

NASCO INSTITUTE 2013

a cooperative education & training institute



A FIRE IN OUR BELLIES
FOOD JUSTICE & COOPERATIVES

NOVEMBER 1-3, 2013

ANN ARBOR, MICHIGAN

WWW.NASCO.COOP/INSTITUTE

Greetings!

Welcome to the 36th 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 cooperators.

We hope that before you return home you will try something new, expand your cooperative skills toolbox, make lasting connections with fellow co-ops, and soak up all you can of this opportunity to explore intersections of the cooperative movement with food justice.

Finally, we value your input and participation. We encourage you to dive in and attend the Annual General Meeting (Saturday and Sunday mornings), take part in caucuses and working groups (Saturday afternoon and evening), and commit to taking action to keep the Institute momentum rolling throughout the year. All supporting materials for this year's Institute will be uploaded to our newly rebuilt NASCO Shared Resource Library – check out these resources and more at www.nasco.coop/resources!

Sincerely,

The NASCO Staff Collective

Daniel Miller, *Director of Properties*

Farheen Hakeem, *Director of Membership and Communications*

Remy Corso, *Director of Education and Training*

Morgan Crawford, *Director of Educational Programs*

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ICC Austin

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Oberlin Student Cooperative Association

Mingwei Huang, *PerCo Rep*
Madison Community Cooperative Alum

Daniel Kronovet
Berkeley Student Cooperative

Maria Langlois
College Houses

Brian Van Slyke, *Development Officer*
The Toolbox for Education and Social Action (TESA)

Artist's Credit: The art on the cover of this guide, page 3, and the front of the Institute poster was created by **Cristy C. Road**. Cristy is a Cuban-American artist and writer. Blending punk rock, queer counterculture, mental inadequacies, social justice, and occasional perverted bathroom humor- Road thrives to testify the beauty of the imperfect. For more: www.croadcore.org

| TABLE OF CONTENTS | |
|---------------------------------|-------|
| Accessibility | 3 |
| Allyship Resources | 4-11 |
| Schedule at a Glance | 12-15 |
| Special Events: | |
| Keynote Presentation | 16 |
| Detroit Tour | 16 |
| Documentary Film Festival | 17 |
| NASCO Annual General Meeting | 18 |
| The Commons | 19 |
| Inter-Cooperative Council Tours | 19 |
| Guerrilla Workshop Space | 19 |
| NASCO Tri-Board Luncheon | 19 |
| Caucuses and Working Groups | 19-20 |
| Banquet & Hall of Fame | 20 |
| Cooperative Game Night | 20 |
| Sunday Lunch | 20 |
| Course Tracks | 21 |
| Course Descriptions: | |
| Friday Staff & Managers Track | 22 |
| Saturday Morning | 22-23 |
| Saturday Afternoon | 23-28 |
| Sunday Morning | 28-30 |
| Sunday Afternoon | 31-32 |
| Presenter Bios | 33-38 |
| Restaurant Guide | 39-41 |
| Union Maps | 42-43 |
| ICC Co-ops Map | 44 |

• ACCESSIBILITY •

We actively strive to create an event that is fully 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. Resources for allyship and interrupting oppression can be found on pages 4-12.

We are doing the following to ensure that the 2013 NASCO Institute is accessible:

- Offering need-based scholarships
- Making affordable childcare available
- Taking care to house participants in co-ops where they will feel safe and affirmed
- Assuring that conference sites, including all restrooms, are wheelchair accessible
- Asking about personal access needs in our registration form
- Displaying ingredients 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 gender neutral restroom facilities as well as education on their necessity
- Asking that participants refrain from wearing strong smelling lotions, perfumes, or other chemically-scented body products (such as shampoo, body wash, and deodorant)
- Requesting that all presenters speak loudly and clearly, respecting the needs of those who have impaired hearing
- Designating a quiet room where participants can take a break and rest
- Creating safer spaces for people of similar identities to caucus
- Providing materials in a variety of formats

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 2013 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 away from the crowd and sit quietly, meditate or take a nap, we will have a **quiet space** available all day Saturday and Sunday. From the Union's front entrance, continue forward past registration to the end of the main hall, to find the Crofoot Room on your left.



BECOMING AN ALLY

Who is an Ally?

An ally is a member of a dominant social group who uses their position of privilege to work against social injustice directed at a group targeted by discrimination. (For example, heterosexuals who address heterosexism, white people who speak out against racism, men who oppose sexism.) An ally works to be an agent of social change rather than an agent of oppression.

Characteristics of an Ally

- Feels good about own social group members; is comfortable and proud of own identity.
- Takes responsibility for learning about own and the target group's experience, culture and how oppression either benefits or disadvantages one group in everyday life.
- Listens to and respects the perspectives and experiences of target group members.
- Acknowledges unearned privileges received as a result of dominant group status and works to change privileges into rights that target group members also enjoy.
- Recognizes that unlearning oppressive beliefs and actions is a lifelong process, not a single event, and welcomes each learning opportunity.
- Is willing to take risks, try new behaviors, act in spite of own fear and resistance from other dominant group members.
- Is willing to make mistakes, learn from them and try again.
- Is willing to be confronted about own behavior and consider change.
- Learns and takes direction from target group members and encourages their leadership.
- Persuades other dominant group members to work to change unearned privileges.

Adapted from Teaching for Diversity and Social Justice, ed. M. Adams, L. A. Bell and P. Griffin. New York: Routledge, 1997.

Guidelines for Being Strong White Allies

Adapted from *Uprooting Racism: How White People Can Work for Social Justice* by Paul Kivel

Every situation is different and calls for critical thinking about how to make a difference.

- 1. Assume racism is everywhere, every day.** Just as economics influences everything we do, just as gender and gender politics influence everything we do, assume that racism is affecting your daily life. We assume this because it's true, and because a privilege of being white is the freedom to not deal with racism all the time. We have to learn to see the effect that racism has. Notice who speaks, what is said, how things are done and described. Notice who isn't present when racist talk occurs. Notice code words for race, and the implications of the policies, patterns, and comments that are being expressed. You already notice the skin color of everyone you meet—now notice what difference it makes.
- 2. Notice who is the center of attention and who is the center of power.** Racism works by directing violence and blame toward people of color and consolidating power and privilege for white people.
- 3. Notice how racism is denied, minimized, and justified.**
- 4. Understand and learn from the history of whiteness and racism.** Notice how racism has changed over time and how it has subverted or resisted challenges. Study the tactics that have worked effectively against it.
- 5. Understand the connections** between racism, economic issues, sexism, and other forms of injustice.
- 6. Take a stand against injustice.** Take risks. It is scary, difficult, and may bring up feelings of inadequacy, lack of self-confidence, indecision, or fear of making mistakes, but ultimately it is the only healthy and moral human thing to do. Intervene in situations where racism is being passed on.
- 7. Be strategic.** Decide what is important to challenge and what's not. Think about strategy in particular situations. Attack the source of power.
- 8. Don't confuse a battle with the war.** Behind particular incidents and interactions are larger patterns. Racism is flexible and adaptable. There will be gains and losses in the struggle for justice and equality.
- 9. Don't call names or be personally abusive.** Since power is often defined as power over others—the ability to abuse or control people—it is easy to become abusive ourselves. However, we usually end up abusing people who have less power than we do because it is less dangerous. Attacking people doesn't address the systemic nature of racism and inequality.
- 10. Support the leadership of people of color.** Do this consistently, but not uncritically.
- 11. Learn something about the history of white people who have worked for racial justice.** There is a long history of white people who have fought for racial justice. Their stories can inspire and sustain you.
- 12. Don't do it alone.** You will not end racism by yourself. We can do it if we work together. Build support, establish networks, and work with already established groups.
- 13. Talk with your children and other young people about racism.**

10 THINGS MEN CAN DO TO PREVENT GENDER VIOLENCE

- 1** Approach gender violence as a MEN'S issue involving men of all ages and socioeconomic, racial and ethnic backgrounds. View men not only as perpetrators or possible offenders, but as empowered bystanders who can confront abusive peers.
- 2** If a brother, friend, classmate, or teammate is abusing his female partner -- or is disrespectful or abusive to girls and women in general -- don't look the other way. If you feel comfortable doing so, try to talk to him about it. Urge him to seek help. Or if you don't know what to do, consult a friend, a parent, a professor, or a counselor. **DON'T REMAIN SILENT.**
- 3** Have the courage to look inward. Question your own attitudes. Don't be defensive when something you do or say ends up hurting someone else. Try hard to understand how your own attitudes and actions might inadvertently perpetuate sexism and violence, and work toward changing them.
- 4** If you suspect that a woman close to you is being abused or has been sexually assaulted, gently ask if you can help.
- 5** If you are emotionally, psychologically, physically, or sexually abusive to women, or have been in the past, seek professional help **NOW.**
- 6** Be an ally to women who are working to end all forms of gender violence. Support the work of campus-based women's centers. Attend "Take Back the Night" rallies and other public events. Raise money for community-based rape crisis centers and battered women's shelters. If you belong to a team or fraternity, or another student group, organize a fundraiser.
- 7** Recognize and speak out against homophobia and gay-bashing. Discrimination and violence against lesbians and gays are wrong in and of themselves. This abuse also has direct links to sexism (e.g. the sexual orientation of men who speak out against sexism is often questioned, a conscious or unconscious strategy intended to silence them. This is a key reason few men do speak out).
- 8** Attend programs, take courses, watch films, and read articles and books about multicultural masculinities, gender inequality, and the root causes of gender violence. Educate yourself and others about how larger social forces affect the conflicts between individual men and women.
- 9** Don't fund sexism. Refuse to purchase any magazine, rent any video, subscribe to any Web site, or buy any music that portrays girls or women in a sexually degrading or abusive manner. Protest sexism in the media.
- 10** Mentor and teach young boys about how to be men in ways that don't involve degrading or abusing girls and women. Volunteer to work with gender violence prevention programs, including anti-sexist men's programs. Lead by example.

This poster was produced by MVP Strategies, a gender violence prevention, education and training organization.
Email: MVPStrategies@aol.com

Class: Power, Privilege, and Influence in the United States

Classism Defined

The criteria for determining class membership or identity can be easily debated. Class has been variously defined by origins, workforce status, income, and educational background. The primary emphasis is on the economics of class. Some consider all who derive their income from wages as members of the working class; others exclude professionals and managers whose incomes are high enough to provide a stake in the capitalist system. Depending on the breadth of the definition, 70-85% of the population can be considered working class. This is true despite the fact that the individuals may identify themselves as members of the middle class.

Classism is the systematic oppression of subordinated groups (people without endowed or acquired economic power, social influence, and privilege) who work for wages for the dominant group (those who have access to control of the necessary resources by which other people make their living). Classism is held in place by a system of beliefs that ranks people according to economic status, family lineage, job, and level of education. Classism says that dominant group members are smarter and more articulate than working class subordinated groups. In this way, dominant group members (uppermiddle class and wealthy people) define for everyone else what is “normal” or “acceptable” in the class hierarchy.

Class affects people not only on an economic level, but also on an emotional level. “Classist” attitudes have caused great pain by dividing subordinated group members from one another and suppressing individual means for personal fulfillment or survival. It is not unusual to find a level of collusion between subordinated group members and dominant group members as a means of survival by gaining access to some of the privilege retained by the dominant group. There is also a fair amount of internalized oppression experienced by some subordinated group members, i.e., a disdain or shame about traditional patterns of class in ones family and a denial of heritage.

What Dominant Groups Can Do About Classism

A major feature of the “classist” mindset is the stereotype that suggests that poor and working class people are unintelligent, inarticulate, and “overly emotional.” A good ally (a dominant group member willing to partner to eliminate classism) will contradict these messages by soliciting the knowledge and histories of impoverished and working class people (members of the subordinated groups). Dominant group allies can also engage subordinated group members by being a thoughtful, considerate listener. When subordinated group members talk about their experiences, it is most helpful for an ally to resist becoming defensive and expressing their own guilt. It is also extremely helpful for dominant group members to refrain from criticizing how the message is being presented. Some ways of becoming an ally include:

- Claim your identity. Learn all you can about your history as a dominant group member.
- Learn the history and experience of all working and impoverished people (particularly people living in your neighborhood or community).
- Raise your children to be anti-classist rather than merely being non-classist in their own behavior. This means becoming active allies with subordinated group members to improve the quality of life for all.
- Give yourself and your children exposure and experience of the language and culture of working peoples.
- Listen with compassion when a member of the subordinated group relays experiences and feelings. Ask for clarification when needed and respond.

Be an Ally to Disabled People

Disabled people are everywhere, and yet are mostly invisible to the non-disabled world. Everyone grew up learning stereotypes about disabled people. Some of these stereotypes are negative (“helpless,” “dependent,” “useless”). Others seem positive but are just as limiting (“cheerful,” “inspiring,” “brave”). In order to end disability oppression, nondisabled people need to learn how to be allies to disabled people.

respect

- **Recognize** that disabled people are inherently worthwhile.
- **Listen** to disabled people’s stories, experiences, and perspectives.
- **Understand** that having a disability does not make our lives any more inspirational, pitiful or tragic than yours. Our disabilities are ordinary and familiar parts of who we are.
- **Ask before you offer help** to a disabled person. What you assume is helpful may not be. Start with a friendly but non-intrusive question: “Can I provide assistance?” or “Can I get that for you?” Be aware that your offer may not be accepted. Disabled people are the experts about our own lives and what we need.
- **Don't ask** intrusive questions, however well-intentioned. Because of how disabled people are separated from society, many of us deal with daily curiosity about our bodies and lives. This can be irritating, exhausting, and demeaning.
- **Challenge** your own assumptions. Many people have disabilities that might not be apparent to you. Everyone has a right to request and use the accommodations they need without being criticized or questioned.
- **Ignore** service dogs while they’re working. Don’t pet, feed, or interact with them.

language

- **Don’t use** the words “cripple,” “defect,” “spastic,” “lame,” “retard,” and “crazy.” These words have long been used to bully and oppress disabled people. You may hear disabled people calling each other “crip” or “gimp,” This is "insider" language, akin to LGBT people calling each other “queer,” but isn’t appropriate language for non-disabled people to use.
- **Use** the phrase “disabled people” or “people with disabilities.”
- When you hear other people use ableist language, **take the opportunity** to challenge and educate.
- **Don’t ask**, “What’s wrong with you?” Disabled people have many different relationships with our bodies/minds. Don’t assume you know what’s right or wrong.

a community resource—please distribute widely

created by disability rights activists

for more info: eclare@gmavt.net or www.eliclare.com

access

- **Work to create** accessibility in your community, workplace, and place of worship. Ramps and elevators are vital, but access doesn't stop there.
- **Access means** creating an inclusive and welcoming space for all members of your community:
 - Ensure** that people with mobility aids and/or personal attendants can use the bathrooms.
 - Minimize** the presence of scented products and other triggers for people with chemical sensitivities with the goal of creating scent-free space.
 - Offer** printed materials in alternative formats, such as Braille, large print, and audio.
 - Provide** sign language interpreters and real time captioning.
 - Choose** locations for community events near public transportation.
 - Offer** sliding scales at events that cost money.
 - This is not an exhaustive list, only a starting place.**
- **Understand** that no single accommodation will work for all disabled people. One solution doesn't fit all, but increased access does benefit everyone.
- **Take your lead** from disabled people. We know what works best for us.
- **Be creative.** Don't use lack of money as an excuse not to create access.

activism

- **Educate yourself.** Read about the disability rights movement. Attend disability culture events.
- **Recruit** members of the disability community to leadership positions within your organizations.
- **Confront** disability stereotypes and oppression ableism wherever you encounter them.
- **Integrate** disability issues into your understanding of racism, classism, sexism, homophobia, and transphobia. These systems of oppression are all interrelated.

resources

- Fleischer, Doris Zames and Zames, Frieda, *The Disability Rights Movement: From Charity to Confrontation* (Philadelphia: Temple University Press, 2001).
- Linton, Simi, *Claiming Disability: Knowledge and Identity* (New York: New York University Press, 1998).
- *Ragged Edge Magazine Online* (www.raggededgemagazine.com)

a community resource—please distribute widely

created by disability rights activists

for more info: eclare@gmavt.net or www.eliclare.com

What Every Super-Rad Straight Ally Should Know

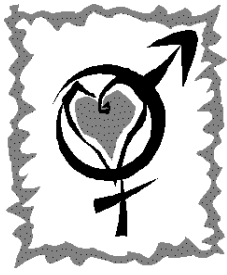
TEN WAYS HOMOPHOBIA AFFECTS STRAIGHT PEOPLE

1. Homophobia forces us to act "macho" if we are a man or "feminine" if we are a woman. This limits our individuality and self-expression.
2. Homophobia puts pressure on straight people to act aggressively and angrily towards LGBTQ people.
3. Homophobia makes it hard to be close friends with someone of the same sex.
4. Homophobia often strains family and community relationships.
5. Homophobia causes youth to become sexually active before they are ready in order to prove they are "normal." This can lead to an increase in unwanted pregnancies and STDs.
6. Homophobia prevents vital information on sex and sexuality from being taught in schools. Without this information, youth are putting themselves at a greater risk for HIV and other STDs.
7. Homophobia can be used to hurt a straight person if they "appear to be gay."
8. Homophobia makes it hard for straight people and LGBTQ people to be friends.
9. Homophobia along with racism, sexism, classism, etc. makes it hard to put an end to AIDS.
10. Homophobia makes it hard to appreciate true diversity and the unique traits that are not mainstream or "normal."

