



NASCO AGM 2013

Facilitator(s)/Chair(s): Vanessa Toro (Sat & Sun)

Date/Time: **Saturday 11/2 at 9:00am-12:15pm EDT & Sunday 11/3 at 9:00am-10:30am EDT**

Location: Michigan Union, University of Michigan, MI

Staff: Farheen Hakeem

Relevant document links:

- [Jobs in the co-op movement](#)
- NASCO [Family and Structure](#)
- Strategic Plan [Presentation](#)

Item & approx time	Discussion
<p>1. 9:00am</p>	<p>Welcome & Roll call - Vanessa</p> <ul style="list-style-type: none"> • Workshop training will happen; learn about NASCO; we can learn your concerns and issues; very warm in here • Introductions: please state your name, preferred gender pronoun, your coop, and why you're excited to be here <ul style="list-style-type: none"> ○ excited to learn more about board members and 'groupies' (like Steve Dubb) situations ○ excited to be part of this organization since 2011 (long time in BSC years); wants to get more involved and meet everyone ○ excited to be the only one from his coop and have opportunity to relay info ○ excited to be here and get to know other people, and to start thinking in broader terms beyond his own coop ○ excited to hear about how people do things in different coops; tendency to think one's own coop has the best ways ○ excited to meet people and hear about their coops since it's her first time here ○ excited to be at first NASCO; learning tons ○ excited to make more connections ○ excited to see what's involved with AGM ○ excited to meet everyone here and bring back as much info as possible

	<ul style="list-style-type: none"> ○ excited to meet people and learn new things to take back ○ excited to be here with this great group of people--he can tell everyone in the room is all right ○ excited to see what NASCO CETI is like ○ excited to bring back as much info as he can and to learn new perspectives ○ excited to bring relevant info to open a new coop in addition to her own ○ exciting to be here and see everything ○ excited to get involved with NASCO itself ○ excited because has heard good things about AGM from prior reps at AGM ○ excited to meet new people and see what they're doing, and since she's a co-oper, loves a good meeting ○ excited to get ideas on transitioning from average coop to a larger organization ○ excited because it's her first Institute ○ excited! ○ excited to be at Institute specifically for this meeting ○ excited to spend time here ○ excited to learn new things, meet new people, share new info ○ excited to learn about everyone ○ excited to hear new revolutionary ideas for his own coop ● Housekeeping: questions are preferred at the end of each presentation only
<p>2. 9:20am</p>	<p>NASCO 101, Dues & Benefits, Structure & History - Lana</p> <ul style="list-style-type: none"> ● please see PowerPoint presentation ● inception in 1968 by UMichigan ICC ● Co-op ownership, development, and education ● NASCO family includes NASCO Development Services (NDS), NASCO Properties (NP), and NASCO Education ● Management contracts (approx. 38%) and member dues (approx. 43%) are by far the largest sources of income for NASCO ● Personnel (approx 64%) and Events/meetings (approx 15%) are the largest expenditures ● Fees for NASCO properties, for example, get paid to NASCO too ● Question: did most NASCO members start independently and then join NASCO? Didn't know that majority of members are not under NP <ul style="list-style-type: none"> ○ NDS will help them build what they need--purchase, financing, etc. ○ NP owns and manages buildings and leases to members ○ only 5-6 attendees at AGM are NPs ● Question: if coop is a type of business model applying to more than just housing, does NASCO have non housing members? <ul style="list-style-type: none"> ○ NASCO's primary focus used to be on student coops, and now they have grown to non-student coops, student non-housing, and non-student non-housing coops: workers, food, garden, grocery, etc. ● Question: how to define who is in NASCO <ul style="list-style-type: none"> ○ Voluntary membership: if member is aligned with NASCO's coop mission ○ nonprofits too: may not want to be an active member but want to support us so they become an associate member (doesn't have to pay \$37 for

