

time	author	text
2020-09-24 17:58:07 UTC	Sara Powell	In the meantime if everyone wants to introduce themselves and whwre you are tuning in from
2020-09-24 17:58:19 UTC	Becky McCray	Howdy from Oklahoma!
2020-09-24 17:58:23 UTC	Sara Powell	I'm Sara Powell, from Hannah Griems in Keene, NH
2020-09-24 17:59:17 UTC	Kathleen Menegozzi	Hi there! Gratitude to everyone who has ever had to deal with tech issues!
2020-09-24 17:59:37 UTC	Liz Bailey	Liz Bailey...so good to see a talented panel of cooperators!
2020-09-24 17:59:50 UTC	Kathleen Menegozzi	Yup! Happy to be here with all of you
2020-09-24 17:59:58 UTC	Kathleen Menegozzi	I'm from Alton and Pittsfield NH
2020-09-24 18:00:18 UTC	Chelsie Rommel	Hi! I'm from Berlin, NH
2020-09-24 18:00:42 UTC	Morgan Pelletier	Morgan Pelletier, Hannah Grimes Center
2020-09-24 18:00:45 UTC	Kate Kirchofer	Hi from Philly, PA
2020-09-24 18:00:47 UTC	Nellie Stagg	Hello! Nellie Stagg with Community Resource Center in Denver, CO.
2020-09-24 18:00:48 UTC	Kelsey Ball	Lander Wyoming Chamber of Commerce/ visitor center
2020-09-24 18:00:49 UTC	Morgan Pelletier	Thank you everyone!!!
2020-09-24 18:01:07 UTC	Heather Lancey	Heather, Keene NH, Hannah Grimes Center
2020-09-24 18:01:07 UTC	Sara Powell	So great to see you all here today!
2020-09-24 18:01:10 UTC	Corilia Ortega	Saludos de Taos, NM!
2020-09-24 18:01:11 UTC	Sara Powell	thanks for joining :-)
2020-09-24 18:01:26 UTC	Louis Jeantete	Hello! I'm Louis and I'm joining in from Taos, NM with the Teen Science Cafe Network & Taos Milagro Rotary Club
2020-09-24 18:01:47 UTC	Landen Schaelling	Hello from Prescott Arizona. I'm spearheading a Food Co-op grocery store here!
2020-09-24 18:01:59 UTC	Michael Jones	Lander Wyoming, home of Trey Warren
2020-09-24 18:02:35 UTC	Sebastian Mitre	Hello everyone! My name is Sebastian, connecting here from Bennington, VT.
2020-09-24 18:02:54 UTC	Becky McCray	It's been so great to see my almost-neighbors from Taos and Questa! *waves*
2020-09-24 18:03:25 UTC	Pamela Laflamme	Hi everyone - I live in Gorham, NH and work as as the Community Development Director in Berlin, NH. I am the outgoing chair of the Androscoggin Food Co-op - we are a startup with about 140 member owners.
2020-09-24 18:04:44 UTC	Todd Wynward	Hi all, from Taos Initiative for Life Together!
2020-09-24 18:04:55 UTC	Kathleen Menegozzi	love the work around efforts!
2020-09-24 18:05:09 UTC	Sebastian Mitre	A Cooperative Experiment... hahahha :)
2020-09-24 18:05:55 UTC	Kathleen Menegozzi	YAS Sebastian Mitre !
2020-09-24 18:06:38 UTC	Beth Christy Draper	Hi Todd Wynward I was just looking at the LOR Foundation work. So cool!
2020-09-24 18:06:55 UTC	Krista Burdick	Hello from Bozeman, MT!
2020-09-24 18:09:20 UTC	Becky McCray	We have those same Co-op signs in Oklahoma! :)
2020-09-24 18:10:22 UTC	Louis Jeantete	I learned a bit about co-ops in grad school. I had an excellent professor who taught about alternative econmic models
2020-09-24 18:12:24 UTC	Todd Wynward	Thanks for the good words Beth Christy Draper !
2020-09-24 18:13:11 UTC	Todd Wynward	Rural electric co-ops are all over NM providing such great support!
2020-09-24 18:14:16 UTC	Sara Powell	Wow Todd that's so awesome
2020-09-24 18:15:59 UTC	Janet Bartlett	And Education!
2020-09-24 18:16:44 UTC	Janet Bartlett	haha hopefully those running education co-ops can spell! ;-)
2020-09-24 18:17:00 UTC	Sara Powell	:-)
2020-09-24 18:17:14 UTC	Becky McCray	:)
2020-09-24 18:21:14 UTC	Liz Bailey	Of particular value to rural communities is that co-op ownership is local, decisions are made by members locally and the dollars circulate in that local community as well.
2020-09-24 18:21:54 UTC	Becky McCray	Yes, Liz Bailey , and we can build our local values into them.
2020-09-24 18:26:04 UTC	Sebastian Mitre	Welcome Terence!
2020-09-24 18:27:26 UTC	Kathleen Menegozzi	Great point to raise Terence!
2020-09-24 18:31:55 UTC	Becky McCray	So much of this history is left out of the conversation on "rural"!
2020-09-24 18:32:11 UTC	Morgan Pelletier	Agreed, Becky!
2020-09-24 18:32:20 UTC	Todd Wynward	This is brilliant Terence Courtney
2020-09-24 18:32:48 UTC	Sebastian Mitre	Yes Becky McCray this is essential historical background!!! Thank you Terence Courtney
2020-09-24 18:35:47 UTC	Kathleen Menegozzi	This is truly remarkable Terence
2020-09-24 18:36:41 UTC	Kate Kirchofer	powerful results!
2020-09-24 18:39:08 UTC	Landen Schaelling	I'd like a link for Co-op Econ
2020-09-24 18:39:13 UTC	Kathleen Menegozzi	BRAVO!