For more info, see [Homophobia: How We All Pay the Price](#), edited by Warren J. Blumenfeld, Boston: Beacon Press: 1992.

"HOMOWORK": WAYS TO FIGHT HOMOPHOBIA AS A STRAIGHT ALLY

1. Organize discussion groups to talk about the "Ten Ways Homophobia Affects Straight People" and ways to be active as LGBTQ allies.
2. Always use neutral labels like "partner" or "significant other" instead of "boyfriend," "girlfriend," etc. when writing or talking to others.
3. Bring up LGBTQ issues in conversations with friends or discussions in class.
4. Interrupt anti-LGBTQ jokes, comments or any other behaviors that make homophobia appear OK.
5. Put LGBTQ-positive posters in your spaces and communities or wear shirts, buttons, etc. that promote equality.
6. Don't make assumptions about peoples' sexual orientations or gender identities. Assume there are LGBTQ people in all of your classes, groups, teams, meetings, etc.
7. Don't assume that "feminine-acting men" and "masculine-acting women" are not heterosexual.
8. Don't assume that "macho males" or "feminine females" are heterosexual.



Action Steps for Being a Trans Ally

by Samuel Lurie, Transgender Training and Advocacy; www.tgtrain.org

“Transgender” encompasses many different gender presentations and identities. From Male-to-Female and Female-to-Male to Femme Queen, Boi, Trannyfag, Female-born man, Transwoman, Tomboy, Butch, Crossdresser and many more.

Many people may not identify as “transgender” but still face discrimination based on their gender expression and for not conforming to traditional gender presentations.

Don't make assumptions about a trans person's sexual orientation. Gender identity is different than sexual orientation. Being gay doesn't mean you're trans and being trans doesn't mean you're gay. Sexual orientation is about who we're attracted to. Gender identity is about how we see ourselves. Trans people can identify as gay, straight, bisexual, pansexual or asexual.

If you don't know what pronouns to use, ask. Politely and respectfully. Then use that pronoun and encourage others to do so also.

Confidentiality, Disclosure and “Outing.” Some trans people “pass” and some do not. Knowing a trans person's status is personal information and up to them to share with others. Gwen Araujo and Brandon Teena were both murdered when others revealed their trans status. Others routinely lose housing, jobs and friends. Do not casually share this information, or “gossip” about a person you know or think is trans.

Don't assume what path a transperson is on regarding surgery or hormones. Affirm the many ways all of us can and do transcend gender boundaries, including the choices some of us make to use medical technology to change our bodies. Some trans people wish to be recognized as their gender of choice without surgery or hormones; some need support and advocacy to get respectful medical care, hormones and/or surgery.

Don't police public restrooms. Recognize that gender variant people may not match the little signs on the restroom door—or your expectations! Encourage businesses and agencies to have unisex bathrooms, and offer to accompany a trans-person to the bathroom so they are less vulnerable.

Don't just add the “T” without doing work. “GLBT” is now commonplace to show support for queerness. To be an ally for Transpeople, Gays, Lesbians and Bisexual people need to examine their own gender stereotypes and transphobia and be willing to defend trans people and celebrate trans lives.

Listen to trans voices. The best way to be an ally is to listen to trans people themselves. Check out websites and books by trans people. Talk to trans folks in your community. All trans people are individuals. They are the experts on their own lives!

• SCHEDULE AT A GLANCE •

| when? | what? | where? |
|-----------------|---|--|
| FRIDAY | | |
| 9:30am-5:00pm | Staff & Managers Track <i>See page 23 for detailed schedule</i> | Welker |
| 11:00am-8:00pm | Registration Open | Lobby |
| 11:00am-5:00pm | Detroit Tour | Meet at Registration |
| 1:00 & 3:00pm | ICC Co-op Tours | Meet at Registration |
| 5:30pm | Institute Kickoff | The Commons (Art Lounge) |
| 6:30pm | Institute Faculty & Staff Dinner | Wolverine |
| 8:00-9:30pm | Collective Liberation Caucus* | Welker |
| 8:00-10:00pm | Documentary Film Festival | Wolverine, Kuenzel, & The Commons (Art Lounge) |
| SATURDAY | | |
| 8:00am-8:00pm | Registration Open | Lobby |
| 9:00am-12:15pm | Intensives & Roundtables – Course Block 1 | |
| | 301. Cooperative Skills Roundtables | Anderson |
| | 401. Developing New Cooperatives Part I - The Development Process | Wolverine |
| | 501. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 1 | Kuenzel |
| | 601. Deep Roots: Food Justice Intensive - Part I | Welker |
| | NASCO Annual General Meeting - Part 1 | Pendleton |
| 12:30-1:15pm | Keynote Presentation: Malik Yakini | Rogel Ballroom |
| 1:15-2:30pm | Lunch on the Town, Caucuses, & Working Groups | |
| | NASCO Tri-Board Luncheon | Pendleton |
| | People of Color Caucus (lunch provided)* | Anderson D |
| | People with Disabilities Caucus (lunch provided)* | Pond |
| | White Allies Working Group (lunch off-site)* | Meet at Registration |
| | Food Justice Working Group (lunch off-site)* *See page 20 for more info on caucuses and working groups | Meet at Registration |

SATURDAY continued

| | | |
|--|--|-------------|
| 2:30-4:00pm | Course Block 2 | |
| | 101. Anti-Oppression and Fair Housing Law | Blain |
| | 102. Cultivating Sanity: Cooperation and Anti-Oppressive Mental Health Paradigms (3-Hour Intensive) | 2105 C |
| | 201. Learning from Our Past | Tappan |
| | 302. Big Co-op Issues - Member Roundtable | Anderson A |
| | 805. Big Co-op Issues - Staff Roundtable | Anderson C |
| | 402. Developing New Cooperatives Part II - Budgets and Feasibility | Wolverine |
| | 502. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 2 (3-Hour) | Kuenzel |
| | 503. Using Research to Further Your Co-op's Mission: Lessons Learned from Student Food Co. | 2105 A |
| | 602. Deep Roots: Food Justice Intensive - Part II | Welker |
| | 604. Ethical Chocolate: Direct Trade with Cocoa Farmer Owned Cooperatives | 2105 B |
| | 701. Radical Sharing and Cooperation: Life on an Egalitarian Commune | Pond A |
| 702. Band-aids and Soup Kitchens: The Politics & Economics of Emergency Food Systems | Pond C | |
| 4:15-5:45pm | Course Block 3 | |
| | 102. Cultivating Sanity: Cooperation and Anti-Oppressive Mental Health Paradigms (continued) | 2105 C |
| | 202. Cooking and Eating in Small Co-ops | Tappan |
| | 303. Board & Member Roles & Responsibilities | Anderson A |
| | 403. Developing New Cooperatives Part III - Incorporating and Getting 501c3 Status | Wolverine A |
| | 404. Workshopping Your Budget | Wolverine C |
| | 502. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 2 (continued) | Kuenzel |
| | 504. Food-Labor Justice: Wage/Animal Abolitions and Human Speciations | 2105 A |
| | 603. Deep Roots: Food Justice Intensive - Part III | Welker |
| 605. Regional Resilience in Ontario: Fostering Food Justice Through Co-operation | 2105 B | |

| SATURDAY continued | | |
|---------------------------|---|----------------|
| 4:15-5:45pm | Course Block 3 continued | |
| | 703. <i>Building the Next System</i> | Pond A |
| | 704. <i>Building a Retail Food Co-op: Modeling Community Ownership, Food Sovereignty, and Food Justice Strategies</i> | Pond C |
| | 705. <i>Just Workplaces In Full Food Systems: The Role of Worker Cooperatives in Building Just Food Systems</i> | Anderson C |
| 6:00-7:45pm | Banquet & Hall of Fame Ceremony | Rogel Ballroom |
| 8:00-9:30pm | Caucuses & Working Groups | |
| | Queer & Trans Caucus | Pond |
| | Working Class Caucus | Crofoot |
| | Owning Class Allies Working Group | Welker |
| 8:00-10:00pm | <i>Cooperative Game Night</i> | Kuenzel |
| 9:00-10:00pm | <i>Interfaith Working Group</i> | Blain |
| SUNDAY | | |
| 9:00-10:30am | Course Block 4 | |
| | 203. <i>Consensus 101</i> | Anderson A |
| | 405. <i>Apartment Co-ops (Panel)</i> | Wolverine A |
| | 406. <i>Developing New Cooperatives Part IV - Municipal Matters (Panel)</i> | Wolverine C |
| | 505. <i>Foodie Privileges: The Everyday Economics of Accessible Food Co-ops</i> | Welker |
| | 606. <i>Demystifying and Decolonizing “Ethnic” Food</i> | Parker |
| | 706. <i>Food Justice for All: An Overview of Two Revolutionary Food Justice Programs</i> | Pond A |
| | 707. <i>God is Radical: Bringing the New Economy to Our Spiritual Homes</i> | Pond C |
| | NASCO Annual General Meeting – Part 2 | Pendleton |
| 10:45am-12:15pm | Course Block 5 | |
| | 103. <i>Checking Power and Privilege in our Groups/Communities</i> | Blain |
| | 204. <i>Dynamic Facilitation: Sharing Our Tools & Practices</i> | Anderson A |

| SUNDAY continued | | |
|-------------------------|--|--------------------------|
| 10:45am-12:15pm | Course Block 5 continued | |
| | 305. <i>From Start-up to Co-op: Accounting for those Dollars</i> | Anderson C |
| | 407. <i>Developing New Cooperatives Part Va - Closing on Property</i> | Wolverine A |
| | 408. <i>Developing New Cooperatives Part Vb - Negotiating a Lease</i> | Wolverine C |
| | 506. <i>Breaking Down our Food: Reclaiming Waste in Consumer Society</i> | Welker |
| | 708. <i>A Slice of Solidarity: Pizza Production in a New Economy</i> | Pond A |
| | 709. <i>Introduction to Community Wealth Building (Panel)</i> | Pond C |
| 12:15-1:30 pm | Lunch (provided) | |
| | <i>Regional Networking Luncheon</i> | Rogel Ballroom |
| | <i>Diversity Congress Luncheon</i> | Tappan |
| | <i>NASCO Development Services Luncheon</i> | Parker |
| | <i>NASCO Properties Luncheon</i> | Pendleton |
| 1:45-3:15 pm | Course Block 6 | |
| | 104. <i>Expanding Citizenship: Workplace Democracy and Civic Engagement in Food Co-ops</i> | Blain |
| | 205. <i>Doing it Online: Group Decision Making with Computers</i> | Anderson A |
| | 304. <i>Securing Grant Funding for Your Co-op</i> | Anderson D |
| | 306. <i>Conflict: Fight, Flight, or Opportunity?</i> | Anderson C |
| | 409. <i>Developing New Cooperatives Part VI - Development Leadership: How to Succeed Against All Odds</i> | Wolverine A |
| | 410. <i>Starting an Effective Worker Cooperative: Developing a Worker Co-op that Thrives and How (hopefully) Not to Get Stuck in Co-op Purgatory</i> | Wolverine C |
| | 507. <i>Urban Farming and Cooperative Living</i> | Welker |
| | 607. <i>Bikes! Friends! Food! "Trash"! Taking Direct Action Against Food Insecurity with Boulder Food Rescue</i> | Pond C |
| | 710. <i>Member Labor and Participation in Food Co-ops - Lessons from The Park Slope Food Co-op</i> | Pond A |
| 3:30pm | Closing | The Commons (Art Lounge) |
| 4:00pm | Hugs & Goodbyes | |

•SPECIAL EVENTS•

Keynote Presentation

SAT • 12:30-1:15pm
Rogel Ballroom

Building Co-ops to Foster Community Self-determination

Capitalism is a system that is by nature exploitive and unsustainable. The answers to many of the social problems that we face lie in capitalism giving way to a more equitable system of distributing resources that upholds the dignity of all human beings and respects nature.

In the meantime, we are faced with the dilemma of how to develop our communities within a system that favors the rich, is racist and sexist, and destroys the earth. Within this current system, the best option for building collective community ownership and empowerment is co-operatives. This talk will look at some examples of how co-ops have been used in the African American community and will explore the Detroit Black Community Food Security Network's efforts to open a consumer food co-op grocery store, as a way of empowering and providing access to healthy food options for Detroiters.



Malik Kenyatta Yakini is an activist and educator who is committed to freedom and justice for African people in particular and humanity in general. Yakini is a founder and the Executive Director of the Detroit Black Community Food Security Network, which operates a seven acre farm in Detroit. DBCFSN also spearheaded efforts to establish the Detroit Food Policy Council, which Yakini chaired from December 2009 – May 2012. He served as a member of the Michigan Food Policy Council from 2008 - 2010. He serves on the steering committee of Undoing Racism in the Detroit Food System.

From 1990 – 2011 he served as Executive Director of Nsoroma Institute Public School Academy, one of Detroit's leading

African-centered schools. In 2006 he was honored as “Administrator of the Year” by the Michigan Association of Public School Academies. He served as a member of the Board of Directors of Timbuktu Academy of Science and Technology from 2004 - 2011. He is C.E.O. of Black Star Educational Management.

He is dedicated to working to identify and alleviate the impact of racism and white privilege on the food system. He has an intense interest in contributing to the development of an international food sovereignty movement that embraces Blacks farmers in the Americas, the Caribbean and Africa. He views the “good food revolution” as part of the larger movement for freedom, justice and equality.

Yakini has presented at numerous local community meetings and national conferences on food justice and implementing community food security practices. He is featured in the book "Blacks Living Green," and the movie “Urban Roots.” He is currently an Institute for Agriculture and Trade Policy “Food and Community Fellow”. He recently received the James Beard Foundation Leadership Award. He is a vegan and an avid organic grower.