	<p>every new member)</p> <ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ some housing coops are quite close to their grocery coop, so there is value in both being members for solidarity, promotion, etc. ○ Individual members ○ members can also run for board directorship ● Transitioning from having hierarchical staff in a nonprofit model to having a coop model which is a collective <ul style="list-style-type: none"> ○ In about June 2012 the current staff of the time decided to change into a collective ○ you'd think that this is how coops work, but in this model there is no one in charge but rather the whole group ○ coming together, communicating, but also holding each other accountable ○ the collective unit is contracted to work for NASCO, so the board cannot say that any one person is not doing their job well but rather has to say that the collective is not working well on this or that element of their tasks <ul style="list-style-type: none"> ■ this creates both more security and more chaos ■ staff thus uses the principles they are celebrating ■ Executive Director (ED) position is thus eliminated, so each position is called Director of their respective area ■ Question: has is been challenging? <ul style="list-style-type: none"> ● ups and downs, but probably just growing pains ● personally Farheen likes it; she doesn't think any of the staff wants to go back to the old way ● Steve Dubb: 99% of coops have the nonprofit management hierarchical structure, so bear in mind that it's in line with coop members but separate and not traditionally part of coops, though aligned -- new direction in coop management ■ Question: how does decision making go with this model? <ul style="list-style-type: none"> ● For example, staff collective wanted to buy chart paper--not buy it at all, versus but butcher paper, etc.: 1 person does research on price comparisons, makes proposal, and all staff consent/agree on the decision ● Another example: any purchases under \$100 one staff member can just purchase but for amounts exceeding that, they are all accountable so they must discuss ■ Questions: how do you hold each other accountable? <ul style="list-style-type: none"> ● in the process of making a solid peer evaluation ● until it's ready, just communicate issues--what did you do, and how did it affect me ● not worried about boss but more worried about letting down co-workers, which is a better motivator (if i don't do it, someone else has to) ■ Question (from Steve Dubb): if collective is working well, it's not a challenge; if it isn't, what happens? If a board meets a few times a year, sometimes by telepresence. How can staff tell who is right in any challenge, when there is blockage?
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	<ul style="list-style-type: none"> ● we have a personnel committee (PerCo) - 2 members from each of 3 boards ● if a staff member didn't feel safe communicating with collective, they can go to PerCo ● hoping to finalize and sign contract soon ● lots of support from board in using this collective structure ● in another situation, a staff wanted to unionize but their board didn't like it so they went on strike--this makes Farheen appreciate the environment at NASCO ■ Question: if other organizations are thinking about collectivizing, talk about what they'd do <ul style="list-style-type: none"> ● this was a decision made by staff all together ● how can we be more secure in our jobs and do our jobs in a ways that makes things easier while upholding the things we care about ● prior ED did research on other collective models (Industrial Workers of the World), then staff decided to join ● now need to work on staff policies, contract, and revamp a lot of the content so that it's not just one person reporting to one board, and also broke up ED's old duties to be distributed amongst other staff ● some admin stuff was just given to the newly created position ■ Question: how do people know how to deal with NASCO now? (from Jim Jones) <ul style="list-style-type: none"> ● contact email and forms go to all staff automatically ● National Association of Housing Co-ops wants to be more involved with NASCO, but who do external organizations talk to? ● complaint forms go straight to PerCo ● main phone line is accessible to answer by all staff ● often people contacting NASCO check who is responsible for what before calling ■ Is there someone on staff with primary responsibility for relationship creation and maintenance? <ul style="list-style-type: none"> ● Farheen (membership & comms) ■ MCC has a very similar structure with their staff ■ Does this slow down progress? <ul style="list-style-type: none"> ● in some ways it's faster because there's clearer accountability and bottom lining ● only issue is when someone takes on too much on their plate and then must check in to ask others to share it (burnout) ■ AGM member: Madison community coop has a similar structure ■ Vanessa: board is working together with staff and we are making more resources available
3.	NASCO & you in the Co-op World - Brian Donovan

