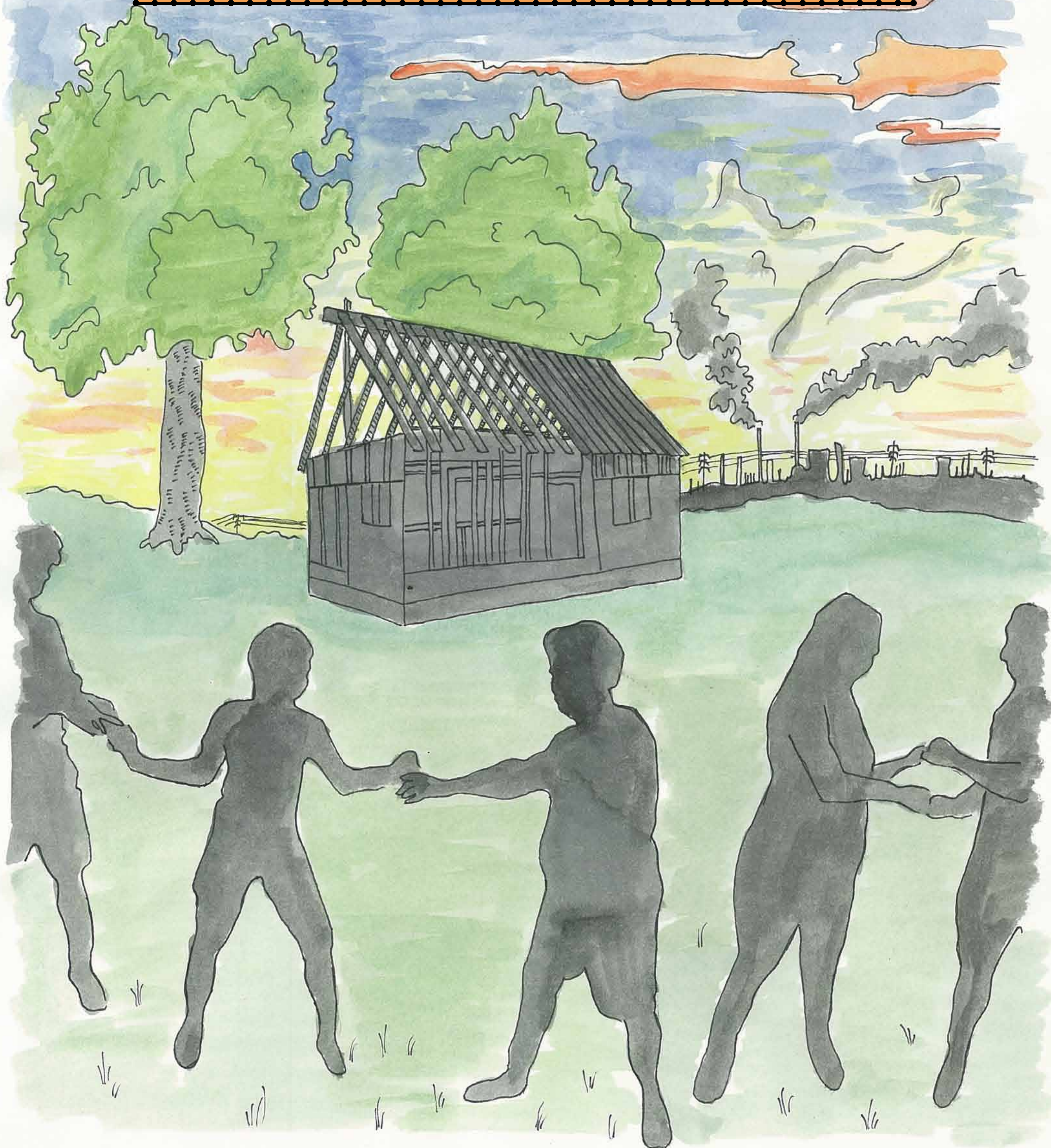


NASCO Institute 2012

Cooperating to Survive and Thrive Beyond Capitalism:
Building a Solidarity Economy

Ann Arbor, Michigan 11/2-11/4



Welcome!

Welcome to the 35th Annual Cooperative Education and Training Institute! This gathering would not be possible without our dedicated staff, board of directors, presenters, volunteers, and of course, you!

We hope you'll try something new, gather tools to bring home, make connections with fellow co-ops, and take the opportunity to explore the cooperative movement through the lens of solidarity economy.

Of course, we value your input and participation. We encourage you to dive in and participate in the Annual General meeting, caucuses and working groups, and commit to taking action to keep the Institute momentum rolling throughout the year.

Sincerely,

The NASCO Staff Collective:

Farheen Hakeem, *Director of Membership and Communications*

Daniel Miller, *General Manager of NASCO Properties*

Emma Rubin, *Director of Education*

NASCO Board of Directors

Morgan Crawford, *President*
River City Coop

Stella Cannefax, *Co-President, Diversity Congress Chair*
College Houses

Devlin Seymour, *Treasurer*
Santa Barbara Student Housing Cooperative

Hannah Slipakoff, *Active Member Representative*
Oberlin Student Cooperative Association Alum

Stephanie Altamirano, *People of Color Caucus Chair*
Berkeley Student Cooperative

Max Baroi
Berkeley Student Cooperative Alum

Thomas Butler *Rep to NP*
College Houses Alum

Charlie DeTar
Boston Community Cooperatives Alum

Brian Donovan
ICC Austin

Erin Hancock
Canadian Cooperative Association

Nick Harvey
Cartier Square Co-operative

Mingwei Huang
Madison Community Cooperative alum

Jason Hering, *NASCO Properties Rep*
UKSHA

Esteban Lance Kelly, *NCBA delegate*
LCA Land Trust, Mariposa Food Co-op, AORTA

Samantha Shain
Cooperative Food Empowerment Directive (CoFED)

Arthur Smith
Waterloo Cooperative Residence Inc.

Brian Van Slyke
The Toolbox for Education and Social Action (TESA)

Special thanks to...

The Ralph K. Morris Foundation

The Ford Foundation

The Wedge Co-op

Whole Foods Community Co-op

Cooperative Development
Foundation

Cooperative Development Services

John Colborn

Robert Cox

Jana Shute

Erika Neumann

Marquise Williams

Paper Buck (cover art)

Neily Jennings

Rhiannon Haller

And many others!

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• ACCESSIBILITY •

We actively strive to create an event that is totally accessible for all who wish to participate. We aim to avoid replicating the barriers in society that exclude and marginalize people.

Much of the power to foster a safe and respectful atmosphere lies with you, the participants. For this reason, racist, sexist, classist, ableist, homophobic, transphobic, or other oppressive language or behaviors are unacceptable.

We have taken the following steps to ensure that the 2012 NASCO Institute is accessible:

- Offering need-based scholarships
- Making affordable childcare available
- Asking about access needs on registration form and following up with individuals about accommodations
- Providing materials in a variety of formats
- Offering closed captioning at the banquet and keynote presentations
- Taking steps to house participants in co-ops where they will feel safe and comfortable
- Assuring that the building and other conference sites, including all restrooms, are wheelchair accessible
- Providing ingredient lists for all meals
- Including vegan, vegetarian and meat options
- Encouraging and supporting the participation of people identifying with historically marginalized groups within NASCO's membership
- Providing a gender neutral restroom
- Asking that participants refrain from wearing strong smelling perfumes or lotions
- Requesting that all presenters speak loudly and clearly, respecting the needs of those who have impaired hearing
- Providing a quiet room where participants can take a break and rest
- Providing safer spaces for people of similar identities to caucus

All of our attempts to equalize access are made within the limits of current resources and therefore are not perfect. However, we welcome suggestions for improvement and will do our best to implement them.

We appreciate your help in making the 2012 NASCO Institute an event that is welcoming and accessible to all who attend.

Conferences can be overwhelming. If you need to take a moment to get out of the hubbub and sit quietly, meditate or take a nap, we will have a **quiet room** available all day Saturday and Sunday. From the Union's main entrance, take your first left and continue to the end of the hall, to find the Blain room.



• SCHEDULE AT A GLANCE •

when?	what?	where?
FRIDAY		
Noon – 6:00pm	Registration open	Lobby
1:00 pm	ICC Coops Tour	Meet at registration desk
5:30 pm	Institute Kickoff	The Commons (UClub)
6:30 pm	Institute Faculty & Staff Dinner	Friends Center
8:00-9:30 pm	Collective Liberation Caucus*	Wolverine
SATURDAY		
8:00 am	Registration Opens	The Commons (UClub)
9:00-11:45 am	Intensive Workshops & Roundtables	
	<i>111. Introduction to Solidarity Economy: Alternatives Under Construction</i>	Wolverine
	<i>121. Capitalism and Its Discontents: Understanding Its Logics and Our Liberation</i>	Anderson D
	<i>131-136. Cooperative Skills Roundtables</i>	Kuenzel
	<i>141. Part 1: Anti-Racism for Collective Liberation: 6-hour Intensive</i>	Anderson D
	<i>151. Co-op Development: Getting Started</i>	2105 B
	<i>152. Co-op Development: Expanding Your Co-op</i>	Welker
	<i>Part 1: Building Cooperative Movement: NASCO Annual General Meeting</i>	Pendleton
Noon-12:45 pm	Keynote Presentation: Andrew Cornell	Rogel Ballroom
1:00-2:15 pm	Lunch on the Town & Caucuses	
	<i>People of Color Caucus (lunch provided)*</i>	Welker
	<i>People with Disabilities Caucus (lunch provided)*</i>	2105 D
	<i>White Allies Working Group (lunch provided)*</i>	2105 B
	<i>*See page 10 for more info on caucuses and working groups</i>	

SATURDAY continued		
2:30-5:30 pm	Intensive Workshops	
	211. <i>Building Community Counter-Institutions to Replace the Academic-Industrial Complex</i>	Anderson B
	221. <i>Within the Shell of the Old: Remaking the Present, Prefiguring the Future</i>	Anderson A
	222. <i>Is Bucking The System Possible? Financial Activism, Investment Strategies, and Community Development Case Studies in Economic Justice</i>	Anderson C
	241. <i>Part 2: Anti-Racism for Collective Liberation</i>	Anderson D
	242. <i>From Independence to Interdependence: Creating Collective Strategies for Dismantling Ableism in Our Communities</i>	2105 A
	243. <i>Room for Inclusion: Reaching out for Diversity in the Co-ops</i>	Pond
	244. <i>Deep Listening: Facilitation for Community Transformation</i>	Wolverine
	251. <i>Co-op Development: Writing a Business Plan</i>	2105 C
	252. <i>Co-op Development: Feasibility: Can you afford it, and should you buy or rent it?</i>	2105 D
	<i>Part 2: NASCO Annual General Meeting</i>	Pendleton
6:00-7:45 pm	Banquet & Hall of Fame Ceremony	Rogel Ballroom
8:00-9:30 pm	Caucuses & Working Groups	
	<i>Queer & Trans Caucus</i>	Anderson A
	<i>Working Class Caucus</i>	Wolverine
	<i>Owning Class Allies Working Group</i>	Pond A
	<i>Interfaith Working Group</i>	Parker
SUNDAY		
10:00 am – Noon	Workshops	
	311. <i>Alternative Exchange Systems or Community Currencies</i>	Pond C
	312. <i>The Story of Mondragon: An In-Depth Multimedia Presentation on the MCC Coops and their Implications in the U.S.</i>	Parker
	313. <i>Movement within the Transition Movement</i>	Anderson A