Detroit Tour

Tour Guide: Salam Rida

FRI • 11:00am-5:00pm
Meet at Registration

This year, NASCO has revived the annual Detroit Tour as part of our optional Friday programming. An additional fee of \$20 per person, payable on-site or with registration, covers round trip transportation and three stops around the Detroit area with Salam Rida, NASCO's local volunteer tour guide.

Departing the University of Michigan Student Union in Ann Arbor at 11:00 am and returning around 5:00 pm, tour participants will visit and learn about organizations working in the overlapping areas of food access, food security, local food, and cooperative business. Come see how groups across Detroit are working to feed and empower their communities!

The Friday Night Film Festival has become an Institute tradition. This year, in line with our theme, we're exploring alternative food systems, cooperatives, and their intersections.

All films will be screened for free in the University of Michigan Union on Friday at 8:00pm. Popcorn will be provided.

Screening 1 - **Growing Cities** - being screened in *Wolverine*

In their search for answers, filmmakers Dan Susman and Andrew Monbouquette take a road trip and meet the men and women who are challenging the way this country grows and distributes its food, one vacant city lot, rooftop garden, and backyard chicken coop at a time.

Join them as they discover that good food isn't the only crop these urban visionaries are harvesting. They're producing stronger and more vibrant communities, too.

Screening 2 - **Food For Change** - being screened in *Kuenzel*

Food For Change is a feature-length documentary film focusing on food co-ops as a force for dynamic social and economic change in American culture. The movie tells the story of the cooperative movement in the U.S. through interviews, rare archival footage, and commentary by the filmmaker and social historians. This is the first film to examine the important historical role played by food co-ops, their pioneering quest for organic foods, and their current efforts to create regional food systems. Additionally, the film shows how the co-op movement strengthens communities where they are located, enhancing local economies and food security. The goal is to educate a wide national audience about the principles of cooperation with a focus on food.

Screening 3 - **Many Hands** and **Working Together 2013: The Story of the Inter-Cooperative Council** - being screened in *The Art Lounge*

Many Hands follows a group of young Michiganders as they explore the housing, food, and worker cooperatives in and around Austin, Texas. A reunion of co-op founders and activists serves as the perfect setting for learning about successful cooperation. If you want more control of your life and your community, the stories of these grassroots efforts will inform and inspire you to take positive action.

Many Hands examines the Austin co-op community as a new standard for sustainable, community-based living. Watch, and investigate the history of Austin co-ops (how they came to be) as well as the intentions behind them (why they came to be). The cooperative model has flourished in Austin, but the lessons learned here can be applied wherever people are passionate about their communities.

Meet the original leaders of the Austin co-op movement, and hear firsthand not only how they pioneered Austin's cooperative community, but also how they have prevented ideological isolation in one successful community by sharing their knowledge elsewhere. Conversations between co-op activists young and old illuminate how these co-ops have evolved over decades.

The mission behind **Many Hands** is to empower people in communities elsewhere. By examining the trials and triumphs of Austin cooperatives, we can work more effectively at developing cooperation in our own communities.

Created by ICC Ann Arbor members, **Working Together 2013: The Story of the Inter-Cooperative Council at the University of Michigan** documents the history of the Inter-Cooperative Council, one of the oldest and most well-established housing cooperatives in the United States.

The Annual General Meeting (AGM) is your place to get plugged in and turned on to the bigger picture of NASCO and the broader cooperative movement in Canada and the U.S. This get-together gives delegates a chance to think and speak together as a broad and diverse membership about the future we envision for NASCO's co-op education, development, and organizing.

This year, the AGM will be split in two parts. In the first part of the AGM, delegates will get more involved with steering the direction of our organization and also further their own personal development. We will learn about the cooperative sector beyond housing and explore and share how each of our co-ops live out the cooperative principles.

In the second part of the AGM, NASCO Staff and Board members will give a Q&A session and delegates will vote for the Active Member Representative. We will also invite all participants to get more involved with NASCO.

AGENDA

| | |
|---------------------------------------|--|
| PART ONE: SAT • 9:00am-12:15pm | |
|---------------------------------------|--|

| | |
|----------|---|
| 9:00 am | WELCOME Coffee, sign-in, roll call, activity |
| 9:20 AM | NASCO 101, Dues & Benefits, <i>Structure, & History</i> |
| 9:45AM | NASCO and you in the Co-op World |
| 10:15 AM | BREAK 10 minutes |
| 10:25 AM | Jobs in the Co-operative Movement |
| 10:55 AM | Regional Breakouts |
| 11:15 AM | Review of AMR job description |
| 11:20 AM | How you can be a better co-oper |
| 11:40 AM | Member Engagement Surveys |
| 12:00 PM | Keynote & Lunch |

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|-------------------------------------|--|
| PART TWO: SUN • 9:00-10:30am | |
|-------------------------------------|--|

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|----------|---|
| 9:00 AM | Welcome back & Check-in |
| 9:10 AM | Brief overview of Strategic Plan |
| 9:20 AM | Getting involved in NASCO |
| 9:30 AM | Q & A about NASCO Staff and Board reports |
| 9:40 AM | Personal Development: Sharing & Feedback |
| 9:55 AM | Vote for Active Member Representative |
| 10:00 AM | Evaluations |
| 10:10 AM | Closing & Check-out |

All are welcome to attend the AGM. Voting privileges will be limited to one delegate per NASCO active 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 or contact Farheen at farheen@nasco.coop or 630-890-3165.

The Commons

FRI-SAT-SUN • all day
Art Lounge

Introduced in 2006, the Commons is the caffeinated haven of Institute. Newly relocated this year to the Art Gallery, it serves as a space for networking, hanging out with friends, participating in skillshares, holding informal caucuses and meetings, relaxing, browsing the bookstores, and drinking coffee & tea. Open from early morning to late at night, this will be the place to take a break from the packed weekend and connect with other co-ops.

Inter-Cooperative Council Co-op Tours

FRI • 1:00 & 3:00pm
Meet at Registration

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 ICC Ann Arbor members to hear (and see) the dirt on the ICC.

Guerrilla Workshop Space

SAT-SUN • all day
2105 D

Is there something that you've always wanted to share or teach? Do you have a rad skill that you'd like to showcase in a skillshare? Would you like to present a workshop for your co-op, but need feedback from other cooperators first? Well, we clearly had you in mind when we chose to host a Guerrilla Workshop Space this year at the Institute. At any point on Saturday or Sunday, presenters are welcome to self-organize and use a room that is designated solely for Guerrilla Workshops. Bring a note or flyer to the Registration Desk, and we can even advertise it for you!

NASCO Tri-Board Luncheon

SAT • 1:15-2:30pm
Pendleton

The Tri-Board lunch is a space for members of the NASCO Family boards to meet one another, discuss the challenges and successes of the NASCO Family, and build connections that will last for the year ahead. Open only to board members.

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; Owning 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 • 8:00-10:00pm Collective Liberation Caucus >> Welker

SAT • 1:15pm-2:30pm (Lunch will be provided for caucus attendees)

People of Color Caucus >> *Anderson D*

People with Disabilities Caucus >> *Pond*

White Allies Working Group >> *Meet at Registration Desk – lunch on your own off-site*

Food Justice Working Group >> *Meet at Registration Desk – lunch on your own off-site*

SAT • 8:00-9:30pm

Queer & Trans Caucus >> *Pond*

Working Class Caucus >> *Crofoot*

Owning Class Allies Working Group >> *Welker*

Interfaith Working Group (9:00pm-10:00pm) >> *Blain*

Banquet & Hall of Fame

SAT • 6:00-7:45pm

Rogel Ballroom

Every year, the **Banquet** is a time for all participants of Institute to share the same space in refecton, 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:

Betsy Putnam, Local Hero : Berkeley Student Cooperative

Cooperative Game Night

SAT • 8:00-10:00pm

Kuenzel

Join **Brian Van Slyke (Toolbox for Education & Social Action)** & **Charlie DeTar (NASCO)** for a fun-filled evening as they share the games that they've created (Co-opoly, Moon Talk, and Flame War). Make a new friend, learn how Charlie and Brian created their games, and sharpen your cooperative skills all at once! This is guaranteed to be a good time.

Regional Networking Luncheon (everyone invited)

SUN • 12:15-1:30pm

Rogel Ballroom

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

Diversity Congress Luncheon

SUN • 12:00-1:30pm

Tappan

The Diversity Congress is designed to be a safer 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.

NASCO Development Services (NDS) Luncheon

SUN • 12:15-1:30pm

Parker

Members of NDS investing member cooperatives, supporting members, potential members, former NDS clients, and former members will have the opportunity to learn about NDS's advocacy and development work. The luncheon is open to anyone interested in NDS's work.

NASCO Properties Luncheon

SUN • 12:15-1:30pm

Pendleton

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!

• COURSE TRACKS •

1. “This Work Is for All of Us”: Fostering Inclusive Cooperative Spaces

This is Institute’s general Anti-Oppression track. Coursework aims to build a strong foundation for understanding the importance of cross-issue solidarity as the heart of our movements. "This Work Is for All of Us" because we all have a stake in creating welcoming, inclusive, affirming spaces for everyone to come to the table and collaborate - in our houses, in our organizations, or in our places of business. When we listen to the voices and needs of marginalized people and groups; do our self-work on oppression, power, and privilege; and find ways to participate in anti-oppressive action/work. we open up more space for all of us to be our whole selves.

2. “How Many Co-ops Does it Take..?”: Strengthening Cooperative Skills

This track helps participants develop general cooperative skills, basic to advanced. What are your roles and responsibilities as a co-op member? How do you read or understand a budget? What can we learn from histories of the cooperative movement in the United States? All these questions and more will find answers in a variety of sessions on skills valuable to members of all kinds of co-ops. As a complement to cooperative skills workshops, Cooperative Skills Roundtables will be offered Saturday morning. During each roundtable session, participants will be able to explore one topic from each of three themes: Cooperative Business, Housing Co-ops, and Co-op Staff.

3. Cooperative Skills Roundtables

The Cooperative Skills Roundtables are designed as open, participatory spaces to build knowledge in areas that are key to running your co-op. In 90-minute sessions, participants will be able to explore one topic from each of three themes: Cooperative Business, Housing Co-ops, and Co-op Staff. Knowledgeable facilitators will guide the discussion, but more than anything roundtables will give participants a chance to hear how folks in the room have dealt with challenges at their own co-ops. Everyone will go home with a packet of resources which will also be available on the NASCO website.

4. Developing New Co-ops (Cooperative Development Track)

With the cost of living constantly on the rise, the demand for affordable housing solutions - like housing co-ops - is greater than ever. NASCO has pulled together a team of experts to take future co-op founders through the process of starting a new housing co-op, from clarifying the initial concept to drafting your business plan. Workshops in this series provide a comprehensive, step-by-step training program on the development process. Additionally, for the first time, NASCO is partnering this year with CoFED, the US Federation of Worker Cooperatives, and the Democracy at Work Network to provide supplemental intensive sessions on campus food co-ops and worker co-ops, respectively. CoFED will facilitate day-long programming on Saturday, and the USFWC/DAWN will present on Sunday.

5. Communities Taking Root: Growing Together through Food Literacy

This track focuses on skills, knowledge, and tools related to food justice/systems/literacy. Participants will have the opportunity to discover or become more familiar with terminology from “access” to “waste” and beyond - all the while picking up inspiration to become more rooted in their own, local movements for food justice. Sessions will tend to start with basics and build toward ideas or models which attendees can take home and apply.

6. Applied Anti-Oppression: Food Justice, Food Security, & Food Sovereignty

This is Institute’s Food Justice-specific Anti-Oppression track. Anchored by Saturday Intensive programming from AORTA - designed to help participants integrate food justice and anti-oppression work in their own practice - these sessions will take attendees deeper into putting their knowledge to action.

7. Reclaiming What is Ours - Alternative Systems for Feeding Our Communities

This track explores radical food justice work primarily outside of or beyond cooperatives, showcasing in particular models of democratic control, movements for equitable distribution, and the work of specific organizations across Canada and the United States.

8. Staff and Managers

The Staff and Managers Track is a unique program just for Staff, Managers, & Administrators of housing co-ops. This all-day program, which runs concurrently with NASCO's Pre-Institute Friday schedule, serves as a collective learning forum for campus co-op staff, managers & administrators from across Canada and the United States.

* How do I find courses in a track?

Course numbers have been updated and simplified this year! The first number (which will be 1-8) now tells you which track a course is in. So to find a course in a particular track, take the track number (above) and look for courses with that number in the first digit.

• COURSES •

Friday – Staff & Managers Track

Welker

The Staff and Managers Track is a unique program just for Staff, Managers, & Administrators of co-ops. This all-day program serves as a collective learning forum for campus co-op staff, managers & administrators from across Canada and the United States. Staff and Managers Track supplements NASCO's spring annual Staff & Managers Conference, where participants share ideas through workshops, discussions and informal networking.

801. Long-term Planning for Your Co-op

9:30-11:00am

Corrigan Nadon-Nichols & Remy Corso (NASCO Staff)

Whether we're talking about strategic planning, asset planning, transition planning, or turnover planning, how do we manage these planning processes to ensure that they are effective (and completed)? What is a long-term plan, whose responsibility is it to shepherd the planning process, and what components make a good long-term plan? What are some common obstacles that we all face, and how can we help each other avoid them by sharing our experiences?

802. Implementing Intentional Affordability

11:00am-12:30pm

Corrigan Nadon-Nichols (NASCO Staff)

Many common equity housing co-ops are affordable, but being affordable for those who most need it is something more and more student housing co-ops are doing. Let's share our creative solutions and ambitions in how we make ourselves more affordable for those most in need. This is also a valuable message to share about what our co-ops are.

803. Managing Risk in our Co-ops

2:00-3:30pm

Jeff Bessmer (Santa Barbara Student Housing Cooperative)

When it comes to leasing property for co-ops, making capital improvements, emergency repairs, and long-term planning, we always have to act with risk in mind. What are reasonable risks to take in order to balance our members security with our missions to serve our members? How do we discuss these risks with our members, especially when their desires clash with what we perceive to be 'best for the organization'?

804. Open Discussion Space

3:30-5:00pm

Facilitators: NASCO Staff

Saturday Morning – Course Block 1

SAT • 9:00am-12:15pm

301. Cooperative Skills Roundtables

Anderson

Organizer: Kim Penna (College Houses)

Facilitators: Devlin Seymour, Cola' Bickford, J. Michael Eugenio, Samuel Bean, Daniel Rathjen, Daniel Kronovet, Jeff Bessmer, & Lauren Beitler

The Cooperative Skills Roundtables are designed as open, participatory spaces to build knowledge in areas that are key to running your co-op. In 90-minute sessions, participants will be able to explore one topic from each of three themes: Cooperative Business, Housing Co-ops, and Co-op Staff. Knowledgeable facilitators will guide the discussion, but more than anything roundtables will give participants a chance to hear how folks in the room have dealt with challenges at their own co-ops. Everyone will go home with a packet of resources which will also be available on the NASCO website.

9:00am Housekeeping & Explanation

9:10-10:35am

Finance

Helping members understand the budget(s), financial reporting, record keeping, accounting systems and policies.

Tools of the Trade

Best practices skillshare for co-op staff and managers to exchange ideas and experiences.

10:40am-12:10pm

Food/Labor

Food ordering, food sourcing, kitchen labor, safety in storage and prep, meeting dietary needs. Labor systems, the “right” amount of labor, labor holidays, incentives and penalties.

Maintenance

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

Member/Staff Relations

Discussion group for co-op staff and managers to explore everything from boundaries to evaluations and beyond.