9:45am

- 3 main points:
- Value to you and your community of NASCO membership
 - many well established successful coops but with new turnover each year in boards, but NASCO can help with continuity if there are gaps or needs with new leadership
 - some coops are also trying to expand and need help with property issues etc.
 - most important thing is the ability to gain empowerment as a local group and the education that NASCO provides to leaders in co-op and also to staff and other general members in the co-op
 - through Institute, NASCO can provide skills, access to resources, do advocacy, depending on the staff that
 - co-op in in, value is diff
 - startup co-ops can get help, establish rules, pick property, getting financing, understanding how to do a lease
 - provides training for all board, staff, members
 - a lot of successful leadership examples
 - nasco provides community
 - ability to draw on tradition and understanding since nasco has started two other times in life of co-op when nasco is valuable
 - ICC bought first property in 12 years, build a new co-op house
 - when things are going badly, NASCO is expert at rescue
 - for example, in Austin in the 80s interest rates were driven sky-high so properties were worth less than the initial loan to buy
 - bank elected not to foreclose and to grant some slack since they couldn't have sold it if they repossessed anyway
 - NASCO wrote to all members asking whether someone wanted to buy these disaster apartments, and Jim Jones stepped in to suggest NASCO buy and lease back to the coop (NDS)
 - this actually caused NDS to bloom and gave an opportunity for this land trust to help everyone mutually profit
 - coops inter-support of each other is facilitated by NASCO and its creative and practical solutions
- What is NASCO's position in coop movement? How is it seen by the outside world? (we see this a little in the previous section on how others see the change to staff collective)
 - Apex organization to represent coops at national level
 - though we may not be seen in the same way as National Cooperative Business Association (NCBA) or credit union other national coop associations
- NASCO as a youth organization
 - other organizations/associations worry about the next generation in their industry (for example, food coops anxious about national production)
 - NASCO is in fact turning out the next generation --source of young people educated in coops
 - Many national organizations reserve a spot for youth in their board (for example, NCBA)

	<ul style="list-style-type: none"> ○ but in many organizations there is a lack of engagement with youth; NASCO is not in this category ○ young people’s leadership is hugely valuable
<p>4. 10:20am</p>	<p>BREAK - 10 mins</p>
<p>5. 10:30am</p>	<p>Jobs in the Co-op Movement - Steve Dubb, Democracy Collective Please see his powerpoint presentation</p> <ul style="list-style-type: none"> ● using cooperatives as community equity development strategy ● opportunity for applying coop model to solve many major problems here & internationally ● how many people here knew what a coop was before joining your NASCO coop? - about half <ul style="list-style-type: none"> ○ maybe just wanting to join because it’s low price housing and then learning more afterward ● how many people do you think live in NASCO coops in US & Canada? - 10,000 ● how many people in any coop in US & Can? - about 150 million (18 million in Canada, 130 million in USA) ● try to make this network available ● community land trusts are also a good tool ● in the 1970s, top 1% had about 8% of the income, but now it’s about 18% ● \$1.27 trillion, now up to \$2.2 trillion - increased by 1.75bil per person but the 99% is not any better off than when the last survey was taken ● including the bottom 60% who live in debt, everyone in the 99% has \$1.21 trillion ● explosion of activism on the ground ● with these kinds of numbers, our oligarchy becomes more of a medieval oppression image - but some people say it wasn’t this bad in the middle ages ● \$1 trillion = student loan total (21 million, 2-3 million in Canada) ● this is an opportunity to think of ways to help - student coops are one way of helping deal with this ● there are many mechanisms of which coops are just one tool, depending on what industry and activity you’re doing ● challenge is having the sector think of itself in terms of coop leaders ● meeting with coop leaders at white house in 2012 - asked white house staff members of coops, but no one raised their hands, but then asked about credit unions and no one knew they were coops <ul style="list-style-type: none"> ○ therefore plenty of work left to do! ○ more credit union members than any other country (18 million) ● community development corporation <ul style="list-style-type: none"> ○ Local Initiatives Support Corp ○ Enterprise Community Partners ○ NeighborWorks America ● combine social justice mission with employment <ul style="list-style-type: none"> ○ technical assistance providers that partner with community organizations ● community development financial institutions <ul style="list-style-type: none"> ○ help fund creation of coops ● democratization of loans did not solve debt problems as intended ● shared equity model versus group equity model