	SUNDAY continued	
10:00 am – Noon	314. <i>Panel: Thinking Outside the Boss: Worker Coops and Workplace Democracy</i>	Wolverine
	321. <i>Envisioning an Anti-Oppressive Economy: Re-evaluating Labor and Production</i>	Pond AB
	322. <i>Building the Next System</i>	Anderson C
	323. <i>Embodying Cooperative Systems and Practices</i>	Parker
	332. <i>Consensus, Conflict and Communication</i>	2105 A
	333. <i>Co-op Accounting: Making Finances Fun Again</i>	2105 B
	334. <i>Livin' la Vida Local: How Can Your Co-op Support a Local Food Economy?</i>	Welker
	341. <i>A Stroll Down Queer Ally: Being an Ally to Queer, Trans, and Gender Nonconforming People</i>	Anderson D
	342. <i>Leadership Development for Horizontalists</i>	Anderson B
	351. <i>Co-op Development: Tax Exemption - Pros, Cons, and Hows</i>	2105 C
	352. <i>Co-op Development: Municipal Matters: Zoning Laws, Housing Inspections, and the Importance of Community Outreach</i>	2105 D
Noon-1:30 pm	Lunch (provided)	
	<i>Diversity Congress</i>	Tappan
	<i>Big Coops Have Issues: A Forum for Student Leaders of Large Cooperative Systems</i>	Crofoot
	<i>Regional Networking Luncheon</i>	Rogel Ballroom
1:45-3:45 pm	Workshops	
	411. <i>Introduction to Community Wealth-Building</i>	Wolverine
	412. <i>Fair Trade and the Coop Movement</i>	Welker
	413. <i>Panel: Coops and The New Economy</i>	Anderson A
	414. <i>History of Group Equity Housing Coops</i>	Pond C
	415. <i>Cafe Chicago: A Social Enterprise for a Social Movement</i>	Anderson C
	421. <i>A Cooperative Framework For Ensuring A High Quality of Life</i>	Crofoot
	431. <i>Panel: Radical Cooperation: Life on an Egalitarian Commune</i>	Parker
	432. <i>Grassroots Fundraising as Organizing</i>	Anderson B

SUNDAY continued		
	433. <i>Creating Community Agreements</i>	2105 A
	434. <i>Getting Creative with the 5th Principle: Spicing up Member and Public Education in your Coop</i>	Pond AB
	435. <i>Basic Budget Fluency</i>	2105 B
	441. <i>Navigating Classism in Cooperative Communities</i>	Anderson D
1:45-3:45 pm	442. <i>Unpacking Gender Roles and Dynamics in Our Chore and Labor Systems</i>	Blain
	451. <i>Co-op Development Clinic</i>	The Commons (UClub)
4:00 pm	Closing	The Commons (UClub)
4:30 pm	Hugs & Goodbyes	

•SPECIAL EVENTS•

Keynote Presentation

SAT • Noon–1:00 pm
Ballroom

Building Up and Winning Back Our World: The Role Cooperatives Might Play in Creating a Solidarity Economy and a Participatory Society

Since the early 19th century, visionaries seeking more just and fulfilling societies have asserted that co-operative institutions of various sorts are central to bringing about change. More recently, the Occupy Wall Street demonstrations have popularized the idea of "prefigurative politics" -- the belief that change efforts should be organized in ways that model the society they hope to achieve. The experience of living communally in protest encampments has rejuvenated the sense, among many activists, that building supportive communities of like-minded people should be a movement priority. But exactly what can cooperative institutions and intentional communities contribute to the larger goal of establishing an economy based on the values of equity and solidarity? What can't they achieve? And what obstacles to building movements have been associated with earlier cooperative ventures?

Drawing on historical examples and recent experience, this talk will argue that cooperatives are often ineffective, or even detrimental, to social change projects when they are disconnected from strategic organizing campaigns. Yet, organizing campaigns without models of alternative social institutions also falter. To move the discussion forward, the speaker will seek to distinguish between prefigurative lifestyles, prefigurative modes of organizing, and prefigurative counter-institutions. He will then outline a model of social change in which organizing campaigns and co-operative institutions might enhance rather than diminish each other's outcomes, building power for the movement as a whole.



Andrew Cornell is an educator, writer, and organizer who has been active in social justice struggles for 20 years. He has lived, worked, and shopped in co-ops in Ann Arbor, Philadelphia, and Brooklyn for many years. He is currently a visiting assistant professor of American Studies at Williams College in Massachusetts. Cornell's research and teaching focuses on progressive and radical social movements in the United States from the mid-20th century to the present.

In addition to many essays, he is the author of *Oppose and Propose! Lessons from Movement for a New Society* (AK Press, 2011). The book explores ways in which a feminist pacifist organization active in the 1970s and 1980s incorporated collective living, consensus decision-making, and horizontal forms of organization into their movement building efforts, with mixed results that continue to shape movements today. He is currently completing a history of anarchism in the United States from World War I to the war in Vietnam.

• SPECIAL EVENTS •

NASCO Annual General Meeting

SAT • 9:00-11:45 am;
2:30-5:30 pm
Pendleton

The Annual General Meeting is a chance to get plugged in and turned on to the bigger picture of NASCO and the broader cooperative movement in Canada and the U.S. The AGM is a time to think and speak together as a broad and diverse membership about where we would like to see NASCO go in terms of co-op education, development, and organizing.

This year, the AGM will last one full day. In the first part of the AGM, we'll interactively orient participants to what NASCO is and does and how delegates can get more involved with steering the direction of our organization. We'll learn about the cooperative sector beyond housing, explore and share how each of our co-ops live out the cooperative principles, and discuss and vote on proposed changes to NASCO's bylaws.

In the second part of the AGM, we'll look at and engage with NASCO's strategic plan and Plan for Inclusion. We'll get feedback from you on our plans for creating a more inclusive and anti-oppressive organization and cooperative movement.

AGENDA

PART ONE: SAT • 9:00-11:45 am	
9:00 am	WELCOME Coffee, sign-in, roll call
9:15 am	NASCO 101 Structure & History
9:40 am	The Co-op Movement
10:10 am	The Co-op Principles
10:40 am	BREAK 5 minutes
10:45 am	Role of Membership in NASCO
11:15 am	Dues & Benefits
11:25 am	Bylaw Changes
PART TWO: SAT • 2:30-5:30 pm	
2:30 pm	Fire Starter and regroup
2:45 pm	Strategic Plan
3:45 pm	BREAK 10 minutes
3:55 pm	Plan for Inclusion
5:00 pm	Check-out

All are welcome to attend the AGM. Voting privileges will be limited to one delegate per NASCO member co-op. If your co-op would like to join NASCO or renew your membership, or if you have questions about participating in the AGM, please inquire at the registration desk.

•SPECIAL EVENTS•

The Commons

FRI-SAT-SUN • all day
UClub

Located at the central hub of Institute activity, the Commons serves as a space for networking, hanging out with friends, holding informal meetings, relaxing, browsing the bookstore, and drinking coffee and tea. Cooperative and community-based organizations that are mission-aligned with NASCO are invited to table at the Commons.

Inter-Cooperative Council Co-op Tour

Sasha Pillow Petroni

FRI • 1:00–3:00 pm
Meet at the registration desk

The ICC Ann Arbor is made up of 19 houses with unique personalities and rich history. Born during the Great Depression, growing by leaps and bounds in the sixties and seventies, and still going strong in 2011, the ICC has a long history of student cooperation. Join us on a tour led by Sasha Pillow Petroni to hear (and see) the dirt on the ICC.

Caucuses & Working Groups

See times below
Various Locations

Caucuses (People of Color Caucus, Working Class Caucus, People with Disabilities Caucus) are spaces for participants from similar identities to share experiences, strategize, and build power. They are places to better understand how systems of oppression affect us and what we can do to resist and dismantle those systems—within our coops and organizations, and in the world at large. As people directly affected by systems of oppression, we are uniquely positioned to analyze them and determine strategies for change.

In addition, caucuses play an important role in NASCO governance. This year, each caucus will elect two representatives to participate in the Diversity Congress, and the Diversity Congress in turn will choose two chairs, who will be appointed to the NASCO Board.

The **Collective Liberation Caucus** is a forum to examine how our movements for liberation intersect with each other, and to build our work based in a common vision of a liberated world. How do our social justice efforts—fighting racism, working for gender justice or economic justice, creating collective access, and creating economic alternatives to capitalism—support each other? What roles can we play to create more just institutions and a cooperative sector committed to justice?

Issue-based working groups (Food Justice Working Group; Interfaith Working Group) are spaces to meet with others with shared interests to network and discuss ways to strengthen your particular work within the cooperative sector.

Allies working groups (White Allies Working Group; Owing Class Allies Working Group) are spaces for people with privilege to deepen our understanding of privilege and its costs. We'll also offer each other mutual support in developing the vision, strategy, analysis, skills, and practice to become accountable, principled organizers building a vibrant multiracial and multiclass co-op movement.

FRI • 8:00-9:30 pm

Collective Liberation Caucus >> *Wolverine AB*

SAT • 1pm-2:15 pm (Lunch will be provided for caucus/working group attendees)

People of Color Caucus >> *Wolverine ABC*

People with Disabilities Caucus >> *2105 C*

White Allies Working Group >> *Anderson B*

Food justice working group >> *Meet at reg desk*

SAT • 8:00-9:30 pm

Queer & Trans Caucus >> *Anderson A*

Working Class and Low-Income Caucus >> *Wolverine A*

Owing Class Allies Working Group >> *Pond A*

Interfaith Working Group >> *Parker*

NASCO Properties Family Reunion

SAT • 1:00-2:15 pm
Meet at the registration desk

NASCO Properties is a cooperative land trust started in 1988 that has grown to include 13 houses in 8 states. The properties are leased at affordable rates to cooperatives in each area, and provide homes for 204 members. Everyone from a NASCO Properties co-op is invited to this annual reunion!

Banquet & Hall of Fame

SAT • 6:00-7:45 pm
Ballroom

Every year, **Banquet** is a time for all participants of Institute to share the same space in refectation, over a hearty meal. We welcome new members to the movement, and, in the **Hall of Fame Ceremony**, recognize individuals who have shown outstanding commitment to the cooperative movement through their hard work and tireless enthusiasm for cooperation. Those wishing to run for **Active Member Representative** will give brief speeches before members have the opportunity to vote for them.

This year at the Hall of Fame Ceremony, we'll recognize:

Penny Bethke , Local Hero : Campus Cooperative Residences, Inc.

Emily Ng & Kevin O'Sullivan, Founders : Nickel City Co-op

Co-opoly

SAT • 8:00-10:00 pm
The Commons (UClub)

In *Co-opoly: The Game of Cooperatives*, players collaborate to found and run a democratic business. In order to survive as individuals and to strive for the success of their co-op, players make tough choices regarding big and small challenges while putting their teamwork abilities to the test. Come play the game!

Sunday Lunch

Regional Networking Luncheon (everyone invited)

SUN • 12:00-1:30pm
Ballroom

All are invited to this luncheon. Participants will have the opportunity to network with co-ops from your region.

Diversity Congress Luncheon

SUN • 12:00-1:30pm
Tappan

The Diversity Congress is designed to be a safe space where two elected representatives of each identity caucus can share concerns, discuss solutions, and plan action. The Diversity Congress will elect a chair and co-chair, who will serve 2-year and 1-year appointments, respectively, on the NASCO Board.