401. *Developing New Cooperatives Part I - The Development Process*

Wolverine

Mark Fick (Chicago Community Loan Fund) & Corrigan Nadon-Nichols (NASCO Staff)

This session will serve as an overview of the development process from start to finish, where participants can explore the many right ways to create a new coop. Participants will also have time to meet one another and learn about the coop development projects represented in the room. There will also be an orientation to all courses in the Development Track.

501. *Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 1*

Kuenzel

Lauryl Berger-Chun, Ruby Levine, & Yahya Alazrak (CoFED)

On campuses across North America, students are creating new cooperative models to shift our food system. CoFED supports and develops a network of student-led campus and community food enterprises. This first workshop will give an introduction to student food cooperatives as a way to bring the power of student co-op energy to the food movement. Student food coop projects range from long-established to just-getting-started and take many forms: food carts, dinners, grocery stores, catering, cafés, gardens, bulk buying clubs, CSAs, and others in both campus and community contexts. Participants will build connections and craft questions for a panel of students working in these existing cooperatives. This panel discussion will showcase the variety of food co-ops being started and operated, all told from the on-the-ground perspective, to showcase what is possible.

601. *Deep Roots: Food Justice Intensive - Part I*

Welker

Esteban Kelly (New Economy Coalition, AORTA), Jenna Peters-Golden (AORTA), & Samantha Shain (Haverford College, The Beet Goes On)

This dynamic and participatory workshop will explore with depth how systems of oppression indisputably shape food systems, including food access & food sovereignty, agricultural (in)justice, and the economics of food. We will break down how systems of oppression (through the lens of food justice) play out individually/ interpersonally, institutionally, and culturally. This session will also develop a robust analysis of food sovereignty, drawing heavily on the definitions of the international movement Via Campesina. Participants will gain skills, language, and a sense of the interconnected social, racial, and agrarian histories of oppression and resistance to inform our contemporary lives, relationships, communities, and activism.

Saturday Afternoon – Course Block 2

SAT • 2:30-4:00pm

101. *Anti-Oppression and Fair Housing Law*

Blain

Rek Kwawer (Madison Community Cooperative), Daniel Miller (NASCO Staff), & David "Rosebud" Sparer (Herrick and Kasdorf, LLP)

We frequently talk about the need to build inclusive and anti-oppressive cooperatives, and discuss ways to broaden our outreach. The Fair Housing Act was enacted with the idea that as long as housing discrimination exists, we will not be able to create a society without oppression. Rather than looking at Fair Housing law as a restriction on our communities, this workshop will examine how we can connect legal housing practices to our own anti-oppression work in our homes and communities. We will also discuss best practices and policy recommendations for ensuring that your cooperative complies with Fair Housing law.

Saturday Afternoon – Course Block 2

SAT • 2:30-4:00pm

102. *Cultivating Sanity: Cooperation and Anti-Oppressive Mental Health Paradigms*
(3-Hour Intensive)

2105 C

Matthew Cohen (Boston Community Cooperatives)

Find out what cooperative houses have in common with the most effective responses in the world to mental health problems! In this session we will explore 1) Contemporary criticism of the medicalization of mental and emotional states, 2) Practical ways cooperatives can approach mental health crisis, 3) How to be a safer space for those expressing non-normative behavior. Experiential components will include opportunity for sharing personal stories and visioning ways that co-ops can be safe havens from coercive psychiatric practices.

201. *Learning from Our Past*

Tappan

Jim Jones (Collective Seeds Consulting Cooperative)

A history of group housing cooperatives in North America. A look at both student and community based cooperatives, starting in 1873 and continuing to the present. How did we all get here? Why aren't there co-ops like ours in other countries? What events in our country have influenced and affected our cooperatives?

302. *Big Co-op Issues - Member Roundtable*

Anderson A

Alex Green (ICC Ann Arbor), Shelby Couch (MSU-SHC), & Daniel Kronovet (NASCO)

Big co-ops face unique issues. Can we look to other big co-ops for help? This workshop is designed to create conversations between the leadership of larger cooperatives to address common board-level challenges while also building a stronger cooperative network. We will meet co-op leaders from around the country, learn about our peer organizations, and have focus groups in which participants brainstorm problem-solving suggestions for their neighbors. We hope to start conversations - and build organizational relationships - that continue through both Institute and years to come.

805. *Big Co-op Issues - Staff Roundtable*

Anderson C

NASCO Staff

Part of the Staff & Managers Track, this is a staff companion to the Big Co-op Issues - Member Roundtable.

402. *Developing New Cooperatives Part II - Budgets and Feasibility*

Wolverine

Mark Fick (Chicago Community Loan Fund) & Corrigan Nadon-Nichols (NASCO Staff)

A development budget is a powerful tool for shaping your co-op's vision. Learn how to look at a development budget for your new co-op, to present that budget to lenders or other partners, and use the budget to look at your co-op's options.

502. *Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 2 (3-Hour Intensive)*

Kuenzel

Lauryl Berger-Chun, Ruby Levine, & Yahya Alazrak (CoFED)

This second workshop will introduce the tools that CoFED uses to support student food cooperatives. In an interactive presentation, CoFED Regional Organizers will share the "game plan" that CoFED offers to start-up and established coops and help them adapt it to their local context. Participants will break out into groups around topics of interest and with other members of their home communities to share ideas and make plans. This session is a space for people at any stage of co-op development to come together, share their current projects, and problem solve together.

503. *Using Research to Further Your Co-op's Mission: Lessons Learned from Student Food Co.*

2105 A

Ali Zachritz & Nikki Kasper, MPH (Student Food Co. & University of Michigan)

Is your co-op looking to secure grant money? Get recognized by your University or City Council? Better understand the needs of your community? Or maybe you just have a good idea, but are unsure where to start. This workshop will introduce you to the benefits of research. We will start by introducing Student Food Co. – a Michigan nonprofit, founded in 2012 by a group of UM students, and with plans to open a student-owned and –operated cooperative grocery store. We will present SFCO's research and summarize what we learned and how it affected our course and mission. Then we will discuss other types of research, and benefits they can reap.

602. *Deep Roots: Food Justice Intensive - Part II*

Welker

Esteban Kelly (New Economy Coalition, AORTA), Jenna Peters-Golden (AORTA), & Samantha Shain (Haverford College, The Beet Goes On)

Building on a common framework for food and justice work from the morning, during this "panel," participants will have the opportunity to speak – and – maybe most importantly – listen deeply – as we share panel space and describe our experiences with food and community. We envision this as an opportunity to celebrate and complicate our relationship with food, each other, and our co-op communities. Experiences with food are intertwined with class, race, gender, culture, ability and identity. We invite you to participate in this panel, where participants will explore the intersection of their own food narratives and the systems that have produced the agro-injustice we associate with capitalism and globalization.

604. *Ethical Chocolate: Direct Trade with Cocoa Farmer Owned Cooperatives*

2105 B

Barbara Wilson (Mind Chocolate Makers)

This session will introduce the workings of direct trade with cocoa farmers to workshop participants. We will discuss farmer's issues and issues related to growing, processing and purchasing cocoa beans. Cocoa is one of the largest industries that depends on slave and child labor. We will explore how direct trade works to reduce and hopefully eliminate human trafficking related to the cocoa industry. Taste the fine flavor of heirloom varieties of cocoa!

701. *Radical Sharing and Cooperation: Life on an Egalitarian Commune*

Pond A

Panelists: Laird Schaub, Paxus Calta, Adder Oaks, & Rayne Tupelo

How do we take back food autonomy, learn to live with fewer resources, provide access to land, stop supporting resource depleting industrial agriculture, have time to pursue activist endeavors, and access a relatively high quality of life, all without pre-existing assets, bosses, a rigid schedule, and a commute? Learn what expanding the cooperative model can achieve through an examination of six egalitarian intentional communities. In this panel you'll learn about the systems these communities have collaboratively developed, their economies, how they meet their short and long-term needs (including health care), their various decision making models, and interpersonal conflict resolution and prevention tools.

702. *Band-aids and Soup Kitchens: The Politics & Economics of Emergency Food Systems*

Pond C

Shay O'Reilly (Union Theological Seminary)

Many volunteers and directors of emergency food programs are beginning to suspect that their efforts are not just insufficient to address hunger, but essentially counter-productive. In other words, our national preoccupation with doing good through charity giving might be preventing us from tackling the very real causes of American hunger. In this workshop, we'll delve into how different kinds of emergency food (food pantries, community meals, gleaning/food rescue programs, and even food stamps) became commonplace, and develop a theory of feeding people — beyond a pre-packed bag of non-perishable items.

102. *Cultivating Sanity: Cooperation and Anti-Oppressive Mental Health Paradigms*
(continued)

2105 C

Matthew Cohen (Boston Community Cooperatives)

Find out what cooperative houses have in common with the most effective responses in the world to mental health problems! In this session we will explore 1) Contemporary criticism of the medicalization of mental and emotional states, 2) Practical ways cooperatives can approach mental health crisis, 3) How to be a safer space for those expressing non-normative behavior. Experiential components will include opportunity for sharing personal stories and visioning ways that co-ops can be safe havens from coercive psychiatric practices.

202. *Cooking and Eating in Small Co-ops*

Tappan

Lauren Beitler (Qumbya Co-op)

In this workshop those who live in smaller co-ops (5-30 people) are invited to join in a discussion about how we figure out the nuts, bolts, forks, and knives of cooking and eating together. Topics include systems for assigning kitchen and cooking duties, systems for procuring food, hot-button topics that spark controversy around food in your house, how to use food to build community, and how not to be overrun by dirty cups. This workshop will focus on practical problem-solving while also grounding our discussion in reflections on the values we want to live in our co-ops. People in the process of forming new co-ops are also welcome to bring their questions.

303. *Board & Member Roles and Responsibilities*

Anderson A

Daniel Kronovet (NASCO Board)

Everyone has heard time and again that board members are “fiduciaries” of their respective organizations – but what, exactly, does that mean in practice? Co-op boards often face high levels of turnover, leading to regular loss of institutional memory – how can new boards be trained quickly and effectively? Board members often live and work closely with the people they “govern” – how can the lines of responsibility be clearly drawn? In this workshop we’ll cover these questions and more as we explore strategies for creating more nimble and resilient boards.

403. *Developing New Cooperatives Part III - Incorporating and Getting 501c3 Status*

Wolverine A

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

Why do co-ops become legal corporations? What does it take to incorporate? What are the pros and cons of different legal statuses? What does non-profit status do for a co-op, and does your co-op qualify? Come learn the answers to these questions and more, with specific examples to help your co-op.

404. *Workshopping Your Budget*

Wolverine C

Lincoln Miller (Boulder Housing Coalition), Mark Fick (Chicago Community Loan Fund), Corrigan Nadon-Nichols (NASCO Staff), holly jo Sparks (Collective Seeds Consulting Cooperative), & Emily Ng (Urban Homesteading Assistance Board)

This session is an open space for you to bring your coop's budget or your specific questions to a group of experienced coop organizers and staff. One on one time for in-depth questions.

502. *Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 2 (continued)*

Kuenzel

Lauryl Berger-Chun, Ruby Levine, & Yahya Alazrak (CoFED)

This second workshop will introduce the tools that CoFED uses to support student food cooperatives. In an interactive presentation, CoFED Regional Organizers will share the “game plan” that CoFED offers to start-up and established co-ops and help them adapt it to their local context. Participants will break out into groups around topics of interest and with other members of their home communities to share ideas and make plans. This session is a space for people at any stage of co-op development to come together, share their current projects, and problem solve together.

504. *Food-Labor Justice: Wage/Animal Abolitions and Human Speciations*

2105 A

Jenn Schreiter (Students' Co-op in Minneapolis) & Quinn (North Country Food Alliance)

Carnism within our food system disproportionately harms minors, seniors, impoverished and undocumented residents, persons with disabilities, and non-white people within our society. In our speciesist food systems forms of human chauvinism are also turned against groups of humans and animals, as shown in cases of the prevalent pathologizations and speciations of those who identify with or practice oppressed sexualities, gender identities and religions, or belong to oppressed racial groups or nationalities. Applying a consistent respect for the interests and freedoms of every living being inevitably affords a position advocating 100% liberation of animals (human and non-human alike) from capitalist, speciesist, and eco-destructive foodways.

603. *Deep Roots: Food Justice Intensive - Part III*

Welker

Esteban Kelly (New Economy Coalition, AORTA), Jenna Peters-Golden (AORTA), & Samantha Shain (Haverford College, The Beet Goes On)

At this point in the day, we'll have clarity about the realities of industrial agriculture, globalization, capitalism and systemic injustice in our food system. As organizers and co-operators, what are the most relevant, strategic, and burning questions we must be asking ourselves, our communities, our movements, and our co-ops? We'll discuss how to make a vision of food justice actionable in our co-ops, and how co-ops collectively can catalyze the food justice movement. In this 90 minute strategy session, we will share tactics and tools, and collect relevant resources to develop action plans that move our co-ops, communities, and movements further in the fight for food justice.

605. *Regional Resilience in Ontario: Fostering Food Justice Through Co-operation*

2105 B

Hannah Renglich (Local Organic Food Co-ops Network)

The North American translation of food sovereignty has delightfully found itself a home in the co-operative movement, where unlikely bedfellows are building bridges to address serious and systemic challenges collectively. Workers, eaters, farmers, community partners, and investors are teaming up to foster food democracy, cultivate food citizenship, and transform their communities towards greater justice and resilience through food. Recognizing the value in scaling out, a Network of food and farm co-operatives across the province of Ontario are linking arms to create a solid foundation for regional food processing and distribution, increased access to healthy and affordable food, and ongoing mutual mentorship and support. Come learn with and about us in our radical pursuit of something wholly unradical – a locally rooted, sustainable and co-operative food system.

703. *Building the Next System*

Pond A

Steve Dubb (The 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.

704. *Building a Retail Food Co-op: Modeling Community Ownership, Food Sovereignty, and Food Justice Strategies*

Pond C

Kwamena Mensah (Detroit Black Community Food Security Network)

Join members of the Detroit Black Community Food Security Network as they share their experiences addressing food insecurity in Detroit's Black community and organizing members of that community to play a more active leadership role in the local food security movement. They will specifically discuss their current project of growing their cooperative food buying club into a full service store that will be operated within the city of Detroit.

Saturday Afternoon – Course Block 3

SAT • 4:15-5:45pm

705. *Just Workplaces In Full Food Systems: The Role of Worker Cooperatives in Building Just Food Systems*

Anderson C

Joe Rinehart (US Federation of Worker Cooperatives & Democracy at Work Institute) & Kathryn MacCrate (Democracy at Work Network)

This workshop will take a tour of the currently existing roles of worker cooperatives in building just food systems, as fulfilling work places and critical portions of a just food infrastructure. Drawing on rural and urban examples such as Arizmendi and Alvarado Street Bakeries, Real Pickles, Diggers Mirth farm and Equal Exchange as well as cooperative ecosystems such as Emilia Romagna we will illuminate the role worker cooperatives are playing in creating more just food economies. We'll also look at a few of the outstanding questions for the role of worker cooperatives moving forward, and recognize a few of the common critics and issues of worker cooperatives as a tool of economic and food justice while also exploring the potential for them to be overcome moving forward.

Sunday Morning – Course Block 4

SUN • 9:00-10:30am

203. *Consensus 101*

Anderson A

Laird Schaub (Sandhill Farm & Fellowship for Intentional Community)

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

405. *Apartment Co-ops (Panel)*

Wolverine A

Lincoln Miller (Boulder Housing Coalition), Matthew Lechel (Kalamazoo Collective Housing), & Ryan Nill (Community Housing Expansion of Austin)

Many group residential co-ops are looking at community apartment housing as a new direction, and a way to bring new members. Come hear from several coop organizers who created new apartment coops out of group residential co-ops, and learn about the transitions and surprises they've experienced.

