



# WELCOME TO NASCO INSTITUTE!

Welcome to the 45th Annual Cooperative Education and Training Institute! This gathering would not be possible without our dedicated staff, board of directors, presenters, volunteers, and, of course, you!

We hope that this week you will connect with someone new, expand your cooperative skills toolbox, make lasting connections with fellow co-ops, and explore the ways that you and your cooperatives are connected to a resilient, global movement.

We want to encourage you to stay connected via NASCO's [Slack channel](#) during the conference and year-round to continue a dialogue with other co-ops near and far to your own.

As a grassroots, member-led organization we value your input and participation in NASCO's governance. We encourage you to represent your co-op at the Annual General Meeting (Friday and Sunday 3-4 pm CST), take part in caucuses (Thursday), run for a one-year position on the board as Active Member Representative ([learn more](#)) or a three-year position through our election ([learn more](#)), and commit to taking action to keep the momentum rolling throughout the year.

See you soon!

Sincerely,  
The NASCO Staff

# TABLE OF CONTENTS

[Theme & Keynote](#)

[Artwork](#)

[Accessibility Statement](#)

[Schedule At-a-Glance](#)

[Caucuses](#)

[Course Tracks](#)

[Hall of Fame](#)

[Meet our Sponsors](#)

[NASCO Staff and Board Contact](#)

# THEME: MUTUAL AID

Mutual Aid is the theme of NASCO Institute 2021. Cooperativism and mutual aid go hand in hand as practices rooted in social solidarity and collective care. Mutual aid has blossomed over the past year to address many of the challenges brought on by the pandemic and has provided a pathway for communities to become more resilient in times of crisis. Many co-op organizations and co-op members, acting under shared cooperative principles and utilizing the skill sets they've developed through cooperative work, have taken proactive steps to support co-op members and the communities they are embedded within during the pandemic.

Through this year's theme, we will spotlight examples of mutual aid networks, inter-cooperative mutual aid organizing, skillshare, and explore how you and your co-op can build and support mutual aid networks near you.

# DEAN SPADE



The NASCO Institute 2021 Keynote speaker is Dean Spade. Dean Spade has been working to build queer and trans liberation based in racial and economic justice for the past two decades. He's the author of [Normal Life: Administrative Violence, Critical Trans Politics, and the Limits of Law](#), the director of the documentary "[Pinkwashing Exposed: Seattle Fights Back!](#)" and the creator of the mutual aid toolkit at [BigDoorBrigade.com](http://BigDoorBrigade.com). His latest book, [Mutual Aid: Building Solidarity During This Crisis \(and the Next\)](#), was published by Verso Press in October 2020.



# ARTWORK

The artwork for NASCO Institute 2021 was created by Qynce B. Chumley.

Qynce B. Chumley is a comics artist, painter, and writer living on Potawatomi land, specifically the village of Match-e-be-nash-she-wish and his people, known today as "Kalamazoo," "MI." They like to bake cookies for their local food not bombs chapter, and allegedly do some... other stuff. They live with three lovely people and two lovelier cats at Nimblewill cooperative, which is a part of Kalamazoo Collective Housing, and is a baby house (1.5 years old!) that is substance-free and centers the experiences of queer and trans people. They make art about humans and all the weird, wacky, wonderful, and awful ways that we are and interact with each other. They're currently working on a self-published graphic novel about working class solidarity and young adult angst that will be out in early summer of 2022, and they think you should follow their instagram and/or twitter to keep up with that. They also think you should join the IWW at [iww.org](http://iww.org) and organize your workplace. They also think you're cool and hope you have a really nice day. Also their art is pretty sick and sometimes they even do it for money, so hire them for your project why don't ya?!

Their hope for this illustration is to express the idea that mutual aid is something that cannot be taken away from The People. That mutual aid doesn't belong to institutions, to corporations, or to nonprofits, no matter how badly The Institutions want to consume and corrupt it. Mutual aid is what happens when The People, the human beings that populate this planet that are being

exploited by The Institutions, are in trusting and reciprocal relationships with each other and with the land and creatures they live with. The People have always and will always practice mutual aid as a matter of survival, of love, of solidarity. From the beginning to the end of time.



twitter/insta: @qynceb    qyncebchumley@gmail.com

# ACCESSIBILITY STATEMENT

NASCO actively strives 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. We are doing the following to ensure that the Institute is accessible:

- Need-Based Scholarships
- Disability Accommodation
- Conference-Wide Community Agreements
- Identity-Based Caucuses
- Zero-Tolerance of Physical, Sexual, & Verbal Violence
- Presenters Speaking Clearly
- Event Captioning
- Online Workshop Materials

All of our attempts to equalize access are made within the limits of current resources and therefore are not perfect. We welcome suggestions for improvement and will do our best to implement them. We appreciate your help in making the Institute an event that is welcoming and accessible to all who attend.