Big Coops Have Issues: A Forum for Student Leaders of Large Cooperative Systems (lunch provided)

SUN • 12:00-1:30pm
Crofoot

This session is designed to create conversations between the leadership of larger cooperatives to address the common challenges that they face. Each participating coop will introduce their organization. After allowing for Q&A, we will do focus groups on some of the most relevant issues brought up.

• COURSE TRACKS •

1. **Solidarity Economy: Alternatives Under Construction**

This track explores cooperative institutions and projects in existence and under construction that allow people to "live well," while also attending to the wellness of the community and the planet. We'll look at cooperatives in all sectors, as well as other manifestations of solidarity economy-like fair trade, trade unions, self-help and mutual aid organizations, local currency initiatives, timebanking, and open source development. Looking beyond the borders of our own communities, we'll discover previously unimaginable possibilities for creative cooperation.

2. **Shifting the Paradigm: Understanding the Global Economy to Transform it**

This track examines economic crisis and global capitalism in accessible terms. In it, we'll seek to understand the dynamics of neoliberalism, austerity, and debt. We'll also ask, if we're moving beyond capitalism—what kind of regional, national, and global economic systems are we moving towards? If capitalism is based on the logic of competition, what does an economic system based on cooperation look like? In this track, we'll look critically at the International Year of Cooperatives and consider how those in "developed" countries can transform our connections with the rest of the world from connections based on exploitation, to connections of solidarity.

3. **The Science of Survival & The Art of Thriving: Cooperative Skills**

This course track offers a wealth of collective insight on some of the fundamental workings of housing coops: finances, member training, food and labor systems, and maintenance. It will also explore the no-less vital "people skills" of cooperation: meeting facilitation, communication, and conflict transformation. These workshops are ideal for anyone who hopes to leave NASCO Institute with some concrete tools and practices to apply at home.

4. **"When the People Come, Will We Be Ready?" Building Inclusive Cooperative Spaces**

This is the question that was posed to us by the 2011 Institute keynote speaker Adrienne Maree Brown: a challenge to build our cooperative communities to be broadly accessible, healthy, and just. In this track, we explore how our intersecting identities inform our experiences and perspectives, and affect how we relate to the dynamic communities to which we belong. By examining how race, class, gender, sexuality, and ability play out in ourselves and our cooperative communities, we move closer to constructing truly viable and transformative institutions.

5. **Developing New Coops Track**

Starting a new cooperative, expanding an existing one, or bringing one out of crisis are all types of cooperative development. The Cooperative Development track at this year's Institute will provide an overview of the different steps of developing a cooperative, while also creating space for attendees to personally engage with development experts on their own plans or projects.

You might be wondering...

How do I find courses in a track?

Course numbers have a secret code built in: the first number (which will be 1-4) tells you which course block a course is in. The second number signifies the track. So to find a course in a particular track, take the track number (above) and look for courses with that number in the second digit.

Why are there fewer course blocks this year?

This year we're trying out a format of longer course blocks (2 or 3 hours instead of 90 mins), and a number of day-long intensive workshops, which we hope will facilitate a deeper learning experience—juicier discussion, plenty of time for Q&A, and the space to think about the practical application of ideas and their significance in our lives. We hope you like it, and look forward to hearing your feedback.

•COURSES•

Saturday Morning: Intensives and Roundtables

SAT • 9:00-11:45 am

111. *Introduction to Solidarity Economy: Alternatives Under Construction*

Wolverine

Mira Luna & Ashley Satorius, U.S. Solidarity Economy Network

The Saturday Solidarity Economy Intensive will begin with an introduction to the principles of solidarity economy. We will provide an overview of economic sectors and how they can work together to scale up and grow the solidarity economy. We will discuss the many shapes solidarity economy can take and the group will share successful examples from their own communities. For the last part of the workshop, we can brainstorm and map how to create a stronger solidarity economy in your community or have an open space work session.

121. *Capitalism and Its Discontents: Understanding Its Logics and Our Liberation*

Anderson D

Esteban Kelly (AORTA) & Shay O'Reilly (Poverty Initiative at the Union Theological Seminary)

The economic system we know as Capitalism was actually named by none other than Karl Marx! But what is Capitalism really, and how does it work? The complex logics of this system sort nearly every aspect of our world, with a primary focus on the drive to maximize profit. A student of David Harvey, perhaps the world's foremost scholar of Marx, Esteban Kelly will inaugurate this day-long intensive through a whirlwind digestion of some of the most essential concepts from the book "Capital". Shay O'Reilly picks up from this foundation to tour us through various social movements and political/economic philosophies that seek to subvert capital through historical interventions. We'll explore the development of Capitalism and responses to its myriad facets, from ancient debt rebellions and agrarian revolts to modern environmentalism and counter-globalization, with a good long pause at radical unionism and communist revolution in the decades around the turn of the 20th Century. Together, we'll teach each other about the constructed nature of "economic reality," and that - despite capital's efforts to suppress the radical imagination - another world is possible.

131-136. *Cooperative Skills Roundtables*

Kuenzel

Roundtables will be open, participatory spaces to build knowledge in areas that are key to running your coop. During each of two 80-minute sessions, participants will be able to explore one of three topics. Knowledgeable facilitators will guide the discussion, but more than anything, roundtables will give you a chance to hear how folks in the room have dealt with challenges at their own coops. Everyone will go home with a packet of resources.

9:00-10:20 am

131. *Food:*

Food ordering, local sourcing, kitchen labor, safety in storage and prep, meeting dietary needs.

132. *Labor*

Labor systems, the "right" amount of labor, labor holidays, incentives and penalties.

133. *Finance*

Budgets, financial reporting, record keeping, accounting software.

10:25-11:45 am

134. *Education*

Coop orientations, officer training, job descriptions/manuals, using media for education, community outreach.

135. *Maintenance*

Planning a project, spotting problems, safety vs. improvements, budgeting for maintenance.

136. *Governance*

Consensus and democratic decision-making, reporting/transparency in governance, and conflict resolution..

Alia Trindle and Ari Clemenzi , Catalyst Project

In this interactive day-long intensive training, we'll develop visions for social change, explore how institutional racism functions, and examine how white privilege undermines social justice efforts. We'll develop tools to build powerful multiracial movements for collective liberation. This workshop is geared towards white people; folks of all racial and ethnic identities are welcome to attend.

151. Co-op Development: Getting Started

2105 B

Mark Fick (Chicago Community Loan Fund) & Daniel Miller (NASCO Properties)

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 closing on a building, we will address the key steps that will get your project on its feet and moving forward.

152. Co-op Development: Expanding Your Co-op

Welker

Jim Jones , Lincoln Miller , Rebecca Saunders & Jeff Bessmer

Your co-op has been around for a while, and you'd like to expand. What do you have to do to make that work? What do the lenders want? What kind of money will you need? How will expanding impact your coop? We'll have a panel of experienced coop managers who've been through the process to help you think about expanding your own coop.

211. Building Community Counter-Institutions to Replace the Academic-Industrial Complex

Anderson B

Anthony Meza-Wilson , Purple Thistle Centre

University tuition is at an all time high, students are mortgaging their futures by entering eternal debt bondage at unprecedented levels, and the university is continuing to move toward a space built and maintained for corporate profits rather than as a place to better the lives and communities of the students who attend. It hasn't always been this way, nor does it need to continue. Students are fighting back, especially as exemplified by the brave struggles in Montreal, but strikes and demonstrations can only do so much. In this workshop we will discuss the history of higher education and how we got to this point. We will explore the varieties of educational counter institutions that exist including free skools, free schools, freedom schools, free universities, experimental colleges, and more. Finally, we will strategize together ways to build, support, and maintain these counter-institutions, building networks with each other, and connecting the many projects that already exist in our communities. As we build alternatives, we can aspire to a mass migration away from the university and into new spaces where learning is connected to community, humanity, and the natural world.

221. Within the Shell of the Old: Remaking the Present, Prefiguring the Future

Anderson A

Cindy Milstein (Institute for Anarchist Studies), Joshua Stephens, (Just Walk, Institute for Anarchist Studies) Blake Underwood (Just Walk)

As the current wave of global struggle continues to expand and broaden its range of targets, it becomes increasingly important for us to analyze everyday structures within the "economic reality" imposed by the vocabulary of capitalism. Material production and the administration of services are key vectors of both anti-capitalist struggle and post-capitalist prefigurative planning. More still, in forging new ways of meeting social needs, we generate new skills and knowledge sets, and begin to forge new social relationships -- not merely within the workplace, but with our communities; transformations that often defy economics.

Cindy Milstein will begin this session exploring the ethics and visions with which we might ground liberated, egalitarian economic forms. Here, we'll consider how more material matters such as ecology and distribution coexist with equally pressing features of our lives such as power relations, and even how desire factors into our lives.

Blake Underwood and Joshua Stephens will use their experience creating and operating cooperative entities to give living shape to these questions in terms of what they propose, how we unpack them against the backdrop of capitalism in the present, and what cooperative forms both can and cannot do as components of revolutionary transformation.

222. Is Bucking The System Possible? Financial Activism, Investment Strategies, and Community Development Case Studies in Economic Justice

Anderson C

Kristen Cox , Self Help Credit Union

This workshop will be an interactive, educational, and participatory discussion on financial activism in our current system (and whether it is even possible). We'll talk about the fundamental differences between banks and credit unions, share compelling economic justice strategies that are underway state-by-state, and outline the strengths, weaknesses and nuances of investing with community development credit unions (CDCUs).

Using chart drawing, visual media, a Detroit community loan project case study and personal experience from working in the community development finance field, this workshop will draw from resources and knowledge in the room in the hopes to shed light on how Co-ops - made up of conscientious individuals - can channel our individual and cooperative funds to the communities and causes we care about.

241. Part 2: Anti-Racism for Collective Liberation

Anderson D

Ari Clemenzi & Alia Trindle , Catalyst Project

In this interactive day-long intensive training, we'll develop visions for social change, explore how institutional racism functions, and examine how white privilege undermines social justice efforts. We'll develop tools to build powerful multiracial movements for collective liberation. This workshop is geared towards white people; folks of all racial and

ethnic identities are welcome to attend.

242. *From Independence to Interdependence: Creating Collective Strategies for Dismantling Ableism in Our Communities*

2105 A

Jess St. Louis (Greenleaf Coffee Co-op, Creating Collective Access Greensboro) & ashe danger phoenix

In getting ready for when the people come, we need to envision our co-ops to be accessible to all sorts of people and their bodies! This workshop will focus on the importance of creating collective access and incorporating an analysis of ableism, alongside and as it intersects with other forms of oppression and isolation; in order to build co-ops that leave no one behind.

243. *Room for Inclusion: Reaching out for Diversity in the Co-ops*

Pond ABC

Vivian Onuoha & Layla Oghabian, Berkeley Student Cooperative

From the 1930s to the 1970s, student Co-ops housing coops were inclusive and catered to the socio-economical needs of its members. They provided a haven for low-income students and students of color, which was significant during that time of overt discriminatory practices towards people of color and different religious backgrounds. Since the 1970s, student coops have seen a drastic shift in membership, in which a majority of student housing co-ops' membership is white and middle class—in fact the presence of an individual of color, of the LGBT community, or of limited physical capability, disrupts the status quo established in the houses.