	<ul style="list-style-type: none"> ● What is community organizing? <ul style="list-style-type: none"> ○ building power where you live ○ get neighbors to eat together, at first ○ build relationships and then can do activism ● 80-90% of jobs are NOT POSTED - relationships matter! <ul style="list-style-type: none"> ○ conferences, meetings, community organizing ● links to several job boards and educational resources listings are available in the presentation ● you don't need to have the education (or grad school) to get a job in the coop movement, but they may help ● Comment: add Southern Illinois for education institutions (from Jim Jones) ● Comment: there is an annual community organizers' conference by PUSH ● 'corporate' cooperatives are still member owned and espouse many of the same values, and tend to be more restrained than other corps on exec compensation (eg. energy coops) ● coops are still in a culture that may lend itself to individualism due to capitalism
<p>6. 10:55am</p>	<p>Regional Breakouts - Vanessa & Farheen</p> <ul style="list-style-type: none"> ● Idea: mini conferences over spring break in cities central to regions ● sharing of contact info is encouraged ● Results of breakout brainstorm: <ul style="list-style-type: none"> ○ Southwest section merged w/West Coast <ul style="list-style-type: none"> ■ Austin Farming (vanessatorob@gmail.com) ■ Univ of Kansas Student Housing Assoc - Tom Miller (letsbuildahome@gmail.com) ■ Boulder Housing Coalition/"Noratt Haven" - Aryl Hatt-Todd (arylrebecca@gmail.com) ■ College Houses - Anthony Pekowski (pekowski@utexas.edu) ■ HAUS Project (Houston Access to Urban Sustainability) - Matt Dietrichson (m.dietrich@gmail.com) ■ CHEA (Sasone Coop) - Ian Maddox (i.maddox@gmail.com) ■ proposed: west/SW bash? based on consensus? use email for consensus? ○ East Coast <ul style="list-style-type: none"> ■ get together/bash in Buffalo ■ trophy for each coop, like a token which other coops could collect only if visiting physically ■ Boston community coop <ul style="list-style-type: none"> ● Seedpod coop ● Sunrise coop ■ Nickel City <ul style="list-style-type: none"> ● ol' wondermoth ● Plankton ■ Coop housing of Univ of Maryland (CHUM) ■ ○ Midwest <ul style="list-style-type: none"> ■ MidWestCo - previously discussed but never came together ■ River City in Iowa would like to host

	<ul style="list-style-type: none"> ■ received ideas, feedback ■ tentatively mid april, proposals due March 1 ○ Canada <ul style="list-style-type: none"> ■ Issues: <ul style="list-style-type: none"> ● member apathy and lack of conviction ● big geographic distances between cities ● need to take advantage of available programs (CHF, CCA) ● Take associations to task for not providing the services they say they will (OSCA) ● Lack of education on coop principles and advantages and roles for everyone, even coop members and board directors ■ Solutions: <ul style="list-style-type: none"> ● government and corporate investment (for-profit, if they can't be convinced otherwise) in better, faster, and cheaper rail and air transport
<p>7. 11:15am</p>	<p>Review of AMR job description - Vanessa</p> <ul style="list-style-type: none"> ● Active member representative ● Currently it's Vanessa ● sign up to run for this since the position ends each year with Institute! ● a person who would be good for our board ● duties: <ul style="list-style-type: none"> ○ serve on Exec committee teleconference ○ chair Member Engagmenet committee, which guides member services ○ roles are in the meeting packet ○ demographic survey to help us take actions ○ social media involvement ○ if you know any one with some of the above qualities, encourage them to run ○ typically the Feb & June meetings are in person, and the AMR should help set up the AGM at Institute ○ Candidates speak at banquet to convince members to vote for them ○ candidates must be the member rep and present at this Institute in order to run ○ Question: how do you identify conflict of interest in lobbying? <ul style="list-style-type: none"> ■ no conflict, you can nominate and vote for yourself ■ if you've been to institute a few times, you are a good candidate
<p>8. 11:33am</p>	<p>How you can be a better co-oper - Vanessa</p> <p>Each attendee should spend a few moments at each question station and write ideas should they have any. How to best bring info from here back to your own coop to help it function better and make it a better place?</p> <ul style="list-style-type: none"> ● How do coops contribute to my life goals? <ul style="list-style-type: none"> ○ as a parent, part of my life goal is to attempt to raise a well adjusted citizen. Coop living provides and inclusive space for informing and providing a true democratic experience that hopefully my son will take to his further life as an adult.

