer, MSU-SHC, and Dave Rugg, Riverton

(Participants are expected to have attended parts I & 2.) The instructors will provide the tools for capital improvements planning and we will draw on skills from part I of this series. As before, all levels of participants are welcome to attend and we will incorporate a reality-based case study approach. We will email out the case study to all registered participants so you can read it ahead of time. Participants should bring a laptop with excel and/or an HP10BII Financial Calculator. All will leave with an excel Capital Improvements planning tool.

COURSE BLOCK 4

400. Annual General Meeting, Part III: Business Meeting (starts at 10:00)

401. How to Promote the Hellouta Your Co-op for Cheap or Even Free

Jim Ellinger, Austin Airwaves

YOU know your retail/housing or community group is great! But how do you let the rest of the community know? Especially when you have little or no money for expensive advertising! Jim Ellinger will share some of his best promotional tricks on getting front page news and television coverage for YOUR co-op or group!

402. Income Tax Filing and Problem-Solving

Mary Ann McClure, MS Accounting and Taxes

This course is about preparing for the income tax filing process, catching up or correcting for past years, how to work with the IRS, and problem-solving—when you can do it yourself and when you need help.

403. Journey Through the Maze of Financial Ratios

Alan Robinson, College Houses

Financial ratios are an excellent tool to help monitor the overall health of an organization. This course will take a case study approach. Based on historical information from a real co-op, you’ll learn what financial ratios are, calculate a set of ratios, identify areas of financial weakness, and create a plan of action to address the problems. Along the way you should be able to identify which ratios you can take back and use at your co-op. Participants are expected to have some experience with the finances of their co-op or plans to become involved.

404. Taking The Trauma Out of Trainings

Rebecca Nole, ICC-Ann Arbor

Come and join a workshop that helps take some of the anxiety out of training sessions. We will go over strategies for the scheduling and program setting of events like new member orientation and officer trainings.

405. The Essentials of Dynamic Facilitation: How to Get Through the Agenda and Build Energy at the Same Time

Laird Schaub, Fellowship for Intentional Community

Good meeting facilitation can make the difference between pain and gain. We’ll look at the basic qualities needed to become a full-service facilitator, the process agreements needed to spread your wings, and how to recognize those magic moments when passion can be harnessed to transform binding into bonding.

421. The Ins and Outs of Organizing DIY Fests, Skillshares, Free Skools, and Other Forums for Democratic Education

Kiran Nigam & Anthony Meza-Wilson, Barrington Collective Free Skool

Radical organizers can spend a lot of time reinventing the wheel. We want to plant the seeds of a radical education institutional memory by creating an environment in which we can all share our triumphs and failures, what worked and what didn’t, with each other. We are coming to this workshop with four years of experience organizing Free Skools, Do-It-Yourself Festivals, and skillshares. Feel free to come with whatever volume of experience you have to share.

431. Finances for Worker-Owned Businesses

Jimmy Cooney, Maryland Food Collective

This course is an introduction to income and expense statements, how to read financial pages, financing and capitalization issues, and a variety of equity options for worker cooperatives. Participants will learn how to finance a worker-owned business on campus.

441. Men’s Issues

Sky Blue, Twin Oaks

(This course is open to male-identified people only.)

We are familiar with the oppression of women, people of color, non-heterosexual people, and others. Less in the public awareness is the oppression of men. Though afforded more power and privilege as well as the role of oppressor, there are huge hidden costs—emotional

repression or numbness, isolation, pressure to succeed, emotional dependence on women, and male guilt among them. And, like other groups, the range of behavior and roles men are allowed to play without negative consequence is incredibly limited. This workshop aims to be 100% guilt-free. We'll begin to outline and explore the ways men are oppressed and the impacts that has on themselves, others and society at large. We'll explore some tools and practices for breaking through the damaging patterns men develop through societal conditioning. Above all, we'll try to broaden the scope each of us has about what it means and how it is possible to be a man. This will be a space for male-identified people only.

451. Dealing with Problem Members

Regina Marshall, College Houses

In a group discussion format, participants will have the opportunity to address membership problems they are having in their home co-ops and share ideas and solutions.

463. Academic Opportunities within Ecovillages: Bringing Your Education to Life

Daniel Greenberg, Living Routes

Why study in a classroom when you can earn college credit living and learning within innovative intentional communities around the globe! From independent studies to internships to semester programs at ecovillages such as Findhorn (Scotland), Auroville (India), Crystal Waters (Australia) and others in Brazil, Senegal, and the U.S., this course will present a world of opportunities for you to literally bring your education to life.

471. Developing New Co-ops, Part 4: Show Me the Money! Negotiating Your Way to Ownership.

George Proper, USCA

You've organized, incorporated, planned & budgeted—and by gum, you're finally ready to buy some property! Determined to achieve this dream, new organizers are often frustrated by the fast & loose reality of real estate and banks. This course covers all phases of purchasing, from borrowing and bidding, to dealing with sellers, brokers and lenders. We will learn to play our cards in order to reach the best sales price, loan package, and closing terms. While this course will focus on first-time buyers, it is equally valuable for co-ops who are in need of money, or who are looking to expand. This course follows the others in the series, but is also suitable on its own for anyone interested.