2020-09-24 18:39:17 UTC Hannah Rechtschaffen Connecting ageing rural farmers with farming-curious/inspired urbanites! SO exciting to think about connecting those dots. Thanks for sharing your work with us (in Western MA) today, Terence Courtney !!

2020-09-24 18:40:02 UTC Erbin Crowell You can find more info on the Federation at <https://federation.coop>
2020-09-24 18:40:36 UTC Erbin Crowell ...including Co-op Econ.
2020-09-24 18:41:07 UTC Sebastian Mitre BRAVOOOOOOOO!!! Terence Courtney Thank you for a powerful presentation.
2020-09-24 18:41:08 UTC Kathleen Menegozzi **Applause!***
2020-09-24 18:41:11 UTC Louis Jeantete Thank you! Terence Courtney
2020-09-24 18:41:28 UTC Sally Manikian Thank you Terence.
2020-09-24 18:41:33 UTC Kathleen Menegozzi Thank you Terence Courtney
2020-09-24 18:41:35 UTC Sara Powell Incredible! Thank you so much
2020-09-24 18:41:36 UTC Dawn Espe (she/her) So inspiring Terence. Thanks!
2020-09-24 18:41:39 UTC Liz Bailey Great overview of an amazing organization!
2020-09-24 18:42:24 UTC Morgan Pelletier Very Inspiring, Terence!! thank you for sharing with us! Cheers!
2020-09-24 18:42:30 UTC Kyle Wilber Visit the Adirondack North Country Association Business in Transition program. <https://www.adirondack.org/businesses-in-transition>

2020-09-24 18:42:32 UTC Sara Powell I'll work to organize questions, so if anyone has any let's get them rolling in! :-)
2020-09-24 18:47:13 UTC Sara Powell that's interesting, such a common theme with farms and farmers as well
2020-09-24 18:47:26 UTC Sara Powell aging out of the business
2020-09-24 18:47:59 UTC Louis Jeantete This is where ESOPs or Worker Cooperatives have an opportunity to support succession planning

2020-09-24 18:49:10 UTC Maria Gonzalez I love that
2020-09-24 18:49:22 UTC Maria Gonzalez great way to think outside of the box
2020-09-24 18:49:53 UTC Landen Schaelling Obviously financing can be extremely complex, but overall where do you look for capital to buy out a business owner?

2020-09-24 18:50:02 UTC Morgan Pelletier "What if our town"... Had a farming school or programs?
2020-09-24 18:50:46 UTC Becky McCray Thanks for that "If our town..." Morgan Pelletier !
2020-09-24 18:51:18 UTC Erbin Crowell One model that worker co-ops can use is non-voting Class B shares for non-member investors. A good example of this strategy was used by Real Pickles in Greenfield, MA, for their transition.