In this workshop, we will discuss the factors—from house culture to socioeconomic obstacles—that have perpetuated exclusion. Members will further analyze their experiences in their houses and find creative methods of creating a safe space for students of various backgrounds. Open dialogue will be encouraged within the group, as members participate in a number of discussion and activities. In the end, members will discuss the privileges that many of us have and the power that these privileges have to exclude others.

244. *Deep Listening: Facilitation for Community Transformation*

Wolverine ABC

Jenna Peters-Golden & Tyrone Boucher, AORTA

In building multicultural community, we must begin by naming: power and privilege enter into any group process, no matter how egalitarian the cooperative structure, and no matter how much awareness and integrity is held by the individual members of the group. Historical trauma around race, class, and gender oppression, and fluid identities and abilities can create time-bombs within cooperative structures, and these time-bombs get triggered by unacknowledged assumptions, by unexplored dominant cultures, and by unexamined margins.

This 3 hour workshop focuses on facilitation as a powerful tool for compassionately and effectively opening up the possibility for cultural transformation within cooperative communities and organizations. This workshop will give participants tools for facilitating conversations about identity and difference that can be immediately used in their co-ops and communities. We will focus on how to build multi-cultural community from the ground up and the inside out, and how to honor diverse forms of learning and sharing in order to make holistic agreements and decisions.

251. *Co-op Development: Writing a Business Plan*

2105 C

Daniel Miller (NASCO Properties) & Mark Fick (Chicago Community Loan Fund)

Developing a business plan for your coop is a huge part of the process of making your coop real. A business plan isn't just a spreadsheet - it's also a story you'll tell your community about how your coop will work, and what challenges you'll be planning for. Come hear about both the narrative and the numbers behind setting up a successful business plan, and ask questions of folks who've been involved in starting new coops in the past.

252. *Co-op Development: Feasibility: Can You Afford It, and Should You Buy or Rent It?*

2105 D

holly jo sparks (Allen Creek Consulting) & David Sparer, aka Rosebud (Herrick & Kasdorf, LLP)

Before you pick the location for your coop, you'll need to be able to figure out what the coop can afford. This workshop will give you tools you can take home to analyze a property and see what will work and what won't. Using the tools provided in this workshop, you'll be creating realistic budgets and assessing the financial feasibility of your project. We'll also cover the differences between buying and renting, and you'll be able to use the tools provided to see the real impact of each path, and decide what works best for your coop.

311. Alternative Exchange Systems or Community Currencies

Pond C

Mira Luna, US Solidarity Economy Network

Learn to create your own exchange system to take control of your local economy from the grassroots, redirect community energy towards progressive work, get out of debt slavery and build community through gift exchange. We can discuss why alternative exchange systems are crucial to radical grassroots activism, what kinds of currencies exist (including Timebanks), their advantages and challenges, and model case studies including cooperative governance models. Optionally, we may have a currency design session with participants breaking into groups based on geography or interest.

312. The Story of Mondragon: An In-Depth Multimedia Presentation on the MCC Coops and their Implications in the U.S.

Parker

Carl Davidson, Committees of Correspondence for Democracy and Socialism

The Story of Mondragon: An In-Depth Multimedia Presentation on the Mondragón Cooperative Corporation (MCC) in Spain and its Implications in the U.S. 8-minute video, followed by 30-minute visual powerpoint by Carl Davidson, with lots of Q&A. Carl is a national board member of the US Solidarity Economy Network, and author of 'New Paths to Socialism' a book on Mondragon, and co-editor of 'Solidarity Economy: Creating Alternatives for People and Planet.'

313. Movement within the Transition Movement

Anderson A

Zahner, Transition Milwaukee

Learn how the Transition Movement relates to your life. During these times of peak oil, climate destruction, and economic instability building community is key. This ever evolving and quickly changing world can lead to positive outcomes through the rebirth of local communities. Join me to discuss and reflect. Let's talk about how you are already doing things that are part of the Transition Movement and how we can take steps now to prepare for the future. Within the challenges is an enormous opportunity to get to know this world, yourself and each other at a deeper level. Join the Transition Movement to promote health and wellness as we learn and grow together in community.

314. Panel: Thinking Outside the Boss: Worker Coops and Workplace Democracy

Wolverine

Adam "Fuzzy" Konner, Esteban Kelly, Blake Underwood; & Joshua Stephens

This panel serves as an introduction to worker-owned cooperatives—businesses collectively owned and democratically controlled by their workers. In many communities around the world, worker co-ops provide stable jobs, empower workers through self-management, raise their standard of living, and promote community. Because worker co-ops function within the dominant capitalist economy, they hold great promise as part of a grassroots solution to the current economic crisis, and have the potential to overturn conventional business from the bottom up.

321. Envisioning an Anti-Oppressive Economy: Re-evaluating Labor and Production

Pond AB

Lewis Maday-Travis and Ray Beck , Oberlin Student Cooperative Association Alumni

Economics is often described as the "allocation of finite resources in a world of infinite wants and needs." Our national accounting system is the method by which labor and production are defined and valued, and thus how resources are distributed across individuals - and how finite needs of some are overlooked by the desires of others. It is no coincidence that those most affected by systemic oppression are those left to the margins of our current accounting methods. In this workshop, we will get a picture of how valuation works on a national and international level, by looking at mainstream and alternative methods. We will also look at our own relationships to the field of economics. Drawing on the work of trailblazing feminist and environmental economists, and rooting ourselves in an analysis of systems of power, the group will envision possibilities for a more anti-oppressive economy. We encourage all who are interested to attend, regardless of one's formal or academic experience with the subject.

Steve Dubb, Democracy Collaborative

If you don't like state socialism and if you don't like corporate capitalism, what do you want? As co-op members, we all know that our co-op is a small building block of an alternative economy, but how do you take on the big issues -- climate change; inequality of wealth, income, and power; corporate control? It can seem daunting at times. This workshop will draw on the research of the Democracy Collaborative on these issues and look at some of the issues behind building an alternative economy -- and help participants think through options for democratizing our economy at the local, regional, national, and even international levels.

323. *Embodying Cooperative Systems and Practices*

Parker

Marcel Williams Foster, Mascher Space

In this two hour workshop we will see how more co-op and social justice leaders can positively influence thinking in how art is created, managed, and supported in communities. We will begin with several exercises that will get our bodies warmed-up, working and trusting one another with our physical weight, and engage with simple and fun improvised-games that are fundamental to ensemble-building dance/theater practice. We will then divide into separate groups (no more than 5 groups total) and examine case studies of the following questions: (1) how do environments of competitive capitalism affect our bodies? (2) What kinds of embodied practices do we inevitably carry from our capitalist structure? (3) Are there new ways to imagine an embodiment of alternative systems, and if yes, what do they look like? Each group will give presentations that can vary from summaries of the discussion, short choreographies, and physical demonstrations of embodiment discoveries.

332. *Consensus, Conflict and Communication*

2105 A

Henry Raess , Tori Kuper & Emily Stewart, Nickel City Housing Co-op

Healthy living and working spaces are environments that feel safe, inclusive and foster open, honest communication. Good facilitation at meetings is crucial to including all voices in discussion and quality decision-making while also using time efficiently and effectively. In addition to "business" meetings, it can be very helpful for organizations/groups/cooperatives to have "vibes" meetings with group and interpersonal communication through a variety of formats and exercises.

In this workshop, specific techniques for communication in group meetings will be discussed, such as go-arounds, comfortable & uncomfortable feedback, self-disclosure, "one-on-ones," non-violent communication, agitation and others. The idea is to prevent conflict or process conflict in the early stages before it gets to a point of emotional, physical or mental trauma. Tension in one's household or workplace should be addressed in a transparent and inclusive setting in order to create democratic spaces where all affected voices can be heard. Related topics, such as the importance of consent and consensus will be talked about, as well as how good facilitation and communication are crucial to building trust & cooperation in nearly any shared environment.

333. *Co-op Accounting: Making Finances Fun Again*

2105 B

Emily Ng (Urban Homesteading Assistance Board) & Stephen Switzer (Treehaus)

Are Your Co-op's Finances Tripping You Up? What's the difference between A/R and A/P? Concerned about how class issues impact your house finances? Wondering if there's an alternative to Quickbooks? What's the difference between a ledger system, spreadsheets, and accounting programs? And why should you care???

This workshop will introduce you to co-op finances, and we will discuss the role all of the co-ops (treasurers and non-treasurers alike) in house finances, how to use the finances in making co-op decisions, and troubleshooting how to keep track of the money from month to month. We'll have a discussion about our experiences in our co-ops talking about money, and how class can impact our organizations, and how to work through it together. We'll talk about how to create transparency and how to get all members excited about saving for that new fridge!

We'll address how bookkeeping and accounting affect your co-op structure and long term viability, and gain skills that allow everyone to talk about house finances with a bit more fluency. Be prepared to bring questions, and we'll cover best practices for co-op accounting. This discussion will be participant-driven and the facilitators are well-equipped to answer most, but not all, co-op finance related questions, but will be able to refer you to resources that will help beginners and seasoned bookkeepers alike improve their understanding of bookkeeping.

Laura Rose Brylowski , Emily Kennedy , Caitlin Zinsley & Jamie Yelland, Oberlin Student Cooperative Association

Choosing to buy and eat local food results in an enormous variety of positive effects, on all levels ranging from personal to global. But eating local requires sacrifices, and at times seems to be more of a hassle than a rewarding decision. Please come join us for a discussion of building food systems based in local commerce. The presenters will begin by discussing their own experience buying food for the Oberlin Student Cooperative Association in Northeast Ohio. They will provide suggestions for building stronger and more efficient connections between consumers and growers, and introduce the challenges that arise when transitioning to local choices. Most importantly, though, participants will be invited to share their own experiences buying and advocating for local food. We aim to learn from each others' successes and failures, and brainstorm solutions to the problems that come up. We hope that participants who want alternatives to corporate factory-farmed food will walk away with new ideas about how to access local food for themselves, their families, and their co-ops.

341. *A Stroll Down Queer Ally: Being an Ally to Queer, Trans, and Gender Nonconforming People*

Anderson D

Jenna Peters-Golden & Tyrone Boucher, AORTA

How can we collectively create affirming and safe space for queer people in our communities? What does it look like for straight people to challenge heteronormativity? We'll explore and discuss some of the challenges queer people often face within our coops and communities, and share tools for building spaces that go beyond "tolerant" to welcoming and fabulous.

342. *Leadership Development for Horizontalists*

Anderson B

Ari Clemenzi & Alia Trindle, Catalyst Project

How can we build up each others' skills, analysis, and confidence while challenging authoritarianism? How can we emphasize empowerment, democratic participation, and transparent decision-making and avoid forming informal hierarchies in our leadership structures? In this workshop, we will discuss how to approach areas of our work, such as meeting facilitation and member education, in a way that challenges systems of oppression while building up members' capacity to participate to their fullest potential.

351. *Co-op Development: Tax Exemption - Pros, Cons, and Hows*

2105 C

David Sparer, "Rosebud" (Herrick and Kasdorf, LLP) & Daniel Miller (NASCO Properties)

Your coop may be able to apply for an exemption from federal taxes - but what would this mean, and what would you do with a tax exemption? We'll cover when a coop can get tax exemption, what a coop has to do to keep tax exemption, and what kinds of records your coop should be keeping. We will also briefly cover the general requirements for incorporation, though the rules vary state by state.

