

Welcome, Check In, Icebreakers (20 mins): Names, Pronouns, Action everyone repeats as we go around the circle.

- Then play hip ball, pass the energy ball in your hips from personal to person.
- Proceed to play SCREAM!
- Transition into content.

Providing a Framework (10 min)

We all have preprogrammed ways in engaging with our communities resulting in some variety of adversity and conflict coming to the surface. The intercultural competency to face these problematic social strains is integral for our ability as cooperatives to function and at the intentional level, prosper. How do we, with this understanding, work to mitigate the destructive outcome of these inevitable forces coming into a fiery collision? Let's work through some theoretical examples.

Social systems Theory introduction.

- Why it is important to have consensus agreement to a set of expectations a community, body of humans interacts within.
- Give Framework discuss necessity of full body adherence to these expectations.

When have we in our communities felt this system disrupted? What was the result? Who were the actors in the disruption? How was the disruption attended to? Was it fully remedied? Did the agreed upon system of social expectation reform in its entirety?

Town Hall of Co Optopia. (40min)

Set scene, pass out papers with Co Op details and occurring problematic social strain.

Give groups 10 minutes to discuss how problem will be remedied.

Come back together as TOWN HALL and discuss how we approached and implemented solutions to the issue.

**\*ALL EXIST IN SAME NEIGHBORHOOD\* ~Co Optopia~**

### **Worker Owned Farm: Frantic Frisky Farmers Co Op**

Worker Owned Co Op wherein 6 friends fresh out of their 20's decided to pool money and resources to buy a parcel of land to begin regeneratively farming perennial crops. Their farm is located along a creek with a view of the neighboring farms. They love their farm.

They delegate tasks of managing finances, physical farm labor, taking produce to market, and tending to the animals, based on their individual skill sets.

The most recent harvest was fortunately the most lucrative in the farm's history. The money is split evenly amongst the owners of the farm, with the newly earned funds, one of the farms, let's call them ANG, decides to hire a friend to work part time with their share of last years income. This friend is not considered a owner of the farm co op, but still has influence in the decision making process. The five friends have an issue with the continued stake granted to the part time employee seeing as their opposition absorbs physical and emotional capacity to undertake farm responsibilities. The five friends have brought the sixth member of the co op and their part time employee acquaintance to the table to discuss this problematic social strain. Their worker agreements state that no outside individual without ownership of the co op may have influence when decisions are to be made. The friend who brought the part time acquaintance into work would like to amend this rule to include part time workers as equal shareholders of the co op.

### **Credit Union: Pretty Pulsating Pandas**

A member owned cooperative credit union named Pretty Pulsating Pandas has been in operation for 16 strong years. They have a reliable base of members that have successfully jumped intergenerational hurdles passing their accounts down to younger folks. As the more seasoned employees of the credit union age, new employees must be trained in to fill the vacancy. A problem arises wherein the few employees who have worked from the founding days of the Credit Union, are being overburdened with the mass amounts of customers demanding their service. A new employee, let's call them KATARA, is facing the challenge of not having the interpersonal competency in establishing an appropriate connection with the customers to make them feel valued. The new employee does not respond well to their management, as they resent authority. Communicating with the experienced employees to receive instruction to navigate this predicament is not something the new employee feels equipped, or motivated to do. If you fire KATARA, the problem will perpetually exist. The more experienced, older employees only have so long before their time will expire.

**Worker Owned Cafe: Look! There's a Hairy Bear!!!** A foundational aspect of social enterprise in Co Optopia, cafe Look! There's a Hairy Bear!!! Has buzzed with life since the

genesis moment of Co Optopia. As success has been their standard function of operation, this past year a few employees became complacent in their joyous course of seemingly unshakeable positive history, and were not fulfilling their day-to-day responsibilities. Three employees in particular, we shall name them APPA, IROH, and ZUKO, performed subpar bathroom clean up at the end of the day, and well as continuously unloaded their innermost personal life dilemmas onto unsuspecting customers. This problem has started to materialize in a noticeable drop in customer satisfaction resulting in less visiting volume to the Cafe. The Cafe is unsure what to do as the problematic social strain is created by employees the work community has tremendous amounts of affection for. The issue draws on to the point that the bathrooms never get cleaned and the customers are much more hesitant to openly engage in conversation with the employees on staff. Look! There's a Hairy Bear!!! continues on for some time before coming to the realization that something must change.

**Housing Co Op: Sweet Morning Dew** The Housing Co Op, Sweet Morning Dew is where most everyone resides in Co Optopia. They are graced with luscious land to cultivate bountiful gardens of plenty which neighbors that stop playing music after midnight. The harmony in Sweet Morning Dew is palpably apparent in the gleaming smiles of it's residents. All of a sudden there is a newfound problem resulting from some occupants lack of ability to do their dishes, resulting in much too much work for whoever decides to clean up after the others. On top of this one occupant, let us name them OZU, has been non consensually unloading all their most pressing issues onto some of the occupants, necessitating an unhealthy amount of emotional labor be spent addressing them. As the rest of the Sweet Morning Dew seems to be okay with a few isolated incidents, the issue draws on manifesting in a crisis. The occupants are washed in a wave of delirium seeing the rest of the house so content, there is not full buy in to remedy the issue at hand.

Debrief (20 min)

What were some common themes we observed in our presentations in the TOWN HALL? Did any of these circumstances seem relevant to issue we may have experienced in our Co Ops? At the foundational level, are there steps each of our personal Co Ops could take to place preventive measures to ensure these problematic social strains to not develop?

\*will be taking notes\* come away with \*a few\* techniques to place preventive barriers for the inhibition of problematic social strains.

Love Hug- Good bye! Thank you a million for joining our moment of collaborative thought sharing!!!!

Thank you all <3