

**A New Approach to Member Selection
Responsibilities and Rights:
The Power of 'AND'**

**Developed and Facilitated
By Linda Nagel**

**Morning AM Workshop: 9:00 am – 11:45 am
Date: Saturday October 29, 2016**

A New Approach to Member Selection Responsibilities and Rights: The Power of 'AND'

AGENDA

Welcome, Objectives, Agenda Overview, Workshop Agreement, Logistics

Introductions + One word to Describe Your Co-op's Community Spirit
today

Introduction to Co-op Principle #1: Your Co-op's Challenges with this
Principle **Round Table Discussion Worksheet #1**

New Realities for Member Selection Interviewers: Summary

A New Approach - Part One: Presenting a current real-time picture of
your co-op: Land - Buildings - Finances - Community Spirit - Examples

BREAK

A New Approach - Part Two: Identifying the International Co-op
Principles and Values IN action in your co-op: **Round Table #2**
Democratic-decision making - Financial Participation – Education -
Community
Sharing of talents/skills/interests – Diversity/Inclusion
Balancing the needs of the co-op and the needs of the individual

Creating Examples of New Interview Questions: **Round Table #3**

Integrating a New Approach to Interviewing into YOUR Co-op: Benefits &
Challenges

Next Steps and Reflections
Evaluations

A New Approach to Member Selection Responsibilities and Rights: The Power of 'AND'

Goal:

To provide an overview of A New Approach to Interviewing Applicants for Co-op Membership

Objectives:

Participants will have an understanding of:

- ✓ The importance of presenting a current real-time picture of the co-op including the land, the buildings, the finances and the community
- ✓ How to engage applicants in conversations using the International Co-operative Principles and Values
- ✓ Identifying Benefits/Challenges and Next Steps for integrating A New Interview Approach to your co-op

Worksheet 1

Co-op Principle #1:

Internationally:

"Co-operatives are voluntary organizations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination."

ICA (International Co-operative Alliance: ica.coop)

Housing Co-ops in Canada:

"Voluntary and open membership", also

"Membership in a housing co-op is open to all who can use the co-op's services and accept the responsibilities of being a member, without discrimination" CHFC (Co-operative Housing Federation of Canada chfc.coop)



What is challenging for your co-op about this Co-op Principle?

Worksheet 2

Part One: New Co-op real-time Picture

Make one sentence (using 'Think Co-op' info you gathered):

_____ (name of your co-op),

is a ____ (years old) housing co-op

with _____ (# of members)

living in _____ units (# of), mostly townhouses/highrise
apartments/etc

on approximately ____ acres of land

with a _____ million dollar mortgage

with an annual operating budget of \$ _____, which
we vote on together

and a great strength we have is

and a (current) challenge we face (as a community) is

Worksheet 3

Part Two: Demonstrating Co-op Principles/Values in your Co-op

Democratic-decision making:

Financial Participation:

Co-op Education:

Community:

Practicing Inclusivity/Diversity:

Sharing of talents/skills/interests/volunteering:

Balancing needs of co-op and individual members:

Worksheet 4

Examples of New Interview Questions to ask:

Steps to Integrate a New Approach to Interviewing into your Co-op

Integrating A New Approach to Interviewing Applicants

Benefits:

- Presents a current 'leading edge' snapshot of your co-op
- Grounds the interviewer and applicant in both business and community aspects of your co-op
- Enables a clear picture of what the co-op expects and what the applicant can contribute
- Encourages the applicant to consider their self-selection in your co-op or not
- Benefits co-op in renewed potential energy in both marketing of the co-op and orienting of new members – compared to what co-op currently has

Challenges:

- It's new!
- Time, commitment, possible costs to train interviewers
- Linking to other areas of membership development:
 - Reviewing current promotion/marketing materials/website/co-op policies (e.g Interview Appeal Policy) with Board of Directors, staff, committees, members
 - Promoting Co-op Principles in your Community Centre; Newsletter
 - Orienting new members
 - Orienting all other members to New Approach
 - Increasing co-op education at Member Meetings