406. *Developing New Cooperatives Part IV - Municipal Matters (Panel)*

Wolverine C

Rek Kwawer (Madison Community Co-ops), David "Rosebud" Sparer (Herrick & Kasdorf)

Every co-op will have to deal with local government in some form, whether it's zoning and permits, tenant law and contracts, or relations with your neighborhood association. Come explore ways in which co-ops have navigated their local government.

505. *Foodie Privileges: The Everyday Economics of Accessible Food Co-ops*

Welker

dawn matlak (Willy Street Grocery Co-op & Groundwork Collective)

Using a popular education/participatory workshop format, this session will focus on bridging the conversations between food accessibility, healthy/affordable food options, and the roles that food cooperatives play in the larger framework of food justice. We will explore the commonalities of desires in food consumers, what roles members can play in food co-ops, and how anti-oppression education is critical for local food systems to transform.

Sunday Morning – Course Block 4

SUN • 9:00-10:30am

606. Demystifying and Decolonizing “Ethnic” Food

Parker

Vivian Onuoha (NASCO Board & Berkeley Student Cooperative)

In the United States, there is a notion that there is no such thing as real American food. As Americans, we have adopted and altered food and culinary techniques from all cultures around the world. However, the stories behind the meals and dishes that we consume are often dismissed or fetishized. These foods are called "Ethnic," as a clear indication of being anything but "White." The history of "ethnic" foods in the United States is one shared by historically marginalized groups and people of color. In this workshop, discussion will be centered on "who defines our food?" We will discuss ways to empower members to fill included in the food purchasing and education in their co-ops.

706. Food Justice for All: An Overview of Two Revolutionary Food Justice Programs

Pond A

Darla Eaton (Acorn Community & Southern Exposure Seed Exchange)

Whether your scene consists of grungy anarchists diverting food from the waste stream and in the form of free public meals, or if grassroots organizing between schools, churches, businesses and individuals in order to provide access to fresh, local produce to the economically disadvantaged is more your cup of tea, we have you covered. In this panel, we'll review two different programs, each with their own very distinctive flavor, that any aspiring activist can participate in: Food Not Bombs and Plant a Row. We'll also lead a group discussion about how to organize effectively within your food justice program, how to cultivate a culture of horizontal leadership, and how to resolve conflicts that may occur within your group.

707. God is Radical: Bringing the New Economy to Our Spiritual Homes

Pond C

Yahya Alazrak (CoFED)

In this session we will explore the radical imperatives of our our faith communities, and spiritual families. Most of our spiritual homes have collected food for banks and pantries. How do we bring these communities into the realm of radical liberatory genesis, in the new economy? How do we root the work we do in our faith traditions and spiritual practices? This is an opportunity to learn, share, and create frameworks for solidarity between Food Justice, Cooperatives, and Communities of Faith.

Sunday Morning – Course Block 5SUN • 10:45am-
12:15pm*103. Checking Power and Privilege in our Groups/Communities*

Blain

Remy Corso (NASCO Staff)

This introductory session will provide attendees with tools for examining power and privilege, interrupting oppressive language and behavior, and beginning conversations about anti-oppression work in all the places they live, work, study, play, and worship. Through self-examination as well as role-playing, everyone will have a chance to practice and/or make an action plan for moving up as an ally for social justice.

204. Dynamic Facilitation: Sharing Our Tools & Practices

Anderson A

Mingwei Huang (NASCO Board) & Shay O'Reilly (Union Theological Seminary)

Dynamic, empowering meetings do exist! Good facilitation makes them happen. Whether you are new to or have practiced facilitating co-op meetings, we will share tools and practices for creating inclusive meeting spaces, designing agendas, delegating meeting roles, preparing for facilitation, and evaluating meetings. We will also collectively troubleshoot how to facilitate in light of challenging scenarios such as power dynamics, low group energy, interpersonal conflicts, and passive aggressive communication in groups. Workshop participants will leave with a trove of resources, and a few more facilitation strategies in their back pocket.

305. *From Start-up to Co-op: Accounting for those Dollars*

Anderson C

Devlin Seymour (NASCO)

This workshop is an overview of good cash handling and accounting practices for those beginning down the path of starting a food co-op. It starts with those still fund raising money and moves up through bulk buying clubs and into business with physical spaces.

407. *Developing New Cooperatives Part Va - Closing on Property*

Wolverine A

holly jo Sparks (Collective Seeds Consulting Cooperative) & David "Rosebud" Sparer (Herrick & Kasdorf, LLP)

The process of purchasing a property can be complex and intimidating. What are closing costs? Who do you have to pay, and how much? Where is the money coming from, and where does it go? How will you know if you're prepared? Come learn the answers to these questions and more, and talk to seasoned professionals to make sure your co-op is ready.

408. *Developing New Cooperatives Part Vb - Negotiating a Lease*

Wolverine C

Daniel Miller (NASCO Staff) & Emily Ng (UHAB)

Co-ops can live in a grey area between residential and commercial, between formal and flexible, and between the collective and the individual. This can be a powerful advantage if your coop wants to negotiate the next lease for a property - but your model might be unfamiliar to a landlord. Come learn how to lower your lease payments, win more autonomy for your coop, and set yourself up for growth in the future.

506. *Breaking Down our Food: Reclaiming Waste in Consumer Society*

Welker

Taylor Kestrel (Madison Community Cooperative)

This discussion will investigate current systems of organization, specifically their reliance on waste. From there, we can talk about how this intersects with other aspects of society and show how this system as a whole is detrimental - as well as what we can do to decrease waste. Coming away from the talk, participants will be motivated to bring change to their communities, as well as ideas for how that can be accomplished.

708. *A Slice of Solidarity: Pizza Production in a New Economy*

Pond A

Alexandra Sullivan (The Graduate Center, The City University of New York) & K. Kenneth Edusei (SolidarityNYC)

Mapping out the sources of pizza ingredients using the solidarity framework (building off of work to map the difference between social justice pizza and capitalism pizza), presenters will highlight how food justice organizing can function, practically, in the solidarity economy.

709. *Introduction to Community Wealth Building (Panel)*

Pond C

Steve Dubb (The Democracy Collaborative), Rachel Plattus (New Economy Coalition), Joe Rinehart (US Federation of Worker Cooperatives & Democracy at Work Institute), Farzana Serang (CoFED), & Lisa Stolarski (Center for Community-Based Enterprises)

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.

104. Expanding Citizenship: Workplace Democracy and Civic Engagement in Food Co-ops*Blain***Cecile Reuge (University of Vermont & Vermont Workers' Center)**

In the 1880s, the Knights of Labor, known as largest labor union in the world at the time, organized a network of almost 200 industrial cooperatives across the United States. Today, the presence of labor unions is at an all-time low. Meanwhile the cooperative movement continues to grow, but in whose best interest? This workshop will explore the history of food cooperatives within the broader context of cooperative and labor movements as well as workers rights in food consumer cooperatives.

205. Doing it Online: Group Decision Making with Computers*Anderson A***Charlie DeTar (NASCO Board)**

Group decision making with computers: what we know, what we don't know, what we need to learn. We all have to get things done between meetings - what are strategies for success? We'll discuss available tools, platforms, and best practices for online collaboration in co-ops. Bring your horror stories or best advice for how to use mailing lists, shared documents, and voting tools.

304. Securing Grant Funding for Your Co-op*Anderson C***Lincoln Miller (Boulder Housing Coalition) & Matthew Lechel (Kalamazoo Collective Housing)**

Interested in learning about successful grant-writing techniques for your co-op? This presentation will feature successful examples from other co-ops on grant writing strategies. What types of projects can you write grants for? How do you identify local and regional foundations to fund your grant request? Bring your grant questions to discuss, and leave with resources to do grant writing in your community for your co-op.

306. Conflict: Fight, Flight, or Opportunity?*Anderson C***Laird Schaub (Sandhill Farm & Fellowship for Intentional Community)**

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

409. Developing New Cooperatives Part VI - Development Leadership: How to Succeed Against All Odds*Wolverine A***Jeff Bessmer (Santa Barbara Student Housing Cooperative)**

Developing a co-op - whether a start-up or an expansion - takes dedicated leadership, community organizing, and business skills. In this workshop we will share and discuss important background knowledge to have, what leaders need to understanding to move a project forward, who in the community to engage, and how to maintain cooperative values through a challenging development process.

410. *Starting an Effective Worker Cooperative: Developing a Worker Co-op that Thrives and How (hopefully) Not to Get Stuck in Co-op Purgatory*

Wolverine C

Joe Rinehart (US Federation of Worker Cooperatives & Democracy at Work Institute) & Kathryn MacCrate (Democracy at Work Network)

Most worker cooperatives, like most other businesses, don't make it past the first 3 years of operations, while others languish as ongoing challenges year after year. This workshop will cover begin to dive into what it take to make your worker cooperative a success (whatever that means to you). We'll talk about the tools, and skills you need to succeed, how not to get stuck in some common potholes along the way, what to do once you're successful, and how to make sure not opening (or closing) isn't a failure, but an experience that propels you to future success. This workshop builds on the (Course Block 3) *Just Workplaces In Full Food Systems* session and focuses specifically on starting a worker cooperative as a small group, though we will touch briefly on the other worker cooperative development strategies.

507. *Urban Farming and Cooperative Living*

Welker

William Thomas (Horizontal Housing / Baltimore Free Farm)

Urban Farming is becoming more and more crucial to the social fabric of our cities but many times the structures of these farms are based on capitalist models that actually undermine their true potential. Cooperative living and business organization opens a gateway for development of individuals and communities through increased participation and ownership of projects. Focus on animal husbandry, community gardening, and event planning to create a fun and sustainable working model.

607. *Bikes! Friends! Food! "Trash"! Taking Direct Action Against Food Insecurity with Boulder Food Rescue*

Parker

Nora Leccese (Boulder Food Rescue)

We want to share with you the secrets to creating a bike powered food rescue in your own city. This 90 minute session is meant to help you identify who has food to donate, who needs it, who wants to bike it across town, and how to organize that enormous mess! Boulder Food Rescue picks up food that would otherwise be thrown out (mostly fruits and veggies) at grocery stores and transports it BY BIKE to organizations who serve hungry, homeless and low income folks in Boulder, Co, and we want to share our model. Participants will split into small groups and work to map out food waste and food insecurity in their own communities: who has food and who needs it? We've developed a number of tools to share such as a web application called the BFR Robot that houses our volunteer schedule and helps us keep track of amount of food we've rescued, as well as a step by step "BFR Package Deal" zine on starting a food rescue to take home and show your friends to get them stoked on bike powered food rescue!

710. *Member Labor & Participation in Food Co-ops - Lessons from The Park Slope Food Co-op*

Pond A

Kevin O'Sullivan (Park Slope Food Co-op)

The Park Slope Food Co-op, started in 1973, is the largest single store co-op in the country by sales. Over 16,000 members work a shift once every four weeks, and nearly all of the tasks from checkout to shelf stocking to book-keeping are done by working members. Come hear about what has helped our coop become such a success and how we save our members about 11 million dollars a year.

• PRESENTER BIOS •

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 Co-op in St. Louis. 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 lives in Ann Arbor, MI and loves to read.

302. Big Co-op Issues - Member Roundtable

Alexandra Sullivan is a doctoral student in Geography with a concentration in Food Studies (at CUNY) and manager of an independent grocery and cafe (in Astoria, NY). She recently completed a year developing and testing inquiry-based food systems curriculum in the NSF Graduate STEM Fellows in K-12 Education Program. Her research interests and civic participation are in food systems, food pedagogy, food sovereignty, food justice, agroecology, commodity/supply/value chains, consumer culture, participatory democracy, and inquiry-based education.

708. A Slice of Solidarity: Pizza Production in a New Economy

Ali Zachritz is an undergraduate student at the University of Michigan studying Environmental Science and Chemistry. She has been a member of ICC Ann Arbor and Muriel Lester Cooperative for the past four years. Ali has been on the ICC Board for three years, this year as the VP of Recruitment and Retention. She is also a founding member of Student Food Co., a Michigan nonprofit dedicated to improving food access on UM campus.

503. Using Research to Further Your Co-op's Mission: Lessons Learned from Student Food Co.

Barbara Wilson is the owner of Mindo Chocolate Makers, a small batch chocolate maker who makes chocolate from the cocoa bean. Barbara's company is one of very few small batch chocolate making businesses in the world that buys beans directly from farmer owned cooperatives. She purchases beans only in Ecuador and does the whole process of making chocolate from fermentation to chocolate bars and sells her bars in the U.S. and in Ecuador. Barbara works hard at keeping her business ethical and sustainable. More info: <http://mindochocolate.com>.

604. Ethical Chocolate: Direct Trade with Cocoa Farmer Owned Cooperatives

Brian Van Slyke's adventures in the popular education and cooperative economics movements began in 2005 when he founded a record label that soon became a worker collective. In 2007, he facilitated a participatory class at a community-learning center for teens in Massachusetts about starting cooperatively run record labels. That experience cemented his dedication to democratizing education for democratizing our workplaces, economy, and society. Since then, Van Slyke has designed workshops, curricula, board games, and other educational resources on topics ranging from people's history to co-ops and social change movements.

Facilitating Cooperative Game Night (Saturday)

Cecile Reuge is an organizer, graduate teaching assistant, and committed culinarian for the people's movement to end poverty and overthrow capitalism. Since moving to Vermont in 2008, Cecile has been ceaselessly building connections between her work as a student in food systems and dignified labor within the small setting of Burlington and beyond. Her research focuses primarily on unionized food cooperatives however her interests span international food sovereignty movements, migrant labor in Vermont dairy, and livable wage campaigns as a vehicle for transformative change. Cecile strives to practice participatory action research in her work as a means of respecting the community that she deeply values and where she hopes to continue to grow for many years to come.

104. Expanding Citizenship: Workplace Democracy and Civic Engagement in Food Co-ops

Charlie DeTar's been involved in co-ops for about 10 years. He lived in the USCA (now BSC) for 4 years, organized with the Barrington Collective, and worked for Berkeley Worms Composting Collective. He just graduated from MIT with a PhD in Media Technology, and now lives in Montana. He is in the midst of a three year term on the NASCO Education board.

Facilitating Cooperative Game Night (Saturday)

Corrigan Nadon-Nichols serves as the Director of Development & Administration for NASCO, providing consulting services to cooperatives that are organizing and purchasing property. Corrigan has five years years of co-op and non-profit management experience, including work with Qumbya Housing Cooperative and consulting with non-profits and small businesses. He served on the NASCO Properties Board of Directors for five years, two as president. Corrigan enjoys solid meeting facilitation, awkward silence, and talking about co-ops all the time. He lives in Haymarket House (Qumbya Co-op) in Chicago, IL.

801. Long-term Planning for Your Co-op, 802. Implementing Intentional Affordability, 401. Developing New Cooperatives Part I - The Development Process, 402. Developing New Cooperatives Part II - Budgets and Feasibility, 404. Workshopping Your Budget

Daniel Kronovet is a current NASCO Board Member and former President of the wonderful Berkeley Student Cooperative. During his 2.5 year joyride within the leadership of the BSC, Daniel helped train over 80 new board members and dealt with more "Big Co-op" problems than he would probably like to admit. Having just moved from Los Angeles to New York, Daniel is currently looking for research work to give himself some experience before going in for a PhD in Organizational Behavior. In his spare time, Daniel amuses himself by blogging his various idiosyncrasies and keeping up-to-date on the latest goings-on in international affairs, economics, technology, and culture.