Much of the power to foster a safe and respectful atmosphere lies within you, the participants. For this reason, racist, sexist, classist, homophobic, transphobic, or other oppressive language or behaviors are unacceptable. Resources for allyship and interrupting oppression can be found in our resource library.

We appreciate your help in making the 2021 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 screen please do so! All workshops will be recorded and shared with attendees.

# SCHEDULE

View the full schedule on <https://www.nasco.coop/institute-schedule> to see presenter biographies, access call-in links, and sort by course tracks.

## NASCO Institute 2021

**D** Diversity Congress Caucus

---

### NOVEMBER 11 • THURSDAY

---

2:00pm – 3:00pm	D	<b>Black Caucus</b>	TBA
3:00pm – 4:00pm	D	<b>People of Color Caucus</b>	TBA
4:00pm – 5:00pm	D	<b>Accessibility Caucus</b>	TBA
5:00pm – 6:00pm	D	<b>Women's Caucus</b>	TBA
6:00pm – 7:00pm	D	<b>LGBTQIA2S+ Caucus</b>	TBA
7:00pm – 8:00pm	D	<b>Working Class Caucus</b>	TBA

**A** Applied Anti-Oppression

**B** Building New Co-ops

**P** Co-op Staff

**D** Diversity Congress Caucus

**G** General programming

---

### NOVEMBER 12 • FRIDAY

---

10:00am – 11:00am	G	<b>Coffee Social</b>	Grand Hall
11:00am – 12:30pm	A	<b>Navigating Conflict in Movement Organizations</b> <i>Speakers: Jenna Peters-Golden</i>	Library
11:00am – 12:30pm	P	<b>Strategic Planning Basics for Co-op Success</b> <i>Speakers: Sonia Byrne</i>	Livingroom
11:00am – 2:00pm	B	<b>Creating a New Co-op (1&amp;2) - The Development Process &amp; Strategies for New Co-op Organizers</b> <i>Speakers: Mark Fick, Brel Hutton-Okpalaek</i>	Development work room
11:00am – 2:00pm	P	<b>Staff and Managers Peer Consultations</b> <i>Speakers: Katherine Jennings, Bronwyn Walls</i>	Porch
3:00pm – 4:30pm	G	<b>Annual General Meeting (part 1)</b>	Grand Hall
5:00pm – 6:00pm	G	<b>Hall of Fame Formal</b> <i>Speakers: Bronwyn Walls</i>	Grand Hall
7:00pm – 9:00pm	D	<b>Diversity Congress</b>	Grand Hall

- A Applied Anti-Oppression  
 B Building New Co-ops  
 C Co-op Basics  
 P Co-op Staff  
 R Cooperation Amongst Cooperatives  
G General programing  
 M Mutual Aid