352. *Co-op Development: Municipal Matters: Zoning Laws, Housing Inspections, and the Importance of Community Outreach*

2105 D

Eric Lipson (ICC Ann Arbor), Rek Kwawer (Madison Community Co-op), Jeff Bessmer (Santa Barbara Student Housing Cooperative) & Lincoln Miller (Boulder Housing Coalition)

At some point, your coop is going to have to deal with your local government, whether it's a building inspection, local landlord/tenant law, zoning, or registering as a rental house. Our panel of experienced coop managers will talk about how to keep a good relationship with your city, how to make sure your members help keep you out of trouble, and how your coop can improve your relationship through outreach to your community.

411. Panel: Introduction to Community Wealth-Building

Wolverine

Steve Dubb (Democracy Collaborative), Emily Ng (Urban Homesteading Assistance Board), Deb Olson (Center for Community Based Enterprises) & Kristen Cox (Self Help Credit Union)

What do cooperatives, community development financial institutions, and community land trusts have in common? These are all local forms of organizing wealth through democratic mechanisms that organizing business collectively. This workshop will provide a brief introduction to these and other forms of community wealth building and discuss ways to link these institutions at the local level to build and anchor wealth in community while displacing corporate capital and other undemocratic forms of business organization.

412. Fair Trade and the Coop Movement

Welker

Sasha Pillow Petroni, ICC Ann Arbor, and Adam “Fuzzy” Konner

Learn the essentials of the Fair Trade movement—why Fair Trade is important, how co-ops are central to Fair Trade, what it takes to be certified, who certifies, and how we can take a more active role in both the Fair Trade movement and the world-wide cooperative movement. Learn about the many things we can do right now as students, co-ops, activists and consumers to help bring justice to international trade and improve the lives of millions of people in developing countries. Fair Trade is a relationship between producers and consumers striving towards economic, environmental, and social justice in the hostile world of international trade. As most Fair Trade producers are agricultural co-ops, the co-op movement is integral to Fair Trade. We have tremendous power as consumers, activists and students and this growing movement is a valuable tool for us to use. Come to learn more!

413. Panel: Coops and The New Economy

Anderson A

Matt Lechel (Kalamazoo Collective Housing), Chris Dilley (People's Food Co-op of Kalamazoo), & Lee Kirk (Community Promise Credit Union)

The US is home to nearly 30,000 cooperative businesses with 350 million members (many of multiple cooperative entities) employing 856,000 people earning total annual wages of \$25 Million. The Kalamazoo area is lucky enough to have several cooperatives leading the way toward the new economy, one characterized by community economic empowerment - a humanizing of the economy by making businesses and services accountable to the community, and by building instead of leaking wealth.

414. History of Group Equity Housing Coops

Pond C

Jim Jones , Allen Creek Consulting

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.

415. Cafe Chicago: A Social Enterprise for a Social Movement

Anderson C

Eric Rodriguez , Jose Luis Gallardo , Latino Union/Café Chicago

Latino Union is a grassroots not-for-profit that collaborates with low-income immigrant workers to develop the tools necessary to collectively improve social and economic conditions. The organization is pioneering a new social enterprise model called Café Chicago (www.cafechicago.org) to strengthen and connect the women's, environmental, and labor movements at home and abroad. Café Chicago is a fair trade, organic coffee roasting workers' cooperative run by low-wage immigrant domestic workers and day laborers that roasts, packages, and distributes great tasting coffee sourced entirely from women's coffee cooperatives. Project goals are to create a replicable model of job creation, nonprofit funding, and social action capable of sustaining our movement.

Since launching the project in October 2011, Latino Union created six living wage jobs staffed entirely by immigrant workers, sells 150lbs weekly, and raised tens of thousands of dollars in unrestricted income from coffee sales during an economic recession that will be directly invested into immigrant worker organizing campaigns at Latino Union. Café Chicago has received enthusiastic publicity, capturing the imagination and coffee cups of thousands to believe in

the power of justice. Most importantly, the project is establishing a new replicable model that will be shared with sister organizations to strengthen movements for social, economic, gender, and environmental justice throughout the country and abroad.

Cafe Chicago day labor members and Latino Union organizers will facilitate a workshop focused on sharing experiences on establishing and developing this social enterprise movement building model. Video and informative materials will be included.

421. *A Cooperative Framework For Ensuring A High Quality of Life*

Crofoot

Arlin Wallace , Neighborhood Leadership for Environmental Health

Ending extreme poverty should focus on quality of life issues as opposed to dollars and cents. Success in improving quality of life should include measurements of; Access to quality health management, affordable and health food, quality affordable housing and bridging the "Digital Divide."

Only a cooperative is designed to benefit its members and the community at-large as opposed to itself. But to accomplish the improvement in quality of life, more than one cooperative identity is needed to capitalize upon economies of scale and scope.

The goal of the cooperative framework is to create directly democratic ownership, assume financial and legal liability, reduce cost over time through increasingly efficient mutual networks, passing benefit and maximum value of products and services to its members, with any excess value not stored, but continuously reinvested, reused or redistributed, thus improving the quality of life for an expanding membership.

431. *Panel: Radical Cooperation: Life on an Egalitarian Commune*

Anderson A

Darla Eaton, Laird Schaub, Alex Paoletti, & Paul Blundell (Federation of Egalitarian Communities) & Harvey Baker (Fellowship for Intentional Community)

This panel will introduce the Federation of Egalitarian Communities (FEC), which is a union of egalitarian communities that are united in the common struggle to create a lifestyle based on equality, cooperation, and harmony with the earth.

432. *Grassroots Fundraising as Organizing*

Anderson B

Ari Clemenzi & Alia Trindle , Catalyst Project

Grassroots Fundraising as Organizing: Is it possible to combine organizing and fundraising? In this interactive discussion, we'll explore how we can successfully raise money for our grassroots projects while inviting more people into our activist work and building the movement.

433. *Creating Community Agreements*

2105 A

Jennie Msall and Leah Harrison , Boston Community Cooperatives

In this workshop, we will model the process for creating house agreements and explore how these guidelines can be used to address common co-op conflicts. How can establishing agreements as a group help co-ops create safe spaces where members can express what they think and how they feel? How can co-ops develop a common language to address house and interpersonal conflicts? How can members hold each other accountable to these guidelines? As we discuss the importance of guidelines and the different processes for establishing them in your co-op, we will share concrete examples of guidelines that have worked well in our house and invite participants to add to the list. We will end by brainstorming ways to apply guidelines to specific scenarios, as well as think through challenges in implementing agreements after they have been created.

434. *Getting Creative with the 5th Principle: Spicing up Member and Public Education in your Coop*

Pond AB

Kim Penna (Austin Coop Think Tank, College Houses) & Erin Hancock (NASCO, Canadian Cooperative Association)

The fifth principle of cooperation, as outlined by the International Cooperative Alliance (1995), cites that education and training is provided to "members, elected representatives, managers, and employees so they can contribute effectively to the development of their co-operatives," and "inform the general public . . . about the nature and benefits of co-operation." How does that definition translate to creative action?

This workshop will present some of the highlights and innovative practices in education and training initiatives within

co-ops across North America, based on a comprehensive mapping of initiatives throughout Canada and the US. and help start planning for their next initiative.

435. *Basic Budget Fluency*

2105 B

Daniel Miller , NASCO Properties

Every member of a coop should be able to get involved with the creation of their budgets, but it doesn't always work that way. Do you hold back from asking questions about your coop's budget because you don't know where to start? Do you find budget discussions confusing or frustrating? Do you have questions about what your coop's finance officers are doing... or what they should be doing? This may be the workshop for you. In this session, participants will be given simple, easily learned tools to help them look critically at their coop's budget and get involved in improving it.

441. *Navigating Class Issues in Cooperative Communities*

Anderson D

Tyrone Boucher & Jenna Peters-Golden, AORTA

How do money and class affect our relationships and communities? We'll map out some of the dynamics that class privilege creates, and how these issues intersect with class, race, and gender. We will explore how these dynamics play out in co-ops and how to challenge them at interpersonal and institutional levels. Come prepared to discuss class dynamics within your own cooperative communities.

442. *Unpacking Gender Roles and Dynamics in Our Chore and Labor Systems*

2105 C

Lauren Beitler, Qumbya, Albany Free School

"Our maintenance officer is almost always male." "When men clean the bathroom, they don't do such a good job." "I notice that women are more likely to take minutes at our meetings."

Has anyone in your co-op ever said or thought anything like this? In this workshop we will explore the complex issues of sexism, stereotyping, and differently socialized skills that underly the gender roles and dynamics in co-op chore and labor systems.

We will discuss ways to talk about gender roles and the equitable division of labor in our co-ops, and strategize about how to promote inclusion and equality in all of the various types of work that make our co-ops run.

451. *Co-op Development Clinic*

The Commons
(UClub)

Instructors from the Co-op Development Track will be available to help you work through the questions you are facing in your development project.

• PRESENTERS •

Harvey Baker is a co-founder of 38 year old Dunmire Hollow Community, an intentional community in rural southern Tennessee. He has been a community activist for over 25 years, has been a board member of the Fellowship for Intentional Community since 1988, and is past president of the Communal Studies Association. He is a trained meeting facilitator, and has worked with groups interested in adopting consensus or improving their meeting process. He has been writing, speaking, and leading discussions about community and intentionality for many years. He finds his life enmeshed in expanding circles of community that he has helped create and nurture. He enjoys using his hands building custom furniture in his woodshop, bicycling, playing and coaching soccer, and growing organic fruits and vegetables in his garden.

431. Panel: Radical Cooperation: Life on an Egalitarian Commune

Samuel Bean was the Grounds Coordinator at Sasona Cooperative in Austin, Texas from 2009 to 2010. He's a native of both Brooklyn, New York and Montclair, New Jersey. Sam's father's relatives are farmers and laborers from the Ozarks, and he comes by manual skills (such as gardening and landscaping) naturally. He worked as a landscaper in Connecticut during the spring, summer, and autumn of 2001. Sam believe that the health of a community rests (to a large extent) in the health of its external spaces. Stewardship is a mentality that must be immediately observable to a visitor.

Facilitating Maintenance, and Labor Round Tables

Ray Beck is a new resident of West Philadelphia, and spends the majority of time learning how to have fun with and build relationships with low-income young people of color. In the process, Ray is learning lots about class oppression and racism within our ever tightening capitalist system. At Oberlin College, Ray was an active member of the Oberlin Student Cooperative Association and Economics major, along with co-presenter Lewis Maday-Travis. Together, they geeked out about cooperative, queer and feminist economic theory, and supported each other as rad queers through their semesters in an otherwise rather politically and socially mainstream economics department.

321. Envisioning an Anti-Oppressive Economy: Re-evaluating Labor and Production

Lauren Beitler is a teacher who splits her time between qumbya cooperative in Chicago and the Albany free school. She is excited to be here.

442. Unpacking Gender Roles and Dynamics in Our Chore and Labor Systems

Jeff Bessmer is Executive Director of Santa Barbara Student Housing Co-op and studies co-ops in the Master of Management: Co-operatives and Credit Unions masters with co-op managers from around the world. Having lived in six co-ops, Jeff has also directed and managed at both housing and grocery co-ops during major expansions and has done consulting work for worker co-ops. He has also been on co-op delegations to Ethiopia, Uganda, Tanzania, Cuba, and Mondragon, Spain. Believing in co-

operatives' proven success in making self-help social change, Jeff improves co-op operations and connects different co-operatives to better benefit their members and achieve their goals.