302. Big Co-op Issues - Member Roundtable

303. Board & Member Roles & Responsibilities

Daniel Miller has lived in and worked with student, community, and food co-ops since 1998. Daniel currently works for NASCO as

the general manager for NASCO Properties, and also helping cooperators start new co-ops. Since 2007, Daniel has been involved in educating NASCO members on legal issues, budgeting, and ways to improve their co-ops. He also cares deeply about creating more inclusive and accessible communities and encouraging co-op members to get involved in with their surrounding communities.

101. Anti-Oppression and Fair Housing Law, 403. Developing New Cooperatives Part III - Incorporating and Getting 501c3 Status, 406. Developing New Cooperatives Part IV - Municipal Matters

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 began working last 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 Roundtable

Darla Eaton currently resides at Acorn Community, which is an income-sharing, anarchist, feminist, egalitarian, ecologically-conscious commune. She enjoys projects that include green design and construction, zero-waste systems, strengthening local food networks, cooperative and humane economic systems, horizontal leadership, participatory governmental process, cultural rehabilitation, and any number of projects aimed at creating a more viable and just society, both inside and outside the commune. Her interests include radical clowns and musicians on bikes, ways of living wherein making money is not the bottom line, sustainable extravagance, and existential-themed literature.

701. Radical Sharing and Cooperation: Life on an Egalitarian Commune, 706. Food Justice for All: An Overview of Two Revolutionary Food Justice Programs

David "Rosebud" Sparer has been an attorney in Madison Wisconsin since 1979. He lived in a housing co-op for 18 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 co-ops, grocery co-ops, farmer co-ops, and worker co-ops, 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 co-ops all over the country in obtaining non-profit status.

101. Anti-Oppression and Fair Housing Law, 403. Developing New Cooperatives Part III - Incorporating and Getting 501c3 Status, 406. Developing New Cooperatives Part IV - Municipal Matters, 407. Developing New Cooperatives Part Va - Closing on Property

dawn matlak "food is my jam. i eat it all the time, it's the focus of my paid work (educator at a local food cooperative) and my unpaid work (food justice collective member, board director at the same food co-op). over two years ago, i started a cooperative vegetable farm with two friends. it is now in its third season. i am also passionate about racial justice organizing, and am part of a RJ collective here in madison, wisconsin."

505. Foodie Privileges: The Everyday Economics of Accessible Food Co-ops

Devlin Seymour is currently the President of the NASCO Board and was previously the Board Treasurer. He graduated UCSB with a degree in accounting in 2010. He currently works with the university and has previously assisted CoFED with their accounting.

305. From Start-up to Co-op: Accounting for those Dollars

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 is a member of Divine Cooperative, a community housing co-op in Brooklyn, NY and serves on the board of NASCO Development Services (NDS).

404. Workshopping Your Budget

408. Developing New Cooperatives Part Vb - Negotiating a Lease

Esteban Kelly has been an important leader in food justice and co-op movements, recently through his work at Mariposa Food Co-op, and as a board member of the US Federation of Worker Cooperatives, the National Cooperative Business Association, and NASCO, where he was inducted into a Cooperative Hall of Fame in 2011. Esteban has been active in the co-op movement since 1999, and was recently appointed to the Philadelphia Mayor's Food Policy Advisory Council. He is a founding member of AORTA (Anti-Oppression Resource and Training Alliance), a worker co-op of consultants serving social justice organizations. Esteban is a facilitator, parent, nerd, and blogger, who holds a Masters in Anthropology from the CUNY Graduate Center.

601. Deep Roots: Food Justice Intensive - Part I, 602. Deep Roots: Food Justice Intensive - Part II, 603. Deep Roots: Food Justice Intensive - Part III

Hannah Renglich has worked for the past 7 years with food security and community development organizations, at ecological farms and community gardens, feeding her interests in food sovereignty, environmental justice, and systems transformation. Hannah is fascinated by the power of co-operation and the facilitation of social consciousness, and motivated by the potential of small differences to fuel impactful change. She serves the boards of the Carrot Cache and the West End Food Co-op, as well as the advisory council of Nourishing Ontario. She writes and teaches about food justice and building a culture of peace through the PeaceMeal Project. While getting acquainted with the world, Hannah is trying to find a way to apply her energy toward the development of hope and human agency, while gleefully coordinating the Ontario-wide Local Organic Food Co-operatives Network. Hannah holds an MA in Natural Resources and Peace from the UN-Mandated University for Peace, and a bilingual BA in International Studies from Glendon College.

605. Regional Resilience in Ontario: Fostering Food Justice Through Co-operation

holly jo Sparks is a community development consultant with Collective Seeds Consulting Cooperative, which advises independent groups nationally on new cooperative development, strategic research, management, and planning. Previously, she

held the position of Executive Director for the North American Students of Cooperation (NASCO), where she liaised with housing cooperatives nationally for ten years. She studied city and regional planning at UNC Chapel Hill, and graduated with a Master in City Planning degree from MIT; and a BA in History of Art from University of Michigan. Currently, she is conducting research with NCB Capital Impact that explores the existing environment, opportunities, and challenges for cooperative business development in the United States.

404. Workshopping Your Budget, 406. Developing New Cooperatives Part IV - Municipal Matters, 407. Developing New Cooperatives Part Va - Closing on Property

Jeff Bessmer is Executive Director of Santa Barbara Student Housing Co-op and President of NASCO Development Services. Having managed and directed housing and grocery co-ops, Jeff has also started two co-ops and led three co-op site acquisition and development projects. He is currently enrolled in the Masters of Management: Cooperatives and Credit Unions degree program at Saint Mary's University. He has also served as a co-op delegate to cooperative movement leaders and regulators in five countries, and is currently authoring an environmental scan of cooperative development markets in the U.S.

409. Developing New Cooperatives Part VI - Development Leadership: How to Succeed Against All Odds

Jenn Schreiter is an activist and facilitator in the radical networks in Minnesota. She is presently serving as Food Manager of zher cooperative home, the Students' Co-op in Minneapolis. She is a staff member at Boneshaker Books, an all-volunteer-run radical bookstore in Minneapolis, as well as at the Minnehaha Free Space, an autonomous anarchist space in South Minneapolis. In 2010 she graduated from the University of Minnesota with a bachelor's of science in Chemistry and a keen interest in the network between science and the humanities. She is an ardent illuminator of the connections between the oppressions of non-human animals, females, queer folk, neuro-atypical and differently abled people by the prevailing kyriarchy. She is a teetotaling vegan; please contact Jenn at j.cigani@gmail.com.

504. Food-Labor Justice: Wage/Animal Abolitions and Human Speciations

Jenna Peters-Golden is an organizer, trainer, anti-Zionist Jewish rabble-rouser and artist with an inexhaustible amount of energy for exploring, taking things apart, and putting them back together. Firmly planted in West Philadelphia, Jenna was raised in southeastern Michigan. Politicized around the U.S. invasion of Iraq in 2003, she came out of her shell by way of youth-led anti war organizing. As national intern for the Young Democratic Socialists of America Jenna became committed to radical participatory democracy in all of its forms. She has organized regionally and nationally for the new Students for a Democratic Society, the Rainforest Action Network and Student Environmental Action Coalition around PowerShift. She has been inspired by working with organizations like Casino Free Philadelphia and the Ruckus Society, and is a member of the political study group Marginal Notes. Jenna is also a core member of Philly Stands Up, a transformative justice collective. In 2010, Jenna was a recipient of the Leeway Foundation's Art and Change grant.

601. Deep Roots: Food Justice Intensive - Part I, 602. Deep Roots:

Food Justice Intensive - Part II, 603. Deep Roots: Food Justice Intensive - Part III

Jim Jones has worked with group housing cooperatives for over 40 years, serving as manager for the ICC in Ann Arbor, College Houses and ICC in Austin, the MSU-SHC in East Lansing, and nationally with NASCO/NASCO Properties/NASCO Development Services. He has written a book on the history of the Austin cooperatives and is working on a definitive history of group housing cooperatives in North America. Jim was inducted to the CDF Cooperative Hall of Fame in 2009.

201. Learning from Our Past

Joe Rinehart got involved in the worker cooperative movement as a Peer Advisor in the Democracy at Work Network. Joe is a former worker-owner at Firestorm Café & Books and instructor at Appalachian State University. Prior to that, he completed a Master's degree in Industrial Technology at Appalachian State University with a focus on bio-fuels production, on-farm technologies and renewable energy. He taught in the Technology department and co-created and taught a course on Cooperatives and their role in sustainable development. Joe currently serves on the board of the Eastern Conference for Workplace Democracy. At home in Brooklyn, NY he is generally working on perfecting his Kimchi recipe, riding his bike to the edges of the city, contra-dancing or trying to find a time and place to build an aquaponics system.

705. Just Workplaces In Full Food Systems: The Role of Worker Cooperatives in Building Just Food Systems, 709. Introduction to Community Wealth Building (Panel), 410. Starting an Effective Worker Cooperative: Developing a Worker Co-op that Thrives and How (hopefully) Not to Get Stuck in Co-op Purgatory

K. Kenneth Edusei is a master student in labor studies at the CUNY School of Professional Studies. Additionally, he is a researcher for the NYC Commission on Human Rights. He does organizing work within the NYC solidarity economy focusing on building the relationship between unions and the solidarity economy. His research interests include participatory democracy, democratic ownership, urban sustainability/resilience, solidarity economics, solidarity commodity/supply/value chains, and GIS mapping.

708. A Slice of Solidarity: Pizza Production in a New Economy

Kathryn MacCrate is a Peer Advisor with the Democracy at Work Network and a long-time Worker Owner at City Bikes, a worker owned cooperative in Portland, OR.

705. Just Workplaces In Full Food Systems: The Role of Worker Cooperatives in Building Just Food Systems

410. Starting an Effective Worker Cooperative: Developing a Worker Co-op that Thrives and How (hopefully) Not to Get Stuck in Co-op Purgatory

Kevin O'Sullivan is a staff member at Park Slope Food Co-op in Brooklyn, NY which has over 16,000 working members. A founding member of the Nickel City Housing Co-op in Buffalo, he currently lives in a housing co-op in Brooklyn. He strongly believes a fundamental part of cooperation is going beyond the concept "We Own It!" to work cooperatively together.

710. Member Labor and Participation in Food Co-ops - Lessons from The Park Slope Food Co-op

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, has served as the Development Director of the NASCO Education board of directors, is a member-owner of Black Star Co-op, serves as the Austin Cooperative Business Association Board President, and is 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.

Organizing Cooperative Skills Roundtables

Kwamena Mensah is a founding member, past Board President, former farm manager, former member of the Michigan Food Policy Council and presently an Urban Agriculture Specialist consultant for the Detroit Black Community Food Security Network (DBCFSN). He has also had a 26 year technical career at AT&T and has worked as a legislative research analyst for the Detroit City Council.

704. Building a Retail Food Co-op: Modeling Community Ownership, Food Sovereignty, and Food Justice Strategies

Laird Schaub has lived 39 years at Sandhill Farm, an income-sharing rural community in Missouri that he helped found. He is also the main administrator of the Fellowship for Intentional Community, a network organization he helped create in 1986, and that serves as a clearinghouse of information about North American communities of all stripes. In addition to being an author and public speaker about various aspects of community, he's also a meeting junkie and has parlayed his passion for good process into a consulting business on group dynamics. He's worked with approximately 75 different groups, many of them multiple times. His specialty is up-tempo meetings that engage the full range of human input, teaching groups to work creatively with conflict, and at the same time being ruthless about capturing as much product as possible.

203. Consensus 101

306. Conflict: Fight, Flight, or Opportunity?

Lauren Beitler is a democratic educator in Chicago who is currently working to build a free school that will serve grades K-8. She has lived in Haymarket House/Qumbya Cooperative for six years and has served as Education Coordinator on its board of directors. She has led a workshop about labor and chores in co-ops at NASCO institute for each of the past three years and has always learned a lot from the experience.

202. Cooking and Eating in Small Co-ops

Lauryl Berger-Chun is the Northeast Regional Organizer with CoFED. She has experience in food growing, processing, & service. After much reading, writing & potlucking, Lauryl graduated from Sarah Lawrence College with concentration in sociology & literature in 2012. She was part of the sustainable housing co-op and involved in organizing to establish a campus food co-op. She is excited by collective efforts to navigate and dismantle systems of oppression, internalized and institutional. If you are in the Northeast and would like support in cooperative projects and subverting dominant narratives of what people can do and be, please don't hesitate to get in touch. Lauryl lives in Brooklyn, NY.

501. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 1

502. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 2

Lincoln Miller has been involved with co-op development for 17 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 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.

404. Workshopping Your Budget, 304. Securing Grant Funding for Your Co-op, 405. Apartment Co-ops (Panel)

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 has served on the board of NASCO Development Services. Over the past 16 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.

401. Developing New Cooperatives Part I - The Development Process, 402. Developing New Cooperatives Part II - Budgets and Feasibility, 404. Workshopping Your Budget

Matthew Cohen is a community builder, teacher, and social entrepreneur in the fields of leadership, spirituality, wellness, and mental health. He has spent several years living in and developing cooperatives first in Boulder, CO and now in Boston, MA. Matthew helps run Mad In America, an advocacy, news, and blogging site dedicated to rethinking the psychiatric paradigm. For him questions of wellness and crisis management are critical to co-op development and the health of our society. Matthew is thrilled by the raw humanness and effectiveness of horizontal approaches to working with community.

102. Cultivating Sanity: Cooperation and Anti-Oppressive Mental Health Paradigms

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 Co-op and as a board member of The I.D.E.A. Association.

304. Securing Grant Funding for Your Co-op

405. Apartment Co-ops (Panel)

Mingwei Huang is a current NASCO board member, former People of Color Caucus Chair, and former NASCO Director of Education & Training. Since moving into the Audre Lorde Co-op--

part of the Madison Community Cooperative--in 2006, she has been passionate about cooperatives as alternative economic systems and social worlds. She is a PhD student in American Studies at the University of Minnesota in Minneapolis and stays connected to cooperatives through food co-ops, credit unions, and NASCO. While no longer facilitating co-op workshops, Mingwei incorporates popular and cooperative education approaches in her current college-level teaching. She loves all things Midwest, social justice, cats, and bikes.

204. Dynamic Facilitation: Sharing Our Tools & Practices

Nikki Kasper, MPH is a Ph.D. student in Nutrition at the University of Michigan School of Public Health and is a founding member of the Student Food Co. (SFCO), a nonprofit organization working to improve food access on campus through a weekly produce stand. Her research on food insecurity on UM's campus has both furthered the mission of the SFCO and contributed to her dissertation research on how the food environment might alter the effects of food insecurity. Her previous experience in administration and grant writing for nonprofits and academic research taught her the value of research in making change in the 'real world' and inspired her current pursuit of a research career.

503. Using Research to Further Your Co-op's Mission: Lessons Learned from Student Food Co.

Nora Leccese grew up in Boulder, CO and helped start two initiatives there; Boulder Food Rescue, a bike powered food rescue that redistributes produce that would otherwise go to waste, and The Rad-ish Collective, a housing co-op intent on providing safe space, fostering resistance to capitalism and oppression, and holding workshops, shows and community feasts. They are interested in igniting class consciousness in Boulder, rummaging through the trash, and working with communities to redefine "waste" in our society. Their most recent focus is on worker-owned cooperatives in Argentina. They are currently learning about solidarity economics and recuperated factories in Buenos Aires.