---

**NOVEMBER 13 • SATURDAY**

---

10:00am – 10:00am	G <b>Coffee Social</b>	Grand Hall
10:00am – 11:00am	B <b>NASCO Development Coffee</b> <i>Speakers: Brel Hutton-Okpalaek</i>	Development work room
11:00am – 12:30pm	B <b>Creating a New Co-op (3) - Incorporation &amp; Bylaws</b> <i>Moderators: Brel Hutton-Okpalaek</i>	Development work room
11:00am – 12:30pm	C <b>Fair housing and your co-op</b> <i>Speakers: Liz Anderson, Bronwyn Walls</i>	Grand Hall
11:00am – 12:30pm	C <b>Finely Tuned Conflict Process</b> <i>Speakers: Clinton Parker</i>	Library
11:00am – 12:30pm	P <b>Building trusting relationships between members and staff roundtable</b> <i>Speakers: Katherine Jennings</i>	Porch
11:00am – 12:30pm	R <b>Got Power? Sure you do! Practicing Solidarity Economy Principles to Sustain Our Co-ops + Our Co-op Movement</b> <i>Speakers: Cheyenna Layne Weber, Olivia Williams</i>	Livingroom
11:00am – 12:30pm	M <b>How to make a zine and why</b> <i>Speakers: Emily Taylor</i>	Kitchen
1:00pm – 2:30pm	M <b>Mutual Aid: Survival and Resistance in Times of Disaster - Keynote with Dean Spade</b> <i>Speakers: Dean Spade</i>	Grand Hall
3:30pm – 5:00pm	A <b>Oppression and Conflict</b> <i>Speakers: Clinton Parker</i>	Library
3:30pm – 5:00pm	B <b>Creating a New Co-op (4) - Budget &amp; Feasibility</b> <i>Moderators: Brel Hutton-Okpalaek</i> <i>Speakers: Brian Dahlk</i>	Development work room
3:30pm – 5:00pm	C <b>Healthy Staff Evaluations</b> <i>Speakers: Daniel Miller</i>	Livingroom
3:30pm – 5:00pm	R <b>Using our values - Lessons from Co-op Developers</b> <i>Speakers: Steve Dubb, Deb Trocha</i>	Porch
3:30pm – 5:00pm	M <b>The Offers &amp; Needs Market</b> <i>Speakers: Mike Strode</i>	Kitchen
5:30pm – 6:30pm	B <b>Getting Tax Exemption (U.S. Only)</b> <i>Moderators: Brel Hutton-Okpalaek</i> <i>Speakers: David "Rosebud" Sparer</i>	Development work room
5:30pm – 6:30pm	C <b>Labor Accountability Roundtable</b> <i>Speakers: Liz Anderson</i>	Kitchen
7:00pm – 8:45pm	A <b>Film Screening: Unapologetic</b>	Grand Hall



**A** Applied Anti-Oppression   **B** Building New Co-ops   **C** Co-op Basics   **R** Cooperation Amongst Cooperatives

**G** General programing   **M** Mutual Aid

---

**NOVEMBER 14 • SUNDAY**

---

10:00am – 11:00am	<b>G International Co-op Social</b> <i>Speakers: Bronwyn Walls</i>	Grand Hall
11:00am – 12:30pm	<b>A Trauma and Change Work</b> <i>Speakers: Clinton Parker</i>	Livingroom
11:00am – 12:30pm	<b>B Creating a New Co-op (5) - Finding a Property that Fits your Group's Needs</b> <i>Moderators: Brel Hutton-Okpalaeké</i>	Development work room
11:00am – 12:30pm	<b>C Difficult Decisions: Asking a Member to Leave or Removing a Member Roundtable</b> <i>Speakers: Daniel Miller, David "Rosebud" Sparer</i>	Porch
11:00am – 12:30pm	<b>C Member Recruitment and Outreach Roundtable</b> <i>Speakers: Bronwyn Walls, Josh Graham, Finesse Haverly</i>	Library
11:00am – 12:30pm	<b>M Food Not Bombs: Mutual Aid for Survival and the Growth of Our Movements</b> <i>Speakers: Josh Lavine, Aidan Hill, Dani Solakian</i>	Kitchen
1:00pm – 2:30pm	<b>B Creating a New Co-op (6) - Closing the Deal (Master Lease Negotiation &amp; Property Purchasing Clinic)</b> <i>Moderators: Brel Hutton-Okpalaeké</i> <i>Speakers: Corrigan Nadon-Nichols, Brian Dahlk</i>	Development work room
1:00pm – 2:30pm	<b>C Co-op Kitchen Management</b> <i>Speakers: Katherine Jennings</i>	Kitchen
1:00pm – 2:30pm	<b>R Introduction to Economic Democracy</b> <i>Speakers: Steve Dubb</i>	Porch
1:00pm – 2:30pm	<b>M How to kick off self-organization: the first 3 meetings</b> <i>Speakers: Ted Rau</i>	Library
1:00pm – 2:30pm	<b>M We Keep Us Safe: Mutual Aid for Communal Living in a Pandemic</b> <i>Speakers: Roxanne Zech, Sophia Tu</i>	Livingroom
3:00pm – 5:00pm	<b>G Annual General Meeting (part 2)</b>	Grand Hall

# CAUCUSES

Caucuses are spaces for participants with shared identities to raise issues, build connections, and organize for change: within NASCO, their own co-ops, and our larger communities. These sessions will be member lead spaces for participants to guide the discussion as they see fit.

All caucuses are held on Thursday, November 11th, 2021 between 2:00pm - 8:00pm CST via Zoom.