	<ul style="list-style-type: none"> ○ they help re take real steps toward an egalitarian society ○ thinking beyond individualism & egotism <ul style="list-style-type: none"> ■ Comment: double yes! ○ better resources = holistic health maintenance ○ community based social change ○ the coop is my life goal ○ community based social change ● What could my coop do in order to further my ambitions? <ul style="list-style-type: none"> ○ love each other and dance like maniacs ○ change the world ○ take care of household needs so we can move on to community needs ○ read more angela davis please ○ social justice space ○ volunteer appreciation ○ gift circles: when an individual's needs are met it allows for more space to create and follow one's ambitions ○ encourage me to make change happen; empower me to know it's possible ○ help me speak better spanish and play better music ○ skill shares ○ encourage healthy living = emphasizes life ○ story circles ○ group art, improvisational ○ become more educated on how our coop can make change ● What strengths and skills have I found from being in a coop? <ul style="list-style-type: none"> ○ purchasing power ○ communication ○ facilitation (and self facilitation) ○ potlucks <ul style="list-style-type: none"> ■ establishing community ○ learning to hold positions of power/responsibility ○ follow through - accountability ○ respect ○ Quickbooks ○ how to maintain a building (a lot of work!) ○ horizontal leadership facilitation ○ working with people who push my buttons to ultimately form positive bonds ○ servant leadership ○ accountability, stronger social relationships ● How could coops stimulate my living experience? <ul style="list-style-type: none"> ○ our ancestors lived in tribes and coops are a modern form of that ○ by being surrounded by many different people and learning from them ○ new experiences learning from each other; learning to communicate effectively ○ by connecting cooperative living and actually practicing democracy ○ amazing/healthy meals ○ come home every day to a group, warm and friendly and passionate ○ involvement
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- learning how to make decisions in a group
- sharing skills and talents without having to pay for this
- everyone i live with is a babe!
- growing our own food--working with local farmers
- connectedness/intentionality
- always feel supported
- What weaknesses and gaps could i find from being in a coop?
 - diffusion of responsibility
 - lack of intersectionality with our methodologies aka not political enough
 - a lack of diversity
 - building a culture of community supporting inclusion
 - lack of participation (accountability)
 - communicating is hard
 - finding empowerment and avoiding burn out
 - less efficient when dealing with other non-co-op organization due to lack of understanding of the co-op model by the rest of the world
 - the entire model is so fragile
 - habitability
 - lack of accountability (sometimes)
 - passive aggressive
- Why should people live in a co-op? Why do you live in a co-op?
 - resource sharing
 - conflict resolution practice
 - sharing is caring
 - sustainable living
 - being part of a community mutual support network
 - face the community and actually dealt with sh*t
 - co-ops allow the freedom to live how you want to
 - prefiguring the revolution
 - building and strengthening community
 - economies of scale
 - we are pack animals
 - friendship
 - eliminate the landlord
 - inclusivity
 - fulfilling social needs
 - resource conservation
 - promoting sustainable communities
 - to build strong family bonds
 - raise children in community
 - anti-consumerism
- How can I be a better co-oper and how does my coop make a better me?
 - communication with house and with larger affiliates
 - listen attentively, be tolerant, lead by example (self facilitation)
 - think more communally
 - patience
 - better interpersonal skills

	<ul style="list-style-type: none"> ○ improve my gardening/cooking skills ○ nonviolent communication--use for empathy in conversations and actions within house ○ accountability ○ growth and education (self & others) ○ be a student of life ● How do coops help me build a better future for me, my community, and my world? <ul style="list-style-type: none"> ○ mutual aid and support: self care and growth: sharing experiences: better me ○ connecting humans and furthering our mass potential ○ understand what it means to be a part of the coop movement: history, local/national/state level, find other coops to connect with, work with under developed communities ○ creating coalitions of solidarity/social justice ○ show that other ways of organizing are possible ○ empower people to provide goods and services for each other ○ foster ownership and respect for others & self through action and relationships ○ show potential for sustainable lifestyles ○ empowering communities to organize for change ○ allow me to live my values and show them to the world ○
9. 11:40am	Member Engagement Surveys <ul style="list-style-type: none"> ● consulting on creating training menu, preventing crises, etc.--offering help and responses to feedback ● Farheen often sends out check-in emails to determine status of members and see what the need ● This survey is along those lines ● NASCO Annual report is introduced (in the meeting package of AGM reps)
10. 12:00p m	Keynote & Lunch

Meeting Adjourned: approx. 12:05 pm

Sunday, Nov. 3, 2013

Item & approx time	Discussion	Actions/Decisions
1. 9:00am	Welcome back & Check-in - Vanessa <ul style="list-style-type: none"> ● Asks how people enjoy the boardroom setup rather than conference-style 8-people tables yesterday ● Name, PGP, favourite part at Institute 	