2020-09-24 18:51:43 UTC Sara Powell Real Pickles!
2020-09-24 18:52:03 UTC Sebastian Mitre Thank you Sara Powell I have a question. It is my understanding that Co-operative businesses are governed and run by boards of directors. Do you train leaders to share power and leadership? Do you invest in having Boards learn how to practice shared leadership?

2020-09-24 18:54:05 UTC Landen Schaelling Cooperatives aren't always "run" by the Board. Ex: A food cooperative still has a general manager and the Board handles direction and allocation of profits.

2020-09-24 18:55:20 UTC Sebastian Mitre Thank you Rob Brown Great info!
2020-09-24 18:55:45 UTC Erbin Crowell I have a slide on co-operative structure that I can share at the end if useful. Generally, members elect a board which then hires and supervises as manager, who supervises staff.

2020-09-24 18:56:24 UTC Sebastian Mitre Good to learn Landen Schaelling Thanks.
2020-09-24 18:56:37 UTC Sebastian Mitre Awesome Erbin Crowell Please share!
2020-09-24 18:57:00 UTC Erbin Crowell That said, ongoing education - particularly for Directors - is important to co-operative success. There are resources available.

2020-09-24 18:59:32 UTC Sebastian Mitre Very well said. Erbin Crowell Big need to continue investing in ongoing education on shared leadership, justice, diversity, equity and inclusion.

2020-09-24 19:00:18 UTC Sara Powell Yes, what an awesome example of how ownership strengthens resiliency
2020-09-24 19:00:34 UTC Morgan Pelletier Meaningful work!
2020-09-24 19:01:43 UTC Louis Jeantete Local ownership and governance matters!
2020-09-24 19:02:40 UTC Erbin Crowell www.valleyworker.coop
2020-09-24 19:03:08 UTC Sally Manikian Has our New England cooperative association done an history on the disenfranchisement of BIPOC communities over the years in the Northeast and how cooperatives can address systemic racism and historic inequities?

2020-09-24 19:04:24 UTC Kathleen Menegozzi Co-op coffee! lol!
2020-09-24 19:04:34 UTC Kathleen Menegozzi Great phrase

2020-09-24 19:05:57 UTC Erbin Crowell There is a lot of work to do to really address diversity, equity and inclusion. I mentioned that NCBA has really made this central to its vision - and the theme for Co-op Month (October) is Co-ops Commit: Diversity, Equity & Inclusion.

2020-09-24 19:06:00 UTC Landen Schaelling The other tragedy of mobile homes is that they don't increase in value for the owners and so they don't get the wealth building component. The catch-22 is that it keeps them accessible for low-income households.

2020-09-24 19:07:19 UTC Erbin Crowell In the Northeast, we've been focusing on training for board members, a deeper understanding of history, how co-ops can be more accessible and inclusive, and building economic partnerships with groups like the Federation.

2020-09-24 19:08:14 UTC Sebastian Mitre Thanks for engaging this question directly Erbin Crowell Very much appreciated.
2020-09-24 19:14:07 UTC Alice Shoemaker When a family moves, how are they bought out?
2020-09-24 19:14:16 UTC Becky McCray Getting a better appreciation of the flexibility of the cooperative model for rural communities!

2020-09-24 19:14:58 UTC Alice Shoemaker Each owner still owns their home, I assume?
2020-09-24 19:15:28 UTC Alice Shoemaker So they might move their home with them, or might want to sell it to the coop?
2020-09-24 19:15:51 UTC Mary Ellen Nose Paul - if persons currently living in manufactured home parks want to move their home, aren't there restrictions on age of homes as to welcoming into a different park; or, the cost to move an older one to a plot of land, perhaps.

2020-09-24 19:16:33 UTC Landen Schaelling Typically you sell your home as it's nearly impossible to move them (and it isn't cheap). The new owner would also buy into the co-op land ownership as part of the deal. Usually you would just buy the home and start paying the commercial rent. They almost never get moved.

2020-09-24 19:18:17 UTC Paul Bradley Agree with Landen. Homeowners retain ownership of their home and buy a member share. When they move out, they sell their home on the market and their share back to the co-op. It's limited equity so no appreciation on share but home appreciates in the market.

2020-09-24 19:18:54 UTC Alice Shoemaker Landen, when you state the new person starts paying commercial rent, is that true with the coop model, or is that the non coop model?