607. Bikes! Friends! Food! "Trash"! Taking Direct Action Against Food Insecurity with Boulder Food Rescue

Quinn – xe(m) and xyr(s) pronouns - is an autodidact and a movement organizer who strives to continually encounter and provoke experiences of intellectual emancipation. Xe is a co-founder and the recruitment coordinator of North Country Food Alliance, a democratic workplace which acts to increase collective food autonomy, and a member of the curriculum committee for Work Peoples' College. Quinn passionately opposes majority-age chauvinism, sanism, chemical-dependency culture, and statism/capitalism, and xe particularly emphasizes deschooling, anti-speciesism, Dadaism, and a general economy viewpoint in xyr efforts. Xe is vegan, straightedge, afidelitious, and does not identify with sex/gender binaries. Contact xem at cyinn@riseup.net.

504. Food-Labor Justice: Wage/Animal Abolitions and Human Speciations

Rachel Plattus is Director of Youth and Student Organizing at the New Economy Coalition. She coordinates the Youth and Student Network and works to build community, organizational and funder engagement in the New Economy. Before coming to NEI, she worked as a Health Equity Scholar at the Center for Community Health and Health Equity at Brigham and Women's

Hospital and as an organizer at Occupy Boston. Rachel is active in climate justice work as a member of a Boston-based organizing collective, Simorgh, and hopes that today's social movements will be places where lots of people want to bring their friends. Through popular education, intersectional organizing and good facilitation, she hopes to grow communities to embrace and protect what is left of our planet and to build resilience in the face of environmental and economic transformation. Someday she would like to be a heron or a whale. Rachel lives in Jamaica Plain, MA.

709. Introduction to Community Wealth Building (Panel)

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.

101. Anti-Oppression and Fair Housing Law

406. Developing New Cooperatives Part IV - Municipal Matters

Remy Corso is Director of Education and Training for NASCO. Remy grew into cooperative movement work following 7 years of community organizing for gender, sexual, racial, and (dis)ability justice, primarily in Minneapolis, MN. They are passionate about the power that education has to change people, communities, and the world. Although they have never lived in a housing co-op, Remy has a lifetime of diverse experience with cooperative and collective models in credit unions, food co-ops, and bicycle shops.

801. Long-term Planning for Your Co-op

103. Checking Power and Privilege in our Groups/Communities

Ruby Levine is the Midwest Regional Coordinator for CoFED. She has experience working to support sustainable community agriculture projects in Wisconsin, Iowa, and Minnesota through the Summer of Solutions program, which she helped found. Additionally, she has worked with a start-up community energy cooperative, Cooperative Energy Futures, to make energy efficiency and clean energy accessible to a broader range of people. She is bringing together her skills and knowledge in cooperatives, sustainable food, and effectively supporting innovative projects to serve the campus and community cooperatives in CoFED's growing Midwest network. Ruby lives in Minneapolis, MN.

501. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 1

502. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 2

Salam Rida is currently in her first year of a Dual Master's Degree program in Architecture and Community Development at the University of Detroit Mercy located around the outer layer of the city of Detroit. Her interest in cooperatives started during her time at the University of Michigan where she lived at Vail House her Junior and Senior year. During that time she served as House Treasurer and then moved onto Vice President of Finance,

working alongside the Board and staff at the Inter-Cooperative Council. After receiving her Undergraduate degree in Sociology and minor in Urban Planning she worked on the 2011 NASCO Institute as the Graphic Designer and assistant organizer. Afterwards, she developed Collective Seeds, a cooperative consulting firm along with mentors holly jo sparks, Jim Jones, Andrew McLeod and Adam 'Fuzzy' Konner.

Detroit Tour Guide

Samantha Shain (she/her/hers/Sprout) is a person. She cooks to live and lives to cook in Philadelphia. She's about to finish undergrad and can't wait for what's next. What's next? Farming, large scale cooking and catering projects and grassroots organizing. Her research uses GIS to study spatial distribution of locations in the solidarity economy. She also studies strategy of nonviolent direct action campaigns, patterns of gentrification and how to feed hungry activists. In spare time, she knits socks, makes maps, does co-op dishes and organizes for economic and environmental justice.

601. Deep Roots: Food Justice Intensive - Part I, 602. Deep Roots: Food Justice Intensive - Part II, 603. Deep Roots: Food Justice Intensive - Part III

Samuel Bean has been living at the Sasona Cooperative in South Austin, Texas since 2009. A native of both Brooklyn, New York and Montclair, New Jersey, Bean holds an MA in Educational Psychology from New Jersey City University (2007). He is also a substitute preschool teacher at The Children's Discovery Center of South Austin. Bean was Sasona's Grounds Coordinator from 2010 to 2011. He is a skilled guitarist, performer, and songwriter who enjoys cutting wood, brewing beer, cycling, tennis, kayaking, and watching old movies in his spare time.

Facilitating Maintenance Roundtable

Shay O'Reilly is a Master of Divinity student at Union Theological Seminary in the City of New York, where he studies social ethics and ministry within Martin Luther King Jr's "freedom church of the poor." He has worked with the Poverty Initiative, a think-tank for movements around the world struggling to end poverty, and recently completed a summer field-organizing fellowship with the Vermont Workers' Center. Right now, he's learning the ins and outs of social service agencies as he works for and with LGBT foster care youth; he also spends time engaging in nonviolent witness and protest liturgy with Union's Students for Peace and Justice. Shay spent two and a half years in the River City Housing Collective in Iowa City, including a stint as co-Vice President, and he misses co-op living terribly. He lives with his husband, who he met at NASCO's 2011 Institute. They have two cats.

702. Band-aids and Soup Kitchens: The Politics & Economics of Emergency Food Systems

204. Dynamic Facilitation: Sharing Our Tools & Practices

Shelby Couch graduated from Michigan State University with a degree in International Relations. She lived in the MSU-SHC for three years and served as the president for one year. Shelby is currently living in Minneapolis, MN working for a non-profit called Students Today, Leaders Forever.

302. Big Co-op Issues - Member Roundtable

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.

703. Building the Next System

709. Introduction to Community Wealth Building (Panel)

Taylor Kestrel is an activist looking to create sustainable communities built around meaningful connections. Ze's interested in alternatives to the society that we have been presented with. With history as zeir focus, ze has done academic as well as independent research into gender and social histories. Ze thinks that everyone can bring something valuable to the table, and co-ops (hopefully) are a model of housing that can encourage this.

506. Breaking Down our Food: Reclaiming Waste in Consumer Society

Vivian Onuoha is a current member of the Berkeley Student Cooperative. She has lived in Cloyne Court Hotel, a 150 member co-op, for the past three and a half years. In Fall 2011, Vivian attended NASCO Institute and was appointed the co-chair of the People of Color Caucus. Since then, Vivian has been working in finding the social and economical factors that deter people of color and low-income students from living in cooperative housing. In 2012, Vivian presented a three hour intensive on Diversity in Student Housing Co-ops and facilitated the People of Color Caucus. She would like to do more for the historically marginalized communities by creating a safe space for empowerment.

606. Demystifying and Decolonizing "Ethnic" Food

William Thomas is a member of Baltimore Free Farm /Horizontal Housing Co.; a collective urban farming project and a cooperative egalitarian housing community in Baltimore City, MD. As a builder, gardener, and entrepreneur Taylor has found a lifestyle of service that is self fulfilling and also creates opportunities for upward mobility on a personal and community level. Cities are where the people are, and If you want to challenge the status quo with new ideas, that is where we must go!

507. Urban Farming and Cooperative Living

Yahya Alazrak spent 4 years being a part of the Greenleaf Coffee Cooperative at Guilford College. At his core Yahya cares about people and creating a more just, equitable, and awesome world. Using the skills he's gleaned in the shop, in his Community and Justice classes, as a student body president, as a Quaker, and as an IWW member, he is eager to spread his love and knowledge about organizing cooperatively on college campuses. He sees food cooperatives at the intersection of multiple struggles, and as both a process of resistance and creation as well as a product of collective vision. Organizing regional solidarity in the mid-atlantic and the south east is nothing short of exactly what he wants to be doing right now. Yahya lives in Greensboro, NC.

501. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 1

502. Growing Student Food Cooperatives: Visioning and Building an Alternative Food System - Part 2

707. God is Radical: Bringing the New Economy to Our Spiritual Homes

restaurants

cost & location key

** close to the union

\$ under 8 dollars/person

\$\$ 9-15 dollars/person

\$\$\$ over \$15 dollars/person

****Afternoon Delight**

251 E. Liberty St

Salad bar, homemade soups, fresh deli sandwiches, and more. Vegetarian and Vegan friendly. \$

Ahmos Gyros and Deli

341 E. Huron St

Deli, subs, salads, gyros, and pita. \$

Ann Arbor Farmers Market

315 Detroit St

Sample Michigan's local produce and baked goods, 7 am to 3 pm Saturdays.

cozy cafes

****Amer's**

Inside the Union
The morning essentials.
Vegetarian friendly.

Cafe Ambrosia

326 Maynard
A NASCO favorite. Free
wi-fi and fair trade coffee.

Cafe Verde

214 N. Fourth
Fair trade cafe. Vegan friendly.

Crazy Wisdom

114 S. Main
Wide selection of tea, coffee
& light meals. Independent
bookstore inside.

Eastern Accents

214 S. 4th
Baked goods & specialty teas.

****Espresso Royale Caffè**

324 S. State
A campus favorite.

Rendez-Vous Cafe

1110 S. University
International cafe & juice bar.
Free wi-fi.

Sweetwater's

123 S. Washington
Free wi-fi. Asian pastries.
Open 'til midnight.

Ali Baba's

601 Packard St

Cheap food, friendly and quick service. Mediterranean cuisine. \$

****Amer's**

312 S. State St & inside the Union Deli, breakfast menu, coffee, and desserts. Vegetarian and vegan friendly. \$

Angelo's Restaurant

1100 Catherine St

Famous Ann Arbor breakfast spot for 40 years. Open 7 am to 2 pm Sundays, 6 am to 3 pm every other day. Crowded on weekends. Vegan friendly. \$\$

Big Ten Burrito (BTB)

810 S. State St

Good quality, cheap food, especially for late-nights. \$

Blue Nile Ethiopian

221 E. Washington St

Traditional Ethiopian dishes. Vegan friendly. Lunch specials and carryout available. \$\$\$

Broken Egg

221 N. Main St

A staff favorite! Open for breakfast and lunch until 3 pm. \$\$

Bruegger's Bagels

709 N. University Ave

Fresh bagels and breakfast specials. \$

Cafe Verde

214 N. 4th Ave

Attached to and run by the People's Food Co-op. Fair trade cafe, hot bar & salad bar, pastries, muffins and a grab-and-go deli. Vegan friendly. \$

Campus Corner Convenience Store

818 S. State St

Student hot-spot for forgotten necessities. \$\$

China Gate Chinese Restaurant

1201 S. University Ave

Chinese food, popular with the U of M crowd. Vegan friendly. \$\$

Clover Leaf Diner

201 E. Liberty St

Standard diner fare. Smoking section. \$

Cosi Restaurant

301 S. State St

Sandwiches, wraps, salads. \$\$

****Cottage Inn**

512 E. William St

Full-service Italian restaurant. Vegetarian friendly. \$\$

****Earthen Jar**

311 S. 5th Ave

Inexpensive Indian buffet. Pay by the pound. Vegan friendly. \$

Fleetwood Diner

300 S. Ashley St

Friendly, cheap, classically seedy. Open 24 hours. Vegetarian friendly. \$

****Frank's Diner**

334 Maynard St

Diner food and friendly staff. Vegetarian friendly. \$

Good Time Charley's

1140 S. University Ave

American-style food, sandwiches, burgers, and salads. Closed Sundays. \$

Happy's Pizza

600 S. Main St

Cheap pizza and other goodies. \$

Hawker's Deli

211 S. State St

Delicious deli sandwiches. \$

****Jerusalem Garden**

307 S. 5th Ave

Cheap and delicious Middle Eastern food. Vegan friendly. \$

****Krazy Jim's Blimpy Burger**

551 S. Division St

Cheap hamburgers, onion rings & other greasy favorites. \$

****Madras Masala**

328 Maynard St

South Indian, Indo-Chinese & excellent all-you-can-eat lunch buffet. Vegan friendly. \$\$

****Mr. Greek's Coney Island**

215 S. State St

restaurants

Breakfast, Coney dogs, salads.
Vegetarian friendly. \$

Mr. Spot's Diner

808 S. State St
Kid-friendly, sandwiches and fries.
\$

**New York Pizza Depot

605 E. William St
& 1106 S. University Ave
Pizza, pasta, and all-you-can-eat
lunch buffet. Vegetarian friendly.

No Thai

226 N. 4th Ave &
1317 S. University Ave
Thai food. Vegan friendly. \$\$

Noodles & Company

320 S. State St
Serving global noodle selections,
inexpensive. \$

Oasis Mediterranean Grill

1104 S. University Ave
Mediterranean fare, quick eats,
good food. Vegetarian options. \$\$

People's Food Co-op

216 N. 4th St
Buy fresh fruit, cheese, organic
groceries. Fabulous soup and
salad bar, a cozy cafe attached. It's
a co-op! Vegan friendly. \$

**Pita Kabob Grill

619 E. William St
Quick and cheap Middle Eastern
sandwiches. Vegetarian friendly. \$

Pizza Bob's

814 S. State St
Best milk shakes in town.
Subs and pizza are good too! \$

Pizza House Restaurant

618 Church St
Proudly serving Chicago-style
pizza, open 'til 4am. What a deal. \$

**Raja Rani

400 S. Division St
Indian restaurant with a great
lunch buffet. Right across the
street from ICC headquarters on
William Street. Vegetarian and
vegan friendly. \$\$

Red Hawk Bar & Grill

316 S. State St
Sandwiches, homemade soups,
salads. Variety of beer on tap. \$\$

Cafe Rendez-Vous

1110 S. University Ave
Coffee, sandwiches, and wi-fi.
Open 'til 3 am. \$

JC Rich

1313 S. University St
Korean food. Vegan friendly. \$\$

Rod's Diner

812 S. State St
Charbroiled chicken, burgers and
buffalo wings. \$

Sadako Japanese Restaurant

1321 S. University
Japanese food and bar, and sushi
bar. An Ann Arbor favorite. \$\$\$

Saigon Garden

1220 S. University Ave
Vietnamese cuisine. Vegan friendly.
\$

**SEVA

314 E. Liberty
Fresh imaginative vegetarian
cuisine. Recommendation for
breakfast: scrambled tofu.
Vegetarian friendly. \$\$

**Silvio's Organic Pizza

715 N. University
Organic pizza by the slice or the
whole pie. Vegan friendly. \$

**Sushi.com

715 N. University Ave
Sushi & Japanese entrees. Vegan
friendly. \$

Tios

333 E. Huron St
Mexican food. Vegetarian friendly.
\$\$

**The Jerk Pit

314 Thayer St
Jamaican food, including breakfast.
Vegan friendly. \$

Tk Wu

510 E. Liberty St
Chinese food. Vegetarian friendly.
\$\$

Totoro Sushi

215 S. State St
Good sushi, good service. \$\$

Tubby's Grilled Sandwiches

800 S. State St
Sandwiches and salads. Some
veggie options. \$

Zingerman's

422 Detroit St
An Ann Arbor institution. Gourmet
deli featuring local meats, cheeses
& fresh-baked breads. Vegetarian
friendly. \$\$

favorite bars

**Ashley's

338 S. State St
Probably the best alcohol
selection in the world. Over 65
different beers on tap and 50
single-malt whiskeys, near the
Union.