Facilitating Governance Round Table

352. Co-op Development: Municipal matters - Zoning Laws, Housing Inspections, and the Importance of Community Outreach

G. Paul Blundell graduated in 2007 with a degree in Economics and has been living at Acorn Community, an egalitarian, income sharing, consensus run commune of 25 people ever since. He has played an integral role in managing the community's mail order seed business and has dabbled in most every other aspect of community life over his time there. He speaks regularly about the economic, social, and personal value of cooperation and works to make the organizing lessons learned at Acorn Community accessible and applicable to people in all walks of life. He does not drink coffee or ride Tilt-a-Whirls but does enjoy vegan Szechuan cooking and transhumanism.

431. Panel: Radical Cooperation: Life on an Egalitarian Commune

Tyrone Boucher is an organizer, trainer, writer, and artist based in Belfast, Maine. In 2008, he co-founded the website Enough: The Personal Politics of Resisting Capitalism, a space to share strategies for creating more just and economically sustainable movements. Tyrone first become politicized through queer, trans, and feminist organizing, and now finds his political home in broad-based movements for liberation; he believes that all of our liberation is bound up together, and that true social change is a collective process. He works closely with POOR Magazine, a poor and indigenous people-led grassroots organization in the Bay Area doing economic justice work through art, organizing, grassroots media, education, and radical intergenerational community building. Tyrone was named one of UTNE Reader's 50 Visionaries Who Are Changing Your World in 2009, and is featured in the book Do It Anyway: Portraits of the Next Generation of Activists, from Beacon Press.

244. Deep Listening: Facilitation for Community Transformation

341. A Stroll Down Queer Ally: Being an Ally to Queer, Trans, and Gender Nonconforming People

441. Navigating Classism in Cooperative Communities

Laura Rose Brylowski is an Environmental Studies major and Hispanic Studies minor at Oberlin College. She served as Local Foods Coordinator in Oberlin's Student Cooperative Association (OSCA), where she became great friends with some remarkable farmers and vendors in Northeast, Ohio. She is currently working on research involving the environmental, economic, and social benefits of urban gardens and farms in Cleveland. Laura Rose recently returned from a semester abroad in Chile, where she learned a bunch of sick recipes, like how to make deep-fried empanadas and tomato jam. When she's not winning championships on her intramural "Dascomb Deathaters" soccer team, Laura Rose likes to dance tango and salsa with her friends.

334. Livin' la Vida Local: How Can Your Co-op Support a Local

Food Economy? Facilitating Food Roundtable

Ari Clemenzi is a white working-class anti-imperialist organizer with Catalyst Project, a center for anti-racist political education and movement-building based in the San Francisco Bay Area. 141/241. Part 1: Anti-Racism for Collective Liberation: 6-hour Intensive and Part 2: Anti-Racism for Collective Liberation, **342. Leadership Development for Horizontalists,** **432. Grassroots Fundraising as Organizing**

Kristen Cox works in Communications, Development and Policy for Self-Help Credit Union in Durham, NC, one of the leading and fastest growing CDCUs in the country. Having formerly worked as the Marketing and Community Relations Manager for North Side Community Federal Credit Union in Chicago, it was here that she discovered the connection between community development finance and economic justice. Aprior, she worked in development for a multi-issue, Latina-led neighborhood-based organization, as a consultant in estate tax organizing for the Institute for Policy Studies, and over ten years in the arts and community development, philanthropic and youth development sectors. She founded the Fire This Time Fund (FTTF), a giving circle that funded small-scale creative social change projects in Chicago, contributed writing and advising to AREA Chicago, and was a board member of Young Chicago Authors which produced the 2011 documentary Louder Than A Bomb. Kristen is a graduate of the School of Social Service Administration at the University of Chicago with a master's degree in community development, part owner of her family's former-tobacco, now-cattle farm in Central Kentucky, a socially responsible and community investor herself, and occasional Barry Manilow impersonator.

222. Is Bucking The System Possible? Financial Activism, Investment Strategies, and Community Development Case Studies in Economic Justice
411. Introduction to Community Wealth-Building

Carl Davidson is currently a field organizer and national co-chair for Committees of Correspondence for Democracy and Socialism. He is also a national board member of the Solidarity Economy Network. From 1961 to 1967, Carl studied philosophy at Penn State University and the University of Nebraska. In those years, he was a freedom marcher in Mississippi and a national leader of the Students for a Democratic Society. In the past 15 years, he specialized in the information technology needs of trade unions, nonprofits and public interest groups. He lives near Pittsburgh and is also a member of Steelworker Associates, a community action arm of the USW. He has written a book on the Mondragon Cooperatives, title 'New Paths to Socialism', and speaks frequently on the topic.

312. The Story of Mondragon: An In-Depth Multimedia Presentation on the MCC Coops and their Implications in the U.S.

Chris Dilley is the General Manager of the People's Food Coop. Recently Chris successfully led the coop through an expansion that more than tripled the size of the store, resulting in an exponential (180%) growth in sales. The PFC grew from \$400,000 in sales in 2004 to a budgeted \$2.4 million in 2012.

413. Panel: Coops and The New Economy

Steve Dubb is an alumnus of the USCA in Berkeley and

Groundwork Books in San Diego. Steve was Executive Director of NASCO from 2000 to 2003 and a NASCO board member from 2006 to 2008 and currently works at The Democracy Collaborative of the University of Maryland (<http://www.community-wealth.org>) where he does research on co-ops and other forms of community-based economic enterprise.

322. Building the Next System
411. Introduction to Community Wealth-Building

Darla Eaton currently resides at Acorn Community, which is an income-sharing, anarchist, feminist, ecologically-conscious commune. She endeavors to enrich her physical, social and cultural environment through green design and construction, strengthened local food networks, effective and compassionate community process, mutual education, great parties, music, and Art. She is passionate about creating a more viable, more just society, both inside and outside the commune, and over the past year has helped to start up a locally-adapted version of Plant a Row, which seeks to increase fresh produce in food banks and empower individuals with the knowledge and skills to garden.

431. Panel: Radical Cooperation: Life on an Egalitarian Commune

Mark Fick is a co-founder of the Stone Soup Cooperative in Chicago and the Senior Loan/Program Officer of the Chicago Community Loan Fund. Mark's work at CCLF is focused on lending to affordable housing, cooperatives and other community-based organizations. Mark also coordinates the CCLF technical assistance and training program to provide workshops, technical resources and referrals to community developers. He serves on the board of the Northside Community Federal Credit Union and the board of NASCO Development Services. Over the past 15 years Mark has worked with numerous cooperatives, collective enterprises and community organizing efforts to create humane, viable alternatives to the bloody capitalist mess in which we find ourselves.

151. Co-op Development: Getting Started
251. Co-op Development: Writing a Business Plan

Marcel Williams Foster grew up in the Rocky Mountains of Colorado and went onto attend the University of Minnesota/Guthrie Theater's BFA Actor Training Program, and was the first student to graduate with a double Major (BA in Anthropology, Summa cum laude with High Distinction). As a performer/collaborator he worked with The Guthrie Theater, Pig Iron Theatre, Theatre de la Jeune Lune, Deeply Rooted Dance Theatre, Applied Mechanics, and Shakespeare in Clark Park. His original work has been presented at the Center for Performance Research (NYC), DANCE Chicago Festival, Philadelphia Live Arts Festival, and at the University of Dar es Salaam (Tanzania). As an Anthropologist he worked with the Jane Goodall Institute's Research Center for four years, and conducted independent research on chimpanzee behavior for six months in Gombe National Park, Tanzania. He published several peer-reviewed articles in the American Journal of Primatology, Theatre Topics Journal, and continues to write freelance for a number of blogs internationally. His research and performance projects received support from the Illinois Arts Council, City of Chicago, Philadelphia Cultural Fund, and the National Endowment of the Arts.

323. Embodying Cooperative Systems and Practices

Jose Luis Gallardo is a day laborer originally from Mexico who joined Latino Union in 2008. He organizes day laborers at the Center and at corner hiring sites throughout Chicagoland. As a worker OSHA trainer, Mr. Gallardo trained hundreds of day laborers in OSHA health and safety and saw to the training's expansion in six cities nationally. Mr. Gallardo is an NDLOM Board Member and also served on Latino Union's Board of Directors from 2009-2011. Mr. Gallardo is one of the co-founders of Cafe Chicago and currently supports in managing operations within the cooperative.

212. Cafe Chicago: A Social Enterprise for a Social Movement

Alex Green lived at Luther House of ICC Ann Arbor from 2008-2012, serving as ICC President in '11-'12 and VP of Finance/Treasurer in '09-'10. Excited to see other cooperatives in action, Alex has visited BSC, College Houses, ICC-Austin, SHC, COUCH, UKSHA, and Wash U in St. Louis Co-op. He also played a key role in the creation of Ann Arbor's student food stand. With an academic background in business and general studies, Alex is trying to reconcile his cooperative background with his work as a public accountant. He currently lives in Brooklyn, NY, and reads a lot on the subway.

Facilitating Governance and Finance Round Tables

Erin Hancock is the Program Coordinator, Research & Education at the Canadian Co-operative Association. She serves on the boards of NASCO, the Canadian Association for Studies in Co-operation and also the Ottawa Women's Credit Union. Erin holds a Master's in Interdisciplinary Policy Studies from the University of New Brunswick.

434. Getting Creative with the 5th Principle: Spicing up Member and Public Education in your Coop

Leah Harrison lives in a housing co-op in Boston. She works for a non-profit, and also serves on the board of Boston Community Cooperatives, which supports the development and maintenance of owner co-ops in Boston.

433. Creating Community Agreements

Jim Jones has been involved with group equity housing co-ops since 1962 and worked for the co-ops in East Lansing, Austin and Ann Arbor. Jim has been involved with NASCO since he was a member of the first board of directors in 1971. He is fascinated by coop history and is currently writing a book on group equity housing and producing a documentary on the Austin cooperative community. Jim worked on development for NASCO from 1999 until the end of 2010, when he "retired." He is now a co-op education, development and management consultant with Allen Creek Consulting, LLC and is assisting with the establishment of a housing co-op in Grand Rapids, Michigan.

414. History of Group Equity Housing Coops

Esteban Kelly is active in a range of co-op movements having served (inter)nationally on the boards of the National Cooperative Business Association, the US Federation of Worker Co-ops, and the US Solidarity Economy Network. In 2011, Esteban was inducted into the NASCO Cooperative Hall of Fame where he has served on a board member since 2005 after working as Director of Education & Training from 2003-2005. Politicized in Anarchist collectives in the 1990s, Esteban first joined a co-op in 1999, when he moved into the Berkeley Student Co-ops.

Homeboy is the Education Coordinator at Mariposa Food Co-op where he was instrumental in forming the Food Justice and Anti-Racism Working Group. Esteban is pursuing a PhD in Anthropology at the CUNY Graduate Center, studying urbanization in Brazil. He is a worker-owner in AORTA (the Anti-Oppression Resource and Training Alliance) which he helped found in 2010 and has been an active member of Philly Stands Up since 2004, applying transformative justice to sexual assault situations. He lives in the LCA landtrust in West Philly with his partner and his daughter, Anaïs. He blogs at blackmaps.wordpress.com

121. Capitalism and Its Discontents: Understanding Its Logics and Our Liberation

Emily Kennedy has been a member of the Oberlin Student Cooperative Association for over three years. Having been an Operations Manager for OSCA's dining operations in 2010, Emily has seen the grimey underbelly of cooperation (which is, unsurprisingly, 95% compostable). She also served a brief stint as Local Foods Coordinator for OSCA in the fall of 2012. Emily's interests include documentary storytelling, improv comedy, and late-night baking.

