

Notes from Co-op Academy Session 7 Presentation and Discussion 11-19-14

Stacey Cordeiro of [BCCO](#) joined us and broke down the [internal capital accounts structure](#):

- What's a good member equity level? Some say it should be equal to the cost of a good used car in your area.
- Less - more accessible. More - want people to really want to be a member.
- Surplus v profit: Surplus is generated by members. Profit is generated by non-members (people who are working at co-op not members or not yet members). This is for tax purposes. You can calculate this by calculating a percentage.
- Look out for [misclassification of employees](#) as contractors (people who own their own tools and work independently / has control over work).
- Why keep retained earnings? Training, new equipment / overhead, have more cash available for operations, etc.
- Once patronage is decided and allocated to each member, even though you might not get it paid in cash right away, it cannot be taken back by co-op, you can only lose it if co-op goes bankrupt. You can get it back when you leave or paid out over time.

Anti-Oppression in the workplace:

- Lots of great resources from AORTA: <http://www.aortacollective.org/resources>
- Discussion about issues and solutions to oppression as it has arisen in the co-op, and how to set up your co-op to avoid oppression. Is an all-women workplace legal for example? Need to check with a lawyer, but there are probably ways to make it happen. Generally, more specific the language to the task the better.
- Create policies about oppression, bring AORTA, build it into your budget.

Tracking Your Time:

- Stacey made an appeal to everyone to track your time (even unpaid) and shared her time map example.
- Suggests an online tool / app: <http://toggl.com> - free to use, but upgrade if you want extra.