2020-09-24 19:19:31 UTC Landen Schaelling the non co-op model. In the co-op model they buy a member share at the face value (limited equity as Paul described)

2020-09-24 19:19:40 UTC Alice Shoemaker Got it, thanks
2020-09-24 19:20:07 UTC Landen Schaelling The old owner sells back to the co-op and the co-op sells a new share to the new homeowner. This is because you can't sell your share to other people or it becomes a regulated security.

2020-09-24 19:21:01 UTC Erbin Crowell Thanks for your comments, Landen!
2020-09-24 19:21:16 UTC Landen Schaelling :)
2020-09-24 19:22:54 UTC Becky McCray We don't mind graphs when they help tell the story and are easy to follow!
2020-09-24 19:24:52 UTC Sara Powell Wow so cool!!
2020-09-24 19:25:23 UTC Becky McCray Locker delivery is so smart!
2020-09-24 19:26:11 UTC Nellie Staggs Wow! That locker system is a game-changer for smaller communities.
2020-09-24 19:26:41 UTC Becky McCray OOOhhh ... sharing those lockers with multiple vendors is outstanding!
2020-09-24 19:26:49 UTC Landen Schaelling Lockers would be great for "pass-through" towns between larger hubs that ship food between eachother. Love it!

2020-09-24 19:26:57 UTC Kathleen Menegozzi Really interesting Lori!
2020-09-24 19:29:50 UTC Kathleen Menegozzi Oh no!
2020-09-24 19:30:07 UTC Becky McCray Round of applause for all the presenters!
2020-09-24 19:30:31 UTC Kate Kirchofer *APPLAUSE*
2020-09-24 19:31:36 UTC Landen Schaelling That makes a lot of sense, thanks.
2020-09-24 19:32:55 UTC Landen Schaelling I was also wondering about good resources and direction for incorporating a food co-op. Arizona has really poor laws and I'm hitting some roadblocks in finding a meaningful way forward on incorporating.

2020-09-24 19:33:51 UTC Liz Bailey APPLAUSE! Great demonstration of the flexibility of the co-op model! We're surrounded by co-op opportunities!

2020-09-24 19:35:05 UTC Becky McCray I remember hearing Zita Cobb say, (affectionately, I think) "A cooperative is not a panacea. It's an organized way to fight with each other."

2020-09-24 19:36:12 UTC	Erbin Crowell	That's very funny! It is true - to govern a co-op, you have to find ways to manage conflict and make it part of innovation and success. And that takes work!
2020-09-24 19:36:24 UTC	Rob Brown	Beck that's accurate enough! It is why training in communication, conflict resolution and similar topics are a mainstay.
2020-09-24 19:40:14 UTC	Landen Schaelling	Thanks Erbin, I'll be in touch.
2020-09-24 19:41:31 UTC	Becky McCray	Woohoo, Canadian, Texas! Not that far from me
2020-09-24 19:43:11 UTC	Liz Bailey	Let's hope that Radically Rural has another co-op session next year!
2020-09-24 19:43:17 UTC	Becky McCray	Thank you all for sharing with us!
2020-09-24 19:43:20 UTC	Sara Powell	Applause!!
2020-09-24 19:43:47 UTC	Heather Lancey	Awesome session!!
2020-09-24 19:43:52 UTC	Morgan Pelletier	Bravo!!! You all have brilliant minds!!
2020-09-24 19:44:06 UTC	Todd Wynward	super inspiring for me at this moment, as we in Taos are considering a coop model for a new Repurposing Plastic construction company. Bravo!
2020-09-24 19:44:09 UTC	Sara Powell	Thank you everyone!
2020-09-24 19:44:15 UTC	Kathleen Menegozzi	Thanks so much everyone!
2020-09-24 19:44:21 UTC	Kate Kirchhofer	I have so enjoyed learning more about co-ops and how versatile they can be. Even being a solution to land rights! Thank you!
2020-09-24 19:44:21 UTC	Louis Jeantete	Thank you panelists! Much appreciation to your insights shared. Keep up the great work.
2020-09-24 19:44:41 UTC	Nellie Stagg	Thanks, all! I learned so much. Looking forward to digging in to the many resources shared.
2020-09-24 19:45:05 UTC	Paul Bradley	Thank you everyone. ROC on! Paul
2020-09-24 19:45:27 UTC	Landen Schaelling	Thank you!
2020-09-24 19:45:32 UTC	Janet Bartlett	Thank you
2020-09-24 19:46:11 UTC	Erbin Crowell	Thanks, everyone! Be in touch!