'/aut/ Bar

315 Braun Ct (off N. 4th Ave)
Gay-owned and -operated bar.
Features a smoke-free cafe
downstairs. \$\$

Arbor Brewing Company

114 E. Washington
Another local favorite, this bar
has a selection of varied beers
brewed right there in the back
and a selection of exclusively
free-range meat dishes. \$\$

Brown Jug Bar & Grill

1204 S. University Ave
An Ann Arbor tradition.
Cozy and comfortable. \$

Heidelberg

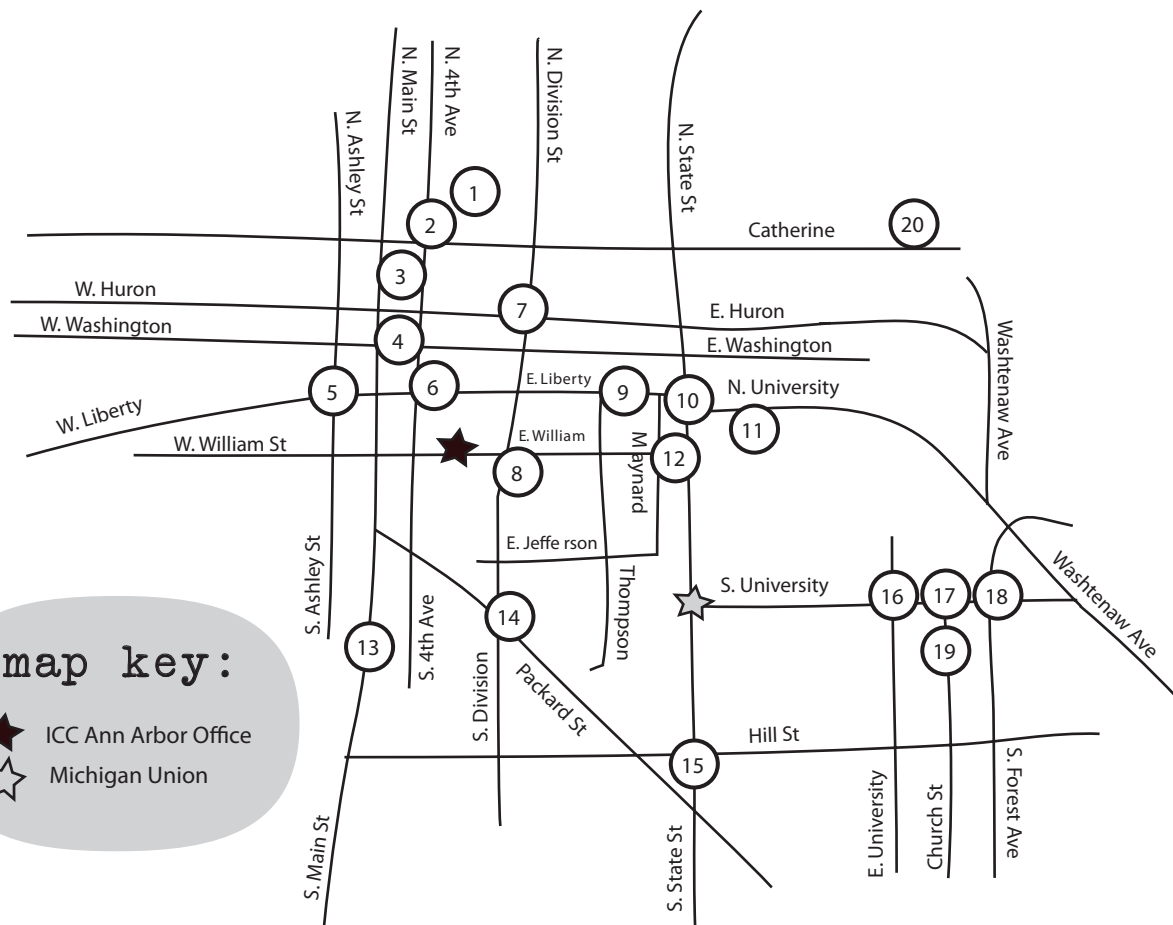
215 N. Main St
A favorite of many co-ops,
this dungeon-like bar offers
inexpensive beer.

Grizzly Peak Brewing Co.

120 W. Washington St
Handcrafted beer & root beer
and fancy pub food. Vegetarian
friendly. \$\$

Old Town Tavern

122 W. Liberty St
Another townie bar, good for
conversation, yummy martinis,
good beer, and wonderful
veggie food. The oldest bar in
Ann Arbor. \$\$



map key:

- ★ ICC Ann Arbor Office
- ☆ Michigan Union

eat, drink & be merry

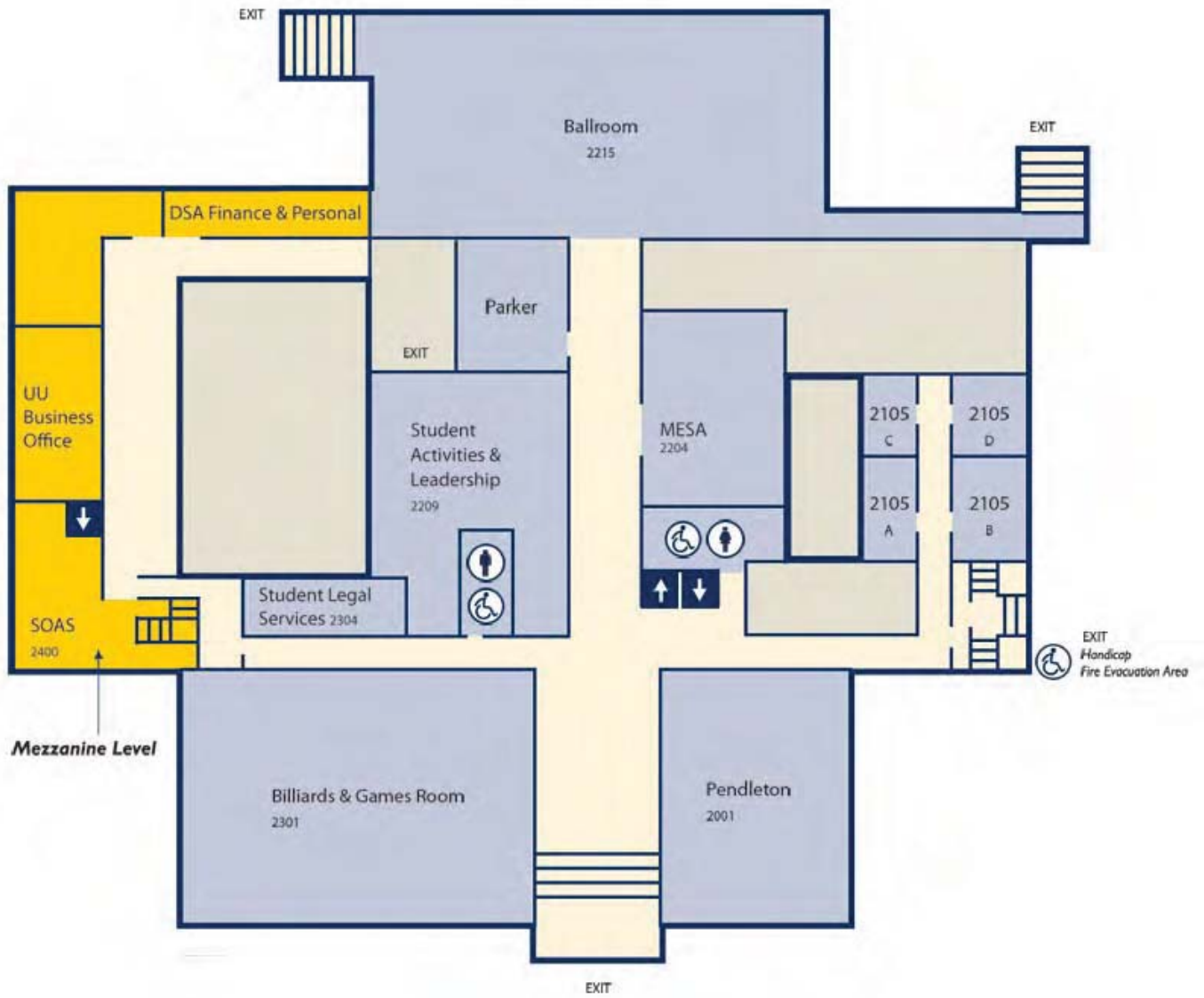
restaurants, cafes, and bars in ann arbor
by location (see inside for descriptions)

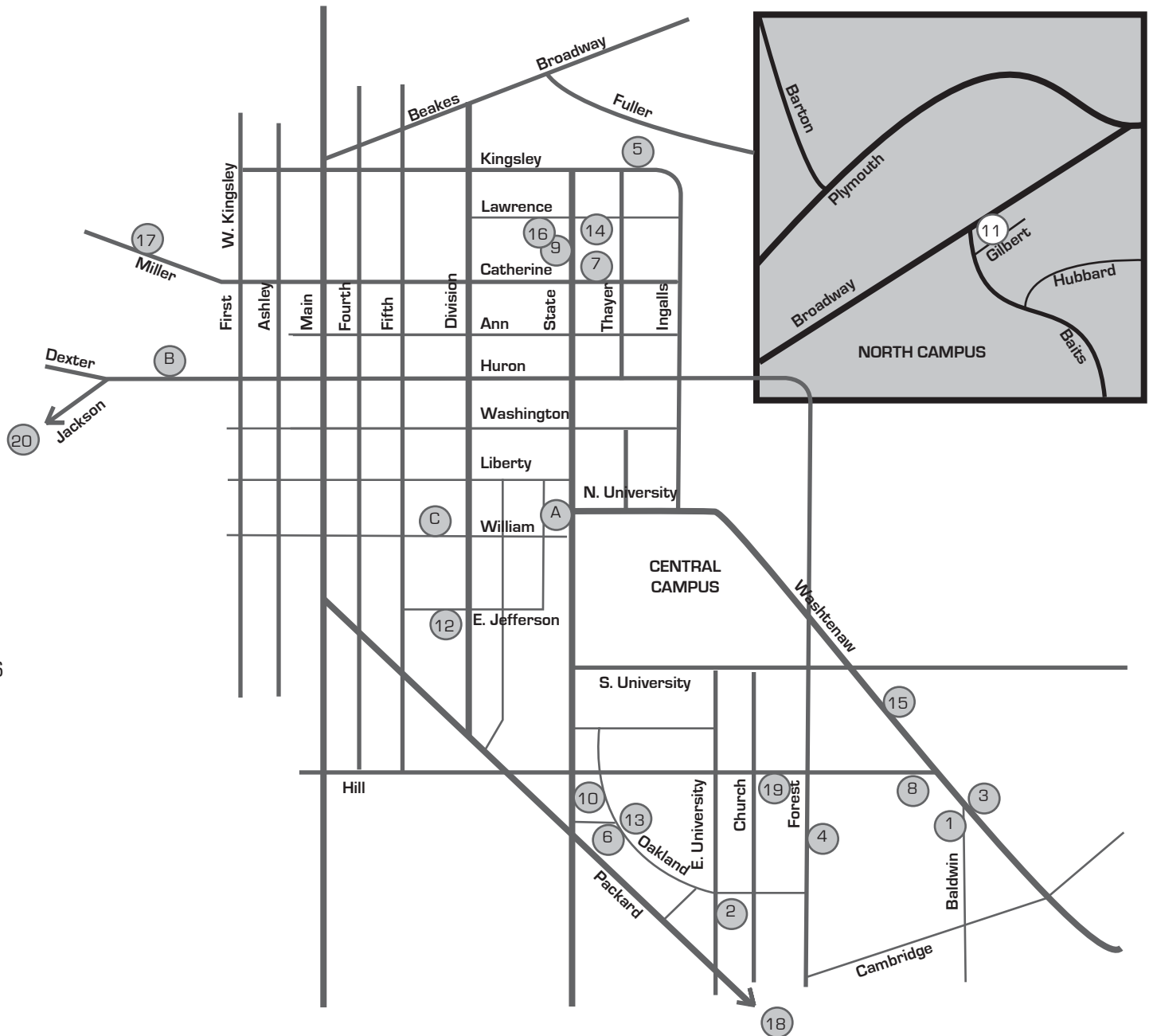
- 1) Zingerman's
- 2) Aut Bar, Ann Arbor Farmer's Market
- 3) People's Food Co-op/Cafe Verde, No Thai, Broken Egg, Heidelberg
- 4) Kai Garden, Sweetwater Cafe, Blue Nile Ethiopian, Ann Arbor Brewing Company, Grizzly Peak Brewing Company
- 5) Fleetwood Diner, Old Town Tavern
- 6) Cloverleaf Diner, Afternoon Delight, Seva, Jerusalem Garden, Earthen Jar
- 7) Ahmos Gyros and Deli
- 8) Raja Rani Restaurant, Cottage Inn Pizza
- 9) Tk Wu, Tios, Frank's Restaurant, Madras Masala, Cafe Ambrosia
- 10) Amer's Mediterranean Deli, Red Hawk Bar & Grill, Mr. Greek's Coney Island, Totoro Sushi, Cosi, Noodles & Company, Espresso Royale Caffè, Stucchi's Ice Cream, Ben and Jerry's Ice Cream
- 11) Pita Kabob Grill, New York Pizza Depot, Ashley's Pub
- 12) Silvio's Organic Pizza, Bruegger's Bagels, Sushi.com Restaurant, Jamaican Jerk Pit
- 13) Happy's Pizza
- 14) Krazy Jim's Blimpy Burger
- 15) Campus Corner Convenience Store, Pizza Bob's, Rod's Diner, Big Ten Burrito, Mr. Spot's Diner, Tubby's Grilled Submarines, Ali Baba
- 16) Espresso Royale Caffè, Good Time Charley's, Rendez-Vous Cafe, Oasis Mediterranean Grill
- 17) China Gate Restaurant, The Brown Jug
- 18) Saigon Garden Vietnamese Restaurant, JC Rich Korean Restaurant, No Thai, Sadako Japanese Restaurant
- 19) Pizza House
- 20) Angelo's Restaurant



Gender Neutral Restroom: Located on third floor immediately next to elevators. We apologize that the Union has been unable to honor our requests for a more convenient location. Room 4016: Take elevator or stairs to fourth floor. The conference room is hard to miss.

2nd Floor





- | ICC Co-ops | Other Houses | Venues |
|---|---|--|
| 1. Black Elk 902 Baldwin | 17. Heiwa 530 Miller Ave | A. Michigan Union 530 S. State St. |
| 2. Debs 909 E. University | 18. Hotel Midwest* 1508 Jewett | B. Yellow Barn 416 W. Huron |
| 3. Gregory 1617 Washtenaw | 19. Friends House 1420 Hill St. | C. ICC Office 337 E. William St. |
| 4. Baker 917 S. Forest | 20. Sunward Cohousing** 424 Little Lake Drive | |
| 5. King 803 Kingsley | 20. Great Oak Cohousing** 500 Little Lake Drive | |
| 6. Lester 900 Oakland | | |
| 7. Linder 315 N. State St. | | |
| 8. Luther 1510 Hill St. | | |
| 8. ICC Education Center 1520 Hill St. (behind Luther) | | |
| 9. Michigan 315 N. State St. | | |
| 9. Minnie's 307 N. State St. | | |
| 10. Nakamura 807 S. State St. | | |
| 11. O'Keeffe, Renaissance (North Campus) 1500 Gibert Ct. | | |
| 12. Osterweil 338 E. Jefferson | | |
| 13. Owen 1017 Oakland | | |
| 14. Ruths' 321 Thayer | | |
| 15. Truth 1057 Washtenaw | | |
| 16. Vail 602 Lawrence | | |
- *Jewett is about 1.5 miles southeast Packard on the right*
***Little Lake drive is about 4.5 miles west on Jackson on the left, off Parkland Place.*

We would like to thank our
Friends and Sponsors



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