	<ul style="list-style-type: none"> ○ awesome keynote yesterday ○ seconded ○ regional breakout on AGM & skillshare ○ tie between banquet & AGM ○ ride up and bonding with co-co-ops ○ only came for AGM but likes to bond with people ○ enjoys talking & bouncing ideas off people ○ building the next system presentation ○ sitting with fellow Austiners to check in about workshops they'd attended ○ keynote ○ reading answers to group sessions at yesterday's AGM ○ keynote; Jim Jones' history of coop movement ○ keynote; many sessions; conversations at Black Elk about improvement of coop policies ○ keynote; big coops, big issues roundtable ○ keynote; budgeting workshop ○ Black community food security network ○ developing new coops track ○ workshopping budget for starting and existing coops ○ keynote calling us out ○ meeting new people ○ workshops and meeting people ○ meeting people ○ queer/trans caucus ○ seeing all new coops with flags ○ game night 	
<p>2. 9:10am</p>	<p>Brief overview of Strategic Plan - Lana & Vanessa See Presentation See Strategic Plan Document</p> <ul style="list-style-type: none"> ● at the end of MONDO meeting of all 3 NASCO boards, a strategic plan was agreed upon ● but since we have had a lot of turnover of staff & board, many changes were needed & efforts to make sense of the plan in the absence of an ED position ● As of June 2013 the board officially endorses the strategic plan's goals and format, but not necessarily the roles ● Strategic plan goes until 2014; contained in the AGM packet ● Education, capacity, development, and anti-oppression; each has sub-goals of which Vanessa will highlight one <ol style="list-style-type: none"> 1. Education <ul style="list-style-type: none"> ○ basic goal to advance co-op by fostering 	

	<p>education through training, leadership and education</p> <ul style="list-style-type: none"> ○ shared language and messaging ○ effective branding ○ authentic member relationships ○ improvement of educational products ○ funding for youth leaders (trying to merge funds,etc) ○ Authentic member engagement survey and training ○ training material can be downloaded/uploaded <p>2. Development - to broaden access to co-ops, develop new co-ops and expand existing ones</p> <ul style="list-style-type: none"> ○ Development = Education ○ Re (Develop) Development Education Resources (not all the resources are appropriate for different groups) ○ term is off-putting, make more accessible to further co-op movement; part of which is education ○ making member services more available ○ NASCO Federation ○ NASCO "Leadership" & Local Management ○ CoCoFist <p>3. Capacity</p> <ul style="list-style-type: none"> ○ limited resources ○ Governance Crises ○ Cross-Board Appts & Annual Mini-MONDOs (when all the Boards meet) ○ Staffing Collective (changing the way traditional co-ops work) ○ Office (have an office in Chicago, staff do not live in Chicago) ○ To the Cloud <p>4. Anti-Oppression</p> <ul style="list-style-type: none"> ○ to challenge systems of power that perpetuate privilege and oppression in NASCO, our member committees etc ○ Integration - AO Audit (look at bylaws, structure, etc -- in progress) ○ Representation & Voting (issue that comes up in terms of big-coops -- how democratic is it) ○ Training - all Board members should receive anti-oppression training 	
<p>3. 9:31am</p>	<p>Getting involved in NASCO - Devlin</p> <ul style="list-style-type: none"> ● Board of Directors <ul style="list-style-type: none"> ○ currently approx 14 members 	