472. Co-ops and Community Development: Bridging the Gap

Steve Dubb, The Democracy Collaborative, and Jonathan Klein, Klein Hornig LLP

Co-ops are often leaders in community development, but there are a lot of other organizations out there with similar social missions. This workshop contains two parts. First, we will review how community development corporations, land trusts, loan funds, and others work to build wealth in low-income communities. The second part will center more on action and how the skills we learn in co-ops can be built on to contribute directly to community development efforts.

COURSE BLOCK 5

501. Becoming a Maintenance Guru

Jennifer Dombrowski

This course will cover the dos and don'ts of home maintenance and will dispel many myths of home repair. Learn when to do it yourself and when to call for help. No experience necessary!

502. Grant Writing

Rebekah Williams, Nickel City Co-op

Role-playing in small groups will encourage participants to think about how they may begin to bring grant funding in to their own co-ops and communities. Instructors with some experience in grantwriting and organizing will be present to answer questions and share their stories. The first part of this class will be lecture-based with instructors laying out some principles of grantwriting and sharing their own experiences. The second part will consist of role-playing where participants work in small groups to research and write grants for an imaginary project.

503. Taking the Long Term View

Ann Marie Waterhouse, EagleHeart

In this workshop we'll consider the important role of the board in determining the co-op's mission and long-range direction. We'll discuss the roles of the board in relation to the manager in implementing the plan and how the board holds management accountable. Questions to use at each stage of the planning process will be shared. Bring your questions about and experiences with planning. We'll discuss some specific examples and do some problem solving during the workshop.

504. Power Dynamics in House Meetings: What It Is and What You Can Do About It

Laird Schaub, Fellowship for Intentional Community

While meetings are meant to be equally accessible to all members, the reality is they are not. This workshop will examine why power is unbalanced, and what a group can (should?) do to level the playing field. Not everyone is equally comfortable speaking in front of the whole house; not everyone finds rational discourse their strongest suit; not everyone can sit still for a three-hour meeting. Let's stop pretending and do something about it!

511. Community Based Response to Sexual Assault

Scott Mechanic & Eric Kane, Philly Stands Up, and Yonah EtShalom, Below the Belt Resource Center

This workshop will investigate the reality of sexual assault within our communities, and how we can create systems to prevent assault and deal with specific situations. Presenters will explore some resources that already exist, from college counselors to rape crisis hotlines, and how they can work for our co-ops. We will look at the model developed by Philly's Pissed and Philly Stands Up for dealing with sexual assault, and discuss what responsibility a community has to support survivors and work with perpetrators in a participatory and democratic manner.

512. Micro Radio: Reclaiming the Airwaves

Sakura Saunders, Prometheus Radio Project

Organizers from the Prometheus collective, which builds community radio stations and otherwise works and organizes for community-based, democratic media access, will speak on the Micro Radio movement and the past few years' brilliant successes for media democracy. As cooperatives in North America plan to share their resources and energy with their larger communities, Prometheus will teach people how to agitate for community radio in this pivotal year, where thousands more radio stations might become available. Prometheus will also discuss how to build wireless access networks and speak about some of the best models, business and technical, for sharing internet connectivity across communities. Get your Pringles and coffee cans ready for a wireless shout-out!

521. Bringing it Home: Educational Tools for Re-teaching What You've Learned

Anjanette Bunce, former NASCO staff member

You made it to this amazing conference, you met wonderful people, you have tons of new ideas, you are super inspired . . . now what?!? How do you take it home with you? How do you transform your inspiration into action? And how do you do it in your specific situation? In this workshop, we will begin by reflecting on our own experience of the weekend: what we got out of it and what we want to do with that. The majority of the time will be spent on how to share enthusiasm and information with others and how to sustain the energy of the weekend once you get back home. We will discuss both general approaches as well as addressing specific situations of the participants.

522. Co-op Grad School: Life After the Student Co-op

Sky Blue & Kate Adamson, Twin Oaks

Living in a co-op doesn't have to just be that crazy thing you did while you were in college. Unknown to many, student co-ops are a part of a broader network and movement of Communities. The Communities Movement includes co-ops, co-housing, communes, and eco-villages all striving to live out values like non-violence, social and economic justice, and social and ecological sustainability. Their forms are varied and numerous including secular and non, urban and rural, diverse and focused membership. They practice a wide range of resource-sharing and decision-making models as well as methods of livelihood. Focuses range from political activism to sustainable agriculture to personal and spiritual growth. If joining a student co-op was a way for you to express your values in your lifestyle, it doesn't have to end there. This workshop will present an overview of the possibilities.