334. Livin' la Vida Local: How Can Your Co-op Support a Local Food Economy?

Facilitating Food Roundtable

Lee Kirk is the lead manager developing the Community Promise low-income credit union in Kalamazoo's Edison Neighborhood. The credit union will be focused on serving unmet banking needs and plans to be specifically inclusive of the large hispanic population in Edison. Community Promise hopes to open in late 2012.

413. Panel: Coops and The New Economy

Adam "Fuzzy" Konner is a worker co-op developer and educator and is passionate about worker co-ops and the Fair Trade movement. He is working in Detroit with the Center for Community Based Enterprise (C2BE) to create a worker co-op sewing factory, which will hopefully be the seed of a network of worker co-ops in Detroit. He is also working with The Working World, an organization that supports worker co-ops in Latin America and the US, to create a crowdfunding platform for worker co-ops. He spent two years on the Coordinating Committee of United Students for Fair Trade, a national student organization. He has also held many leadership positions within the Inter-Cooperative Council in Ann Arbor

412. Fair Trade and the Coop Movement

Victoria (Tori) Kuper has been a member of Nickel City Housing Coop since 2009 where she has held several leadership positions. She has also served on the boards of NASCO Properties and NASCO Education. She has worked at Longacre Farm teaching teens the fundamentals of cooperation and direct communication in an intentional community setting. She is co-owner of a cooperative bakery, sits on the planning community of the West Side Working Food Coop, and organizes cooperative trainings, workshops and forums in her community. In her work she's found that effective processes for communication, conflict and consensus-building are key to "house happiness" and organizational sustainability.

332. Consensus, Conflict and Communication

Rek Kwawer is the Member Services Coordinator at Madison Community Cooperative (MCC) in Wisconsin and is on the board of NASCO Development Services. Rek previously lived and worked at Earthdance (Plainfield, MA), a retreat center focused on dance, sustainability and social justice with a residential staff community. Rek also lived at the Millstone Cooperative in Somerville, MA, and was a board member of Boston Community Cooperative (BCC) actively involved in the purchase of the Seed Pod Co-op in Dorchester, MA. Rek has been involved with co-ops since joining the Oberlin Student Cooperative Association (OSCA) in 2001.

352. Co-op Development: Municipal Matters: Zoning Laws, Housing Inspections, and the Importance of Community Outreach

Matthew Lechel is the Executive Director of Kalamazoo Collective Housing, a housing coop focused on providing affordable, sustainable housing in Kalamazoo. Matt teaches at Western Michigan University and is also employed by Volunteer Kalamazoo. Matt serves as the board president of the People's Food Coop and as a board member of The I.D.E.A. Association.

413. Panel: Coops and The New Economy

Eric Lipson has been the General Manager of ICC Ann Arbor since 2007. He is a strong believer that cooperatives demonstrate a viable, humane, democratic alternative to the mostly heartless world of corporate capitalism.

Mira Luna is an alternative economic activist, organizer, researcher and writer with a wide range of experience in transformative economic projects and a focus on community currency systems. She is the co-founder of Bay Area Community Exchange Timebank, an open source and cooperatively governed timebank based out of San Francisco, writer and adviser for Shareable.net, and Board member of the US Solidarity Economy Network

111. Introduction to Solidarity Economy: Alternatives Under Construction

311. Alternative Exchange Systems or Community Currencies

Lewis Maday-Travis is a 4-year alum of OSCA and a dedicated alternative economics and modified consensus geek. At Oberlin College, Lewis co-facilitated a feminist economics working group "Economists for a Feminist Future... Unite!" (EFFF U!) with co-presenter and fellow Economics major Ray Beck. After a year living in an intentional community in the Sierra Foothills and teaching/co-creating alternative economics curriculum with high school students, Lewis is now a 6th-grade science teacher in Seattle, WA. In what free time he can scramble together, Lewis is building community within the collective housing, queer/trans*, and alternative economics movements in the Pacific Northwest.

321. Envisioning an Anti-Oppressive Economy: Re-evaluating Labor and Production

Anthony Meza-Wilson enjoys wilderness, collectivity, and kindness. He is a geek about radical education who currently organizes with the Purple Thistle Centre, a youth-run arts and activism resource center in East Vancouver on Unceded Coast Salish Territory. He has organized with collectives of all kinds during the past 12 years ranging from student housing to artist-run centers to more than a handful of free schools and free school. When left to his own devices beyond the purview of industrial

capitalism he has a tendency to pet black cats and eat red raspberries.

211. Building Community Counter-Institutions to Replace the Academic-Industrial Complex

Daniel Miller has lived in and worked with student, community, and food coops since 1998. Daniel currently works for NASCO as the general manager for NASCO Properties, and also helping cooperators start new coops. Since 2007, Daniel has been involved in educating NASCO members on legal issues, budgeting, and ways to improve their coops. He also cares deeply about creating more inclusive and accessible communities and encouraging coop members to get involved in with their surrounding communities.

151. Co-op Development: Getting Started

251. Co-op Development: Writing a Business Plan

351. Co-op Development: Tax Exemption - Pros, Cons, and Hows

435. Basic Budget Fluency

Lincoln Miller has been involved with co-op development for 16 years. He created the Boulder Housing Coalition (BHC), a 501(C) (3) Community Housing Development Organization, co-founded the Masala Co-op and worked on the acquisition of Masala for the the BHC. He led the acquisition of the Chrysalis co-op for the Boulder Housing Coalition. This created the first permanently affordable cooperative housing system in Colorado. As the current Executive Director of the BHC, he is working towards the acquisition of an 8 unit apartment co-op and 104 Community Land Trust Units. He currently serves on the NASCO Properties board, and the Lots In Common Board.

152. Co-op Development: Expanding Your Co-op

352. Municipal matters: zoning laws, housing inspections, and the importance of community outreach

Cindy Milstein is a board member with the Institute for Anarchist Studies, a longtime anarchist educator and lifelong student of antiauthoritarian social movement, as well as author of the book Anarchism and Its Aspirations. Most recently, she was a central and critical voice within Occupy Philly, and an essential participant-chronicler of the Quebec student rebellion at <http://cbmilstein.wordpress.com/>

221. Within the Shell of the Old: Remaking the Present, Prefiguring the Future

Jennie Msall moved to a housing co-op in Boston two years ago, after being involved in co-ops in Madison and upstate New York. She works with teens to grow food on urban farms through a non-profit that addresses food access in Boston. She ultimately wants to start a co-op for single mothers.

433. Creating Community Agreements

Corrigan Nadon-Nichols has been a member of Qumbya Housing Cooperative in Chicago, IL for six years and currently serves on their Board of Directors. Corrigan has also served on the NASCO Properties Board for 4 years, in various officer roles. He currently works for the Experimental Station, a cultural micro-institution, as the office manager, and consults for small businesses and non-profits. He maintains a low-level meeting addiction, an abiding infatuation with bookkeeping and conflict mediation, and recently survived the complete renovation of his house.

Facilitating Finance Round Table

Emily Ng is Director of Member Services with the Urban Homesteading Assistance Board (UHAB) which organizes, develops, preserves, and supports low-income, resident-controlled housing cooperatives throughout New York City. Prior to joining UHAB, Emily was one of twelve founders of the Nickel City Housing Co-op in Buffalo, NY and was among the first group to inhabit 208 North Street (also known as Ol' Wondermoth). She currently lives in a housing co-op in Brooklyn, NY and serves on the board of NASCO Development Services (NDS). One way that she's celebrating International Year of Cooperatives is by organizing a bicycle tour of community housing co-ops in Brooklyn.

Facilitating Finance Round Table

333. Co-op Accounting: Making Finances Fun Again

411. Introduction to Community Wealth-Building

Layla Oghabian is currently a senior, studying Political Science at the University of California, Berkeley. Last spring, she was elected as House Manager for Cloyne Court Hotel, the largest student housing cooperative in North America. As house manager to 150 members, her responsibilities branch from conflict resolution, assisting with member move-in and orientation, to facilitating Community Action Workshops. This past summer, Layla facilitate an interactive and engaging workshop on Privilege and Oppression and found that the members to be very responsive. She is also employed by Stiles Hall as a coordinator for their Experience Berkeley transfers program, which provides special opportunities for high school juniors and transfer ready-community college students of color in California who are interested in attending UC Berkeley.

243. Room for Inclusion: Reaching out for Diversity in the Co-ops

Deborah Groban Olson is an Attorney with over 30 years experience creating and advising employee-owned companies, co-operatives and ESOPs; representing, unions, co-ops, companies, trusts, and employees (www.esoplaw.com). She leads the Community Economy Group (CE Group) in Metro Detroit, which includes the non-profit Center for Community Based Enterprise, Inc. (www.c2be.org) (C2BE), IngenuityUS, L3C, and Olson's law practice. The CE Group is adapting proven models of community-based business and social practices to help locally-rooted businesses accelerate transformation of Metro Detroit to a sustainable and inclusive local economy. C2BE is an education and technical assistance center for community-based enterprises, which is incubating the hybrid Detroit Community Co-op (DCC) and helping develop the Sew Detroit Co-op. Ingenuity US, L3C, is a community business developer and innovation broker, helping local inventors build worker co-operatives to manufacture their products. She was the founding executive director of the Capital Ownership Group (COG), <http://www.capitalownership.org>, a global on-line network and think tank on using broad ownership to address globalization challenges. She is a board member of Circle Pines Center, a cooperative education and retreat center, and was founding executive director of the Michigan Employee Ownership Center.

411. Introduction to Community Wealth-Building

Shay O'Reilly is a far-left journalist who covers LGBT issues and religious news for a center-left publication. Shay has been involved with various activist projects, including Occupy, anti-war protests, and anti-tuition-hike campaigns; in his free time (ha), he

has participated in anarchist reading groups, and served as both a worship associate and youth group adviser in the Unitarian Universalist Church. Although he considers Iowa City and its River City Housing Collective his home, Shay and his fiancé have recently relocated to New York City, where Shay attends Union Theological Seminary as a Master of Divinity candidate. His life revolves around school, church, and chosen family; notably, he met his fiancé at the 2011 Institute. He tweets, often angrily, @shaygabriel.

121. Capitalism and Its Discontents: Understanding Its Logics and Our Liberation

Vivian Onuoha is a senior at University of California, Berkeley, currently studying Applied Mathematics. Coming from a low-income, immigrant background, she found solace in living in Cloyne Court Hotel, a 150 member coop of the Berkeley Student Cooperative, for over two and a half years. As Maintenance Manager, Vivian has undertaken several projects to improve the habitability of the property and safety of the members. In Fall 2011, Vivian attended the NASCO Institute in Ann Arbor, MI, where she was appointed the co-chair of the People of Color Caucus. Since NASCO, Vivian has active gauged the influence of race in housing contracts. She has facilitated two workshops on Diversity and Privilege and worked closely with the BSC in conducting a census of the membership and recruitment.

243. Room for Inclusion: Reaching out for Diversity in the Co-ops

Alex Paoletti is a two-year member of Twin Oaks Community, a 100-person income-sharing, egalitarian community in rural Virginia. Alongside time spent serving as a general manager for the community's handcrafted hammock business and working in production for Twin Oaks Tofu, Alex spends much of his time caring for and teaching children of Twin Oaks. In his pre-commune life, Alex studied Mathematics and Computer Science at Bloomsburg University of Pennsylvania. He enjoys general geekery, dancing to electronic music, and raising awareness of communal values.