	<ul style="list-style-type: none"> ○ 1 conference call and 2 in-person meetings each year ○ Starting Jan/Feb, we seek nominations (5 individual members, 2 associate members, or 1 full member) <ul style="list-style-type: none"> ■ Then submit a candidate statement which staff distributes to all member coops ■ Then all member coops vote in the fashion they choose to allocate their votes ○ usually about minimum 3 people elected per year depending how many empty positions ○ Open to ANY member of a member co-op, even if not a rep for Institute/AGM prior ○ NASCO will send out nomination forms for Board positions which you can send back once you have sufficient signatures ● Committee membership <ul style="list-style-type: none"> ○ does a lot of substantial work ○ Board doesn't meet so often, so groundwork is often done by these in between board meetings ○ see what is coming up, ensure things get done ○ Inclusion Committee <ul style="list-style-type: none"> ■ getting more representation at NASCO to render it more diverse ■ performs anti-oppression audit, for example ○ Member Engagement <ul style="list-style-type: none"> ■ Tries to bring member coops the best and most appropriate services ○ Financial Sustainability <ul style="list-style-type: none"> ■ Fundraising ■ Institute ■ Financial planning ● Since NASCO is gigantic, we need you! <ul style="list-style-type: none"> ○ We'd like to understand goals and what members want, but if members don't approach and communicate, we won't know ○ Cooperative model demands this democratic collaboration! Be the change! ● How to join Committees? <ul style="list-style-type: none"> ○ you can join the email list for committee discussions ○ each committee meets by conference call once a month, which you can join and participate in ○ For more info, contact staff member or website 	
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	<ul style="list-style-type: none"> ● Usually at AGM we have bylaw changes but this year there are no proposals, but not this year <ul style="list-style-type: none"> ○ Attendees can propose agenda items for the coming year's AGM ○ submit in writing ahead of meeting, and the description and recommended language will be included in AGM packet ○ Question: Can't Executive committee also change by-laws? <ul style="list-style-type: none"> ■ No, must be at AGM ■ But policy changes which don't conflict with bylaws may be implemented by Executive Committee ○ Question: Re Annual Report, adjustment to account for bookkeeping errors in previous years: can you explain source of error? <ul style="list-style-type: none"> ■ A period of time when NASCO books were not reconciled on a regular basis for a duration of about a year, and we had to go back and reconcile that whole time, which took a while, eg. moving different lines and altering how items were reported, reporting expenses that were not reported, etc. ○ Question: which board would you join? <ul style="list-style-type: none"> ■ There are cross board appointments so that there is a NASCO Education member on the NP board, and the NDS board is made up of those paid members who elect a representative; NASCO Education receives a cross-board appointment who reports back to them, but not vice versa ○ Question: Is there a cap on maximum membership in committees? <ul style="list-style-type: none"> ■ We have never encountered this, but we'd love to! There may be a limit on attendees at a phone conference but otherwise no. 	
<p>4. 9:30am</p>	<p>Q&A about NASCO Staff & Board Reports - Devlin</p> <ul style="list-style-type: none"> ● Question: would there be real issues down the road regarding staff collectivization <ul style="list-style-type: none"> ○ First board review/evaluation of this is coming up: we'll find best way of dealing with things ○ This is a new way of managing our organization so we're still working things out ○ Negotiating policies for dealing with various 	

	<p>issues which may arise</p> <ul style="list-style-type: none"> ○ Negotiating a contract too ○ Until we have those negotiations completed the old policies are still in place; board still have capacity to terminate individual staff members, which they will not once the collective comes into effect 	
<p>5. 9:40am</p>	<p>Personal Development: Sharing & Feedback - Jonah</p> <ul style="list-style-type: none"> ● Responding to questions from 2nd breakout session yesterday ● Any further reflections/ideas? (Farheen writes these on the large white sheets) ● Valuable skills, activities etc. <ul style="list-style-type: none"> ○ Socializing; different ways to relate to people depending on the situation ○ difficult to answer but when arriving back at home, will be able to discuss the info gleaned ○ ‘take space, make space’ -- who occupies it, how it’s arranged, how inclusive it is, how comfortable it is, and how to fix these ○ Gardening, composting ● Question: How does Obamacare affect inclusion in coops? <ul style="list-style-type: none"> ○ Unable to answer ● Things you’ve learned which you think will make you better coopers or participators? <ul style="list-style-type: none"> ○ Ways in which to engage better with coop movement and seeing your own coop as part of this ○ pre-Institute impression that it was more about concrete skills and info and connections, but impressed by the fact that there is value in bringing people together, engaging their imagination, inspiring them to see themselves as part of something larger, and to face specific challenges in their house in the light of people’s broader experience; how to best communicate this to one’s own membership, where now they see NASCO as a more distant, technical organization--how to draw people in who don’t already have the broader context of the larger coop movement <ul style="list-style-type: none"> ■ often others have the same challenges you do ○ 	
<p>6. 9:55am</p>	<p>Vote for Active Member Representative - Farheen</p> <ul style="list-style-type: none"> ● Nominees: 	