523. Group Games

Yonah EtShalom, Below the Belt Resource Center

This workshop is geared toward having fun collectively and learning games to play with one another. Games will include icebreakers (aka fire starters), group games, and other cooperative exercises. Please wear comfortable clothing. People of all ages and abilities are invited to attend.

524. Collective Facilitation: A Model for Cooperative Learning

Kiran Nigam & Anthony Meza-Wilson, Barrington Collective Free Skool

Collective facilitation, also known as co-facilitation or team teaching, exists under many names and guises. Utilizing real examples from our experience organizing the East Bay Free School, we will discuss multiple methodologies of collective facilitation, the benefits for both facilitators and learners, and how collective facilitation can help break down the hierarchy between "teacher" and "student" that is often present in learning situations.

531. A New Cooperation: Worker Owners and the Solidarity Economy

Ethan Miller & Jessica Gordon Nembhard, GEO, and Tom Pierson, USFWC

This is the final session of the worker ownership series. We will discuss the worker ownership movement and its place in the solidarity economy—how to strengthen the movement, and how to create a movement among student coops. We will also discuss the importance of organizing non-profit workplaces as democratic groups or collectives, and explore organizations that collectivize and democratize resources, such as Community Land Trusts, community currencies, and democratic community development corporations. What will it take to further the workplace democracy movement and solidarity economies?

541. Navigating Culture in a Diverse Co-op

Sara Keenan, former NASCO president

In this course, we will explore how living or working in a diverse community challenges and enriches co-op life. This is not a course for people who want to make their co-op more inclusive, but for people who already live or work in a diverse co-op. We will focus on cultural diversity, exploring moments from the course leader's and participants' experiences when people's cultural differences cause confusion and clashing in the co-op community. Specifically, we'll discuss how cultural diversity intensifies issues like communication breakdowns, house/work environment, conflict resolution, and challenges to co-op traditions. We will problem solve how to work through these issues so they strengthen, rather than divide, the co-op community.

551. Finding the "Spirit" in Co-op Spirit

Sheila Ritter, ICC-Ann Arbor

Who we are as human beings has a large influence on the co-ops we are members of. Each of us has different sources of strength, and different ways of making our lives and work meaningful. This workshop is a chance to explore how our inner spirit shines through in our lives as co-ops.

571. Developing New Co-ops, Part 5: Putting it All Together: The Business Plan

holly jo Sparks, NASCO/CCDC

Many would-be co-ops dissolve before they even get off the ground. Others find themselves in crisis when faced with lease expirations, financing deadlines, or turnover in leadership. The business plan serves as a guide for the challenges ahead, as well as a tool to mobilize community support or secure funding. This course will introduce the fundamental elements of business planning and how to turn your dream of starting a co-op into a tangible project.

SCHEDULE

Friday, November 11th

9am	SMAC Track begins
11am	Institute registration opens
2pm	Tours
3:30pm	Skill Shares Kitchen Class
5pm	Break for dinner
6:30pm	NASCO Welcome: Co-op Games and Intros
7:15pm	Puppet Show
8:30pm	Hall of Fame
9:30pm	Film Festival "Aut" on the town

Saturday, November 12th

8am	Registration opens Annual General Meeting, Part I: Orientation
9am	Intro to NASCO AMR Nominations
10am	Course Block 1
11:30am	Course Block 2
12:30pm	Lunch AMR Candidate Speeches
2pm	Course Block 3
4pm	Caucus Session A
5pm	Plenary Sessions
6:30pm	Banquet Keynote Address
8:30pm	Caucus Session B
10pm	rad.art Slam Show

Sunday, November 13th

9:30am	Annual General Meeting, Part II: Caucus Reports
10am	Annual General Meeting, Part III: Business Meeting
10:30am	Course Block 4
12pm	Lunch NP Family Reunion
2pm	Course Block 5
3:30pm	Cider and Goodbyes

CONFERENCE FEES

On or before October 10	\$US	\$CA
Active Members	180	220
Associate/Individual Members	235	285
Non-Members	285	345
SMAC Track	190	230
After October 10	\$US	\$CA
Active Members	230	280
Associate/Individual Members	285	345
Non-Members	330	395
SMAC Track	240	290

Registration fee includes all receptions, workshops and conference meals (Saturday lunch, Saturday night banquet, and Sunday lunch).

SCHOLARSHIPS

Scholarships funded by donations from private individuals and charitable organizations are offered to members whose co-ops have limited resources. NASCO will also help subsidize the travel costs of students who must travel great distances to attend Institute. Scholarship applications are available on the NASCO website, www.nasco.coop. For more information about scholarships and travel stipends, please contact the NASCO office at (734) 663-0889 or institute@nasco.coop.

Many NASCO member co-ops offer their own scholarships and arrange travel for their members to attend Institute. Contact your co-op office to inquire about these scholarships.

Register Online Today at:

<http://www.nasco.coop/institute/>

Register by October 10th to take advantage of early registration rates.

To have a paper registration form mailed to you, please call the NASCO office at (734) 663-0889.