- 2:00pm CST **Black Caucus**
- 3:00pm CST **People of Color Caucus**
- 4:00pm CST **Accessibility Caucus**
- 5:00pm CST **Women's Caucus**
- 6:00pm CST **LGBTQIA2S+ Caucus**
- 7:00pm CST **Working Class Caucus**

The purpose of these caucus events is to:

- Network
- Share ideas and experience
- Share strategies for action
- Craft proposals for the AGM (Annual General Meeting)
- Stay in contact and organize throughout the year
- Elect a chair and co-chair who will attend Diversity Congress

The caucuses/working groups and the proposals that originate from them have helped create short and long-term goals for NASCO. They are about creating safe(r) spaces, in NASCO and the cooperative movement, for voicing concerns and ideas, or simply getting together and talking.

# COURSE TRACKS

## **Mutual Aid**

This track will discuss co-ops participating in mutual aid. Co-op Principals such as 'cooperation among cooperatives' and 'concern for community' drive cooperatives to participate in mutual aid on many levels. This track will offer examples and ideas for you to take up at your own cooperatives.

## **Co-op Basics**

Keeping your co-op running smoothly requires a wide range of skills and a wealth of collective knowledge. Workshops in this course track will focus on building essential tools for maintaining your cooperative - from maintenance planning to dynamic facilitation. This series is ideal for anyone who hopes to leave NASCO Institute with a new set of concrete skills to take back to their co-op.

## **Applied Anti-Oppression**

Creating an inclusive community means going beyond feel-good rhetoric about 'diversity awareness' or using targeted recruitment strategies - it means working hard to ensure that systems of oppression are not being reproduced in your community. The courses in this track focus on identifying and actively resisting institutional and interpersonal forms of oppression, as well as building alternative models of community that are rooted in the struggles for equality and justice.

## **Cooperation Among Cooperatives \*Sponsored by the New Economy Coalition\***

In building a stronger cooperative movement, we must first understand our collective past and present. This course track provides a foundation for such visioning by featuring the work of cooperators, past and present, across many sectors and many continents. Join us in these sessions to be inspired, expand your horizons, and dream big.

## **Creating New Co-ops**

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.

## **Staff & Managers Track**

The problems faced by the staff, managers, and administrators of housing co-ops are very unique and their field is quite small. For this reason, we offer a track of courses specifically for them so that they can network with their peers, share best practices and skills, and learn new ways to tackle the issues that they face in their day-to-day jobs.

# HALL OF FAME

Created in 1989, the NASCO Cooperative Hall of Fame honors the best of our movement and serves as a platform for NASCO member co-ops to provide broader recognition to individuals who have made a truly significant impact.

Join us on Friday, November 12 at 5 pm CST for a virtual ceremony to welcome three inductees to the NASCO Cooperative Hall of Fame:



**Ronald Nelson, *Leader***

Ron Nelson currently serves as the Director of Housing Services at the Inter-Cooperative Council at the University of Michigan, a non-profit cooperative student housing organization that serves 550 members in Ann Arbor, Michigan. He is also an alumnus of ICC Ann Arbor, having lived in Luther Buchele and Coretta Scott King Houses from 2002-2008. Ron has committed most of his adult life to cooperative community building, policy development, team building, technological developments, food access and affordability (including serving on the Board of Student Buyers Association, a non-profit purchasing cooperative, as a member, President and Vice-President), and more - all for the benefit of student cooperative members to live, learn, and grow in housing cooperatives.



**David Rosebud Sparer, *Educator***

David "Rosebud" Sparer has been an attorney in Madison, Wisconsin since 1979. For over 40 years as 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, purchasing or selling real estate, and dealing with zoning. Rosebud has provided the framework by which many NASCO member co-ops are eligible for property tax exemption, and supported many co-ops in creating organizational structures that uphold cooperative principles. He has also been a presenter of several workshops at each NASCO Institute for the last 20 years, including this one! Rosebud has consistently been willing to share his knowledge over the past decades and remains an invaluable source of cooperative information.



**Lana Wong, *Leader***

Lana Wong started their co-op journey at Waterloo Co-operative Residence Inc. (WCRI) while studying at the University of Waterloo. Fascinated by members' self-determination on the co-op's values, how the co-op is organized, and what the future holds, Lana joined WCRI's development project and served on WCRI and NASCO boards. In their 10 years of service to WCRI, Lana has seen the co-op through massive changes, most notably being the development of their newest building, Fenwick. The addition of Fenwick increased WCRI's capacity by roughly 250 to the 1000+ occupancy they have today, allowing WCRI to introduce hundreds of more students to the co-operative movement each year. Lana has played and continues to play an instrumental part within the co-operative sector through their dedicated work with WCRI, NASCO, and the Central Ontario Co-operative Housing Federation.