	<ul style="list-style-type: none"> ○ Zach Tauer - Students' Coop, Mnpls ○ Angelica Engel ○ Cola Bickford - Nickel City ○ Sneha Narayan - MOSAIC ● Member: Bylaws state that there must be only 1 AMR: could we please include an agenda item for next AGM not limiting the amount to 1 ● Please return ballots as you are ready 	<p>AMR Election: Zach - 3 Angelica - 2 Cola - 2 Sneha - 13 - Winner</p>
<p>7. 10:00am</p>	<p>Evaluations - Vanessa</p> <ul style="list-style-type: none"> ● Criticism example from Farheen: AGM was concurrent with other great workshops, please don't have them at the same time ● Please provide other ideas and constructive criticism with the evaluation forms. <p>Attendees' suggestions:</p> <ul style="list-style-type: none"> ● Would like to see more small breakout instances <ul style="list-style-type: none"> ○ seconded by a few attendees ○ Vanessa: any particular subject? Governance? Networking? <ul style="list-style-type: none"> ■ Any topic ■ How does your coop deal with certain issues? ■ Hear how coops deal with similar issues ■ More regional time ■ Board member: takes long to hear about each coop's issues in the past year so it's best to discuss this in breakouts--a good 'energizer' morning activity ● Strategic plan review was good ● Good that activities/presentations were split up well to keep flow going ● Enjoyed overall; would be good to go more in-depth into strategic plan; better cooper and personal development activities at AGM might be better suited to be Institute workshops on their own ● Perhaps more time for AGM duration, to have discussion <ul style="list-style-type: none"> ○ Vanessa: Poll: who wouldn't mind a full day AGM - about 10 people (approx. half of attendees) ● Flowed well; personal development stuff could have been fleshed out more ● Could there be a way to create stewards for regional elements, to ensure some of the plans and connections are executed <ul style="list-style-type: none"> ○ make sure people keep in touch ○ Vanessa suggests NASCO facebook 	

	<ul style="list-style-type: none"> ● More info and details on how NASCO runs, not just how it's structured; more transparency needed for how staff was hired and how they run ● Please have more workshops/info on family housing, and better organized daycare--have children attending and noted several women expecting babies so next year might be busier with children ● good idea to put more of the meeting on sunday as full day, as well as a full intro session just to orient new NASCO AGM reps <ul style="list-style-type: none"> ○ please talk more about complex issues and challenges that aren't working out--came up but only briefly; felt that Devlin was eager for more board blood and sensed anxiety about staff situation ○ Specifically try to have people step up for position nominations at the end of institute before they lose the momentum they gain here ● Liked energizer activity and liked notion of hearing more go-arounds talking about member co-ops' challenges ● Last year's bylaw discussion hit people by surprise; many attendees hadn't had much prior interaction with NASCO at the bylaw level so were unprepared to make decisions <ul style="list-style-type: none"> ○ Therefore NASCO should have a more active presence throughout the year with members ○ Also more social media presence ○ give the reps an opportunity to learn more basics <ul style="list-style-type: none"> ■ Vanessa: Poll: how many of you were able to digest all the info in the packet (history of NASCO, structure, finances, etc.): 4-5 people ● Optional extra info sessions ● Additional open discussions ● list what transpired, what got done, what still needs to be done, etc. ● Not a sufficient chance to engage and respond with respect to overall strategic plan and NASCO's overarching purposes/goals <ul style="list-style-type: none"> ○ perhaps have a breakout on this topic too ○ if more time is needed, please don't compromise workshop/Institute time with it ● One member feels their breakout group was a bit lacking in engagement/amount of info ● If didn't attend banquet, would appreciate hearing AMR candidate statements here ● Render AGM simpler and more accessible - packet hard 	
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	<p>to digest</p> <ul style="list-style-type: none"> ● Was expecting more nuts and bolts, businesslike strategic plan on how the organization operates and will operate, so please include more factual info rather than just the goals <ul style="list-style-type: none"> ○ Not all of the activities are relevant to what he thought they were going to be ● anxious re attending a long meeting but very pleased with how it turned out in general <ul style="list-style-type: none"> ○ seconds the notion of having energizer activities ○ moving bodies around would be good ● keeping in contact is a great idea, please send around contact info which was not included in the big white sheets ● 2-day shorter session meetings is better than 1 meeting marathons; perhaps have optional sections or a brief section friday to make up for time that should be given to workshops ● showed AGM packet to colleagues and friends at banquet ● we should film AGM proceedings ● connecting with each other--a big benefit of NASCO <ul style="list-style-type: none"> ○ 1-on-1 conversations, even brief, are very helpful ○ sharing what our coops are about and who we actually are--would have liked more details on others' coops than he already has ● Vanessa: these will all be discussed by staff and by our Exec Committee at their meeting tomorrow 	
<p>8. 10:10am</p>	<p>Closing & Check-out</p> <ul style="list-style-type: none"> ● Any questions? 	

Meeting Adjourned: approx. 10:36 am