431. Panel: Radical Cooperation: Life on an Egalitarian Commune

Kim Penna is a person who is deeply committed to the values of education, cooperation and community. She discovered her love of co-ops in Austin, Tx in 2001 as a member of the 21st St. Co-op, and fosters that love by working as the Member Services Coordinator for College Houses, serving as the Development Director of the NASCO Education board of directors, being a member-owner of Black Star Co-op, engaging in the Austin Co-op Think Tank, and working on co-op development projects. She loves working with the student members at College Houses, and hopes to continue to develop young cooperators into cooperative leaders

434. Getting Creative with the 5th Principle: Spicing up Member and Public Education in your Coop

Sasha Pillow Petroni is a 3L at the University of Michigan Law School. She has lived in the ICC Ann Arbor for a little over five years, and has served on the Board of Directors, the Vice President of Recruitment and Retention, and House President. Sasha has also served as the National Coordinator of United Students for Fair Trade (USFT), Co-Chaired the ICC's Co-op Solidarity Team, and was a facilitator for Occupy UM. As a native of metro Detroit, Sasha is also involved in community economic

development in Detroit, and works with Michigan Legal Services. She will (hopefully) graduate from U of M Law School in May 2013 with a J.D., and specializes in Community Economic Development and Critical Race Theory.

412. Fair Trade and the Coop Movement

ashe danger phoenix is a southern poet, dog-mama, and liberation seeker from Durham, North Carolina. She lives and loves in the legacy of Southerners on New Ground and believes that Queer youth empowerment and creating family are the reasons to live. She works to constantly move closer into the beautiful place between sane and crazy, as gracefully as she grew up between the mountains and the sea.

242. From Independence to Interdependence: Creating Collective Strategies for Dismantling Ableism in Our Communities

Henry Raess has lived and traveled throughout the United States, having been a member of a number of collectives and collective efforts and having lived in cooperative environments in various places including Portland, Minneapolis, Nashville, New Orleans, Longacre Farm, Pennsylvania and his hometown of Buffalo, NY. Henry was very involved in the Occupy movement for the first six months before investing much of his time and energy into bicycle advocacy in Buffalo and Nickel City Housing Coop. He believes we must explore a broad range of strategies and tactics in moving toward a more just, sustainable world.

332. Consensus, Conflict and Communication

Daniel Rathjen has been a member of River City Housing Collective in Iowa City since 2008. After years of working to improve the co-op in a volunteer capacity, he has been hired this year as RCHC's first paid employee. He makes use of his knowledge of construction and historic preservation to restore and maintain RCHC's historic properties and his knowledge of sociology to build cohesion and consensus amongst its membership.

Facilitating Maintenance Round Table

Bridge Rauch is a resident and board member of Nickel City Housing Cooperative's Plankton House in Buffalo NY, and has been for about 3 1/2-4 years, and currently serves on the NASCO Properties board. Growing up in the Rust Belt shaped her consciousness about social, environmental and economic justice very deeply, and Bridge currently is beginning her career working as a community organizer/regional planner for a housing non-profit in Buffalo.

Facilitating Education Round Table

Shay O'Reilly is a far-left journalist who covers LGBT issues and religious news for a center-left publication. Shay has been involved with various activist projects, including Occupy, anti-war protests, and anti-tuition-hike campaigns; in his free time (ha), he has participated in anarchist reading groups, and served as both a worship associate and youth group adviser in the Unitarian Universalist Church. Although he considers Iowa City and its River City Housing Collective his home, Shay and his fiancé have recently relocated to New York City, where Shay attends Union Theological Seminary as a Master of Divinity candidate. His life revolves around school, church, and chosen family; notably, he met his fiancé at the 2011 Institute. He tweets, often angrily,

@shaygabriel.

121. Capitalism and Its Discontents: Understanding Its Logics and Our Liberation

Eric Rodriguez, Executive Director of the Latino Union, is the son of undocumented Mexican migrants who began volunteering with the Latino Union in 2002. While working as the managing coordinator of the Center, Eric facilitated the establishment of systems operations while simultaneously acting as the primary street corner organizer. Mr. Rodriguez is a co-founder of Cafe Chicago and plays an important role in developing leadership through projects as Cafe Chicago.

212. Cafe Chicago: A social enterprise for a social movement

Laird Schaub has been living in the fire of intentional community since 1974, and active in intercommunity networking since 1979. He has been involved with the Fellowship for Intentional Community since 1986 and been doing consulting work on group process since 1987. Excited about what community living has taught him and others about how to live cooperatively, today he is a principal in the CANBRIDGE process collective, making the learnings available to interested groups everywhere. He can be reached at Rt 1, Box 155, Rutledge MO 63563 ph 660-883-5545 email: laird@ic.org

Facilitating Governance Round Table

431. Panel: Radical Cooperation: Life on an Egalitarian Commune

David Sparer (aka Rosebud) has been an attorney in Madison Wisconsin since 1979. He lived in a housing coop for 17 years.

During the more than 30 years he has been an attorney he has focused on representing and assisting cooperatives and non-profits. He has assisted housing coops, grocery coops, farmer coops, and worker coops, with everything from initial organizing, negotiating leases, litigation, contract negotiations to purchasing or selling real estate, and dealing with zoning. During this time he represented housing coops all over the country in obtaining non-profit status.

351. Co-op Development: Tax Exemption - Pros, Cons, and Hows

Joshua Stephens co-founded The Mintwood Media Collective in the aftermath of the 2000 actions against the World Bank/IMF in Washington, DC, and later co-founded the Brighter Days Collective and Just Walk (worker self-managed pet care agencies in DC/Baltimore). He's been a contributor to the Occupy Workplace Democracy project in NYC, and is a board member with the Institute for Anarchist Studies.

221. Within the Shell of the Old: Remaking the Present, Prefiguring the Future

Elena Solomon is currently a proud member of The Roost, a Chicago 6-person co-op newly reinstated back into NASCO. Elena has also lived, worked, and cooperated in Harvest House (COUCH, 14 people) and Sunflower House (UKSHA, 33 people). While at Sunny, Elena supervised the renovation of their elaborate labor system and then brought the concept back to her own Harvest, with mad success. The entire process taught her much about labor systems and she's excited to share it with you! Elena also likes to craft, yarn bomb, read, teach sex ed, and engage in radical work (like doula-ship and rape advocacy).

Facilitating Labor Round Table

Emily Stewart is the Lead Community Organizer and Director of the Niagara Organizing Alliance for Hope (NOAH), a non profit that draws together community leaders from different faith backgrounds to act powerfully on local and regional issues of justice and equity through community-building, negotiation with decision-makers, and direct action. Emily is trained as a Gamaliel National Trainer which utilizing the Socratic method and the basic tools of community organizing.

Prior to her work in Western New York, Emily grew up in Tennessee, received her B.A. from Grinnell College in Art History, and her M.Ed. from Vanderbilt University in Community Development and Action.

332. Consensus, Conflict and Communication

Jess St. Louis is a young disabled queer trans woman who lives, loves and dreams in Greensboro, NC. She believes in queer liberation, anti-racism, collective access, wholeness, and a world for all of us. She loves riding bikes, taking hikes, dangly and hoop earrings, tasty vegetarian food and the idea of making our bodies part of our homes. She works with the Greenleaf Coffee Co-op and organizes with All of Us NC and Southerners on New Ground.

242. From Independence to Interdependence: Creating Collective Strategies for Dismantling Ableism in Our Communities

Meg Susong currently resides in Austin, TX, volunteering as the Pet Foster Program Coordinator for SafePlace, a domestic and sexual violence nonprofit that works to empower survivors. A recent graduate of the University of Texas with a degree in Women & Gender Studies and a certificate in Nonprofit Studies, she works with local communities to promote compassion through vegetarian and vegan diets along with general animal rights and welfare. Meg is also an advocate for queer and transgender communities, and identifies as a Feminist.

Facilitating Food Round Table

Stephen Switzer is the co-founder of treehaus, a 14 person housing cooperative in Brooklyn. He is a massage therapist, herbalist, and bookkeeper. Stephen is a member of Third Root Community Health Center, a worker cooperative of alternative health practitioners, and a co-founder of A Bookkeeping Cooperative (ABC).

Facilitating Finance round table,

333. Co-op Accounting: Making Finances Fun Again

Alia Trindle is an organizer with Catalyst Project, as well as the Development Coordinator at Causa Justa :: Just Cause, a multiracial base-building organization fighting for housing justice and immigrant rights in the Bay Area.

141/241. Part 1: Anti-Racism for Collective Liberation: 6-hour Intensive, and Part 2: Anti-Racism for Collective Liberation, 342. Leadership Development for Horizontalists, 432. Grassroots Fundraising as Organizing

Blake Underwood is a founding member of Just Walk and an active collective member at Red Emma's Bookstore Coffeehouse, both situated within a vibrant and collaborative terrain of worker cooperatives in Baltimore. He was active in this past year's

successful struggle against a proposed youth prison, helped organize the Mobilizing and Organizing from Below conference, and contributes a column to the Baltimore IndyReader, Cooperation Without Capital.

221. Within the Shell of the Old: Remaking the Present, Prefiguring the Future

Arlin Wallace is a life-long Clevelander (excluding taking a two-year military vacation and a one-year exodus to Chicago). He started a real estate investment company in 2005 in response to an economy where people depended on borrowing against increasing home values as a form of income. But he quickly realized the unsustainability of borrowing (even to invest) in a stagnant economy where nothing is produced. Although he intuitively understood something was wrong, he was ill-educated in finance markets and how they work. So in 2007 he went back to college and received a degree in finance (2012). In the process of schooling, he gained extensive on-the-ground experience investing and other outside-of-the-classroom knowledge from the internet and local projects.

421. A Cooperative Framework For Ensuring A High Quality of Life

Jamie Yelland joined the Oberlin Student Cooperative Association (OSCA) as a bright-eyed freshperson and has been a member for the past three years. He served for a year as a food buyer in one of OSCA's large dining co-ops, and later spent a year as OSCA's managing food buyer. Native to the mountains of the Pacific northwest, Jamie enjoys cycling and backpacking in the great outdoors. He spends his time at Oberlin tinkering in biochemistry labs, practicing with the fencing team, and teaching an Experimental College course in Indonesian gamelan music.

334. Livin' la Vida Local: How Can Your Co-op Support a Local Food Economy?

Facilitating Food Roundtable

Zahner grew up in the suburbs of Philadelphia, which gave her a core foundation for community yet left her with a yearning to see the world outside the "picket fence". After studying anthropology, she took off for California and Vermont to serve as an Americorps *VISTA volunteer. She has dedicated her career to relationship building and now conducts a train the trainer program in de-escalation. She resides in Milwaukee where she found her family of friends through the Transition Milwaukee. Her belief in community and the transition movement led her to become a Transition Trainer. Her search for what is outside the "picket fence" has now shifted to building community inside the "picket fence" where she's found all that she needs.

313. Movement within the Transition Movement

Caitlin Zinsley has been a member of the Oberlin Student Cooperative Association (OSCA) for three years. She spent a year as Local Foods Coordinator, and is now one of the organization's managing food buyers. She is from the Mid-Hudson Valley in New York State where she works on small farms, goes on picnics by the river, and swing dances.

334. Livin' la Vida Local: How Can Your Co-op Support a Local Food Economy?