# SPONSORS

Thank you to our sponsors for making NASCO Institute possible! Click each logo to learn more!

Cooperative Fund  
of New England



**Saint Mary's  
University**

International Centre  
for Co-operative  
Management



**Shared Capital  
Cooperative®**

BUILDING ECONOMIC DEMOCRACY



**NEW ECONOMY  
COALITION**

Co-operative Housing Federation of Canada  
Fédération de l'habitation coopérative du Canada



# ONLINE RESOURCES

To facilitate your continuing education, we're uploading all supporting materials from this year's courses to our online Shared Resource Library – check out these resources and explore the full library at [www.nasco.coop/resources](http://www.nasco.coop/resources).

## Shared Resource Library

One of the most valuable assets of the cooperative movement is our collective knowledge. Our Shared Resource Library, a constantly growing collection of documents and files, is a tool for sharing that knowledge.

If you would like to submit documents for our library, email [info@nasco.coop](mailto:info@nasco.coop).

### Highlighted Resources



With roots in the women's movement of the late 1800s, group equity co-ops have continued against the odds for almost 150 years, finding ways to create both affordable housing and community across North America. This book is the story of that journey.



This 11x17" print-ready infographic poster detailing the US Fair Housing Act includes an overview of federally protected classes and examples of how housing discrimination may show up in your co-op.



NASCO's Repository of Incorporation Statutes by State/Province includes a map of which provinces/states have co-op incorporation statutes and which statutes are available to incorporate under.



This House Maintenance Coordinator Handbook was created by Madison Community Cooperative (MCC) to serve as a reference guide. MCC has shared this handbook with NASCO so that other co-ops may adapt it for their own use.

The Shared Resource Library is searchable by keyword or by category. Click on the category dropdown menu to browse resources by topic.

#### Categories

- Any -

Search

- Member Guides / Owner's manuals
- Leases
- Bylaws
- Budgets
- Articles of Incorporation
- Annual Reports
- Group Dynamics & Anti-Oppression

# CONTACT US

## Contact the NASCO Staff

You can reach all NASCO Staff by emailing [staff@nasco.coop](mailto:staff@nasco.coop), or email individually:

- Liz Anderson (they/them), Director of Education [liz@nasco.coop](mailto:liz@nasco.coop)
- Brel Hutton-Okpalaek (they/them), Director of Development [brel@nasco.coop](mailto:brel@nasco.coop)
- Katherine Jennings (she/her), Director of Operations [katherine@nasco.coop](mailto:katherine@nasco.coop)
- Daniel Miller (he/him), Director of Properties [daniel@nasco.coop](mailto:daniel@nasco.coop)
- Bronwyn Walls (she/they), Director of Community Engagement [bronwyn@nasco.coop](mailto:bronwyn@nasco.coop)

## Contact the NASCO Board

- Lana Wong (they) [lanawong52@gmail.com](mailto:lanawong52@gmail.com)
- Mer Kammerling (Mer/Mer's), President [mer.kammerling@gmail.com](mailto:mer.kammerling@gmail.com)
- Rek Kwawer (she/he/they), Vice President [rek@bostoncoop.net](mailto:rek@bostoncoop.net)
- Caroline Elbert [line.elbert@gmail.com](mailto:line.elbert@gmail.com)
- Josh Graham (he/him) [communications@neill-wycik.com](mailto:communications@neill-wycik.com)
- Julia Selig [juliaseligb@gmail.com](mailto:juliaseligb@gmail.com)
- Seven Rockhol (they/them/theirs/it/its) [serockhold@gmail.com](mailto:serockhold@gmail.com)
- Emily Tyler (she/they) [tyleremi@msu.edu](mailto:tyleremi@msu.edu)
- Teena Lorie Harris (she/they/theirs) [teenalorie@gmail.com](mailto:teenalorie@gmail.com)
- Lee Pepper [LPepper@chfcanada.coop](mailto:LPepper@chfcanada.coop)
- Maggie O'Connor [mageo@umich.edu](mailto:mageo@umich.edu)