

While we get ready to start:

- What number are you...



Housekeeping?

- **Reminder: Presentations are recorded and video, slides, and text shared on the vault afterwards**



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What we're talking about today:

- Baseline co-op information.
- Case Study: Gamma Space Structure
- Case Study: Gamma Space Value Flow



We're covering a lot of new things today!

- You'll get a recording!
- You'll get slides!
- You'll get text!
- No worries, ^_-^'s!



Co-op basics:

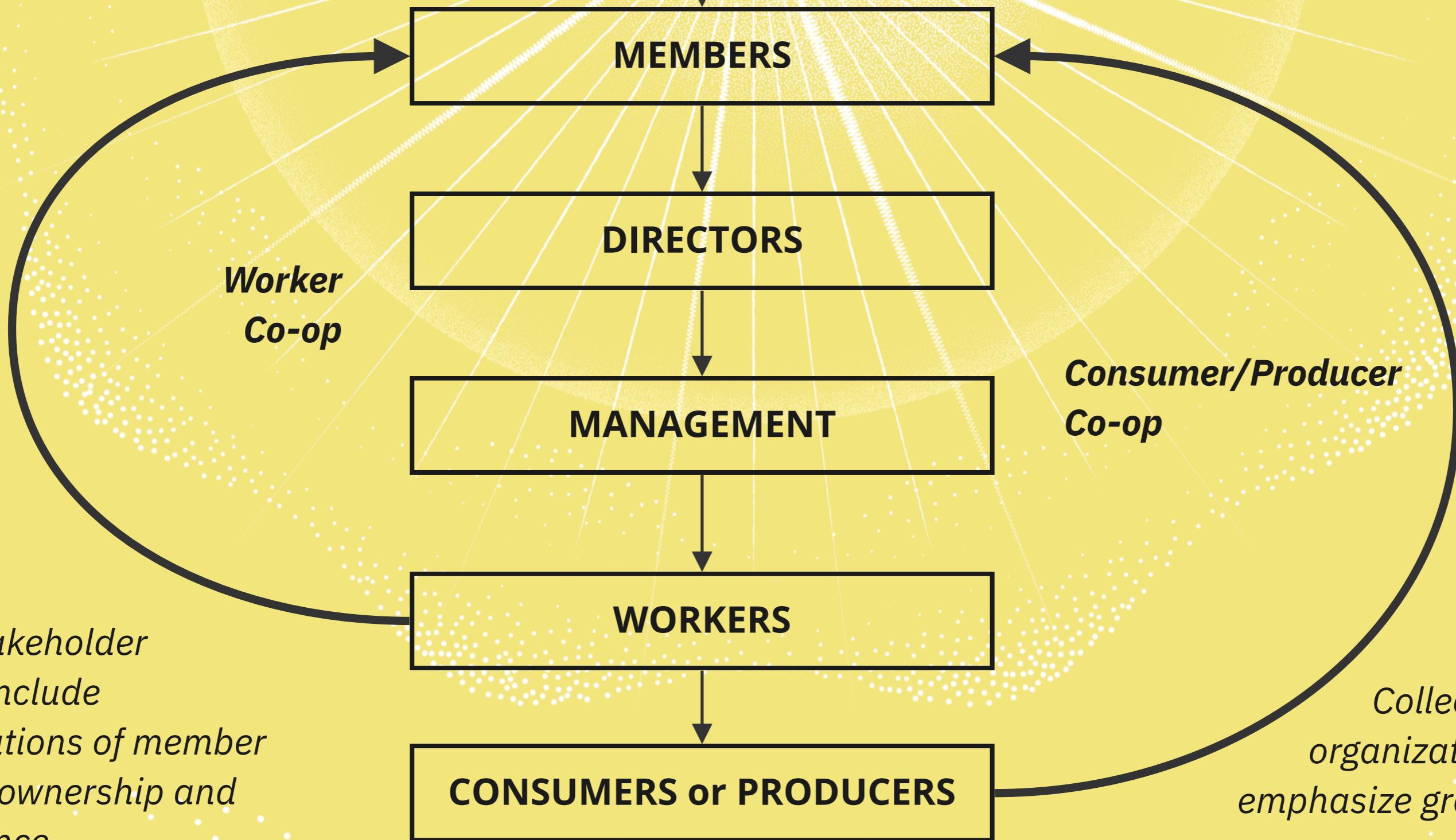
- A unique business model distinct from business corporations.
- Can produce products or offer services.
- Can be *for-profit* or *not-for-profit*.
- Not attractive for investment by default, but can be structured for *preferred shares* in *for-profit* co-ops.

Questions?

Four broad categories of difference from corporations:

- **Ownership.** Shares don't change value, can't be transferred, independent of value, can sell as they exit.
- **Directors.** Requires 3.
- **Voting.** One member, one vote, regardless of shares.
- **Profit.** Distributed to members, based on shares, after expenses, reserve. etc.

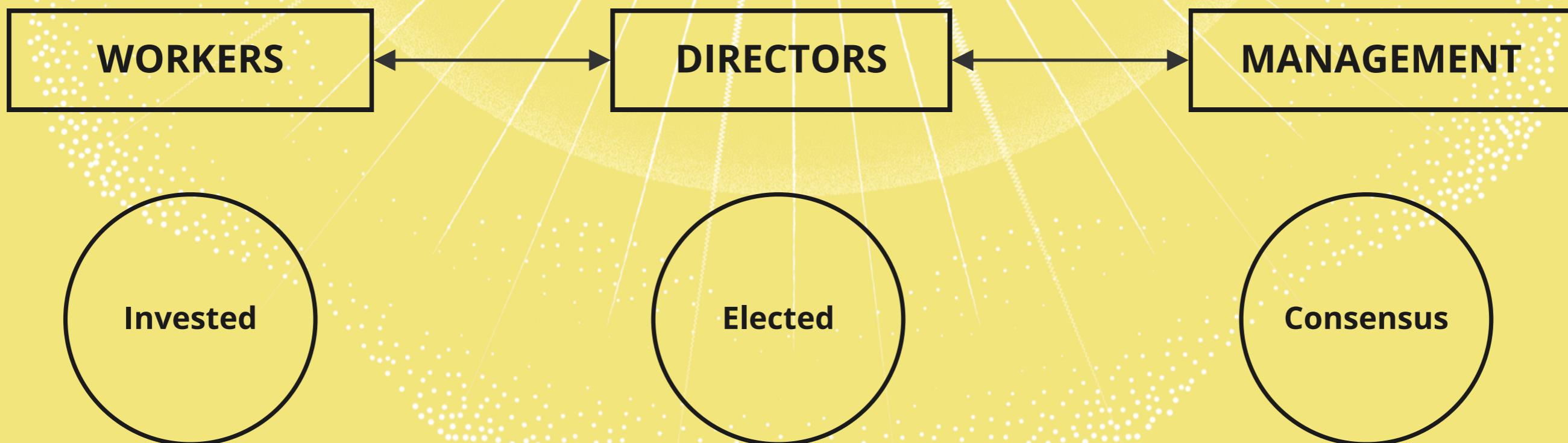
A lot more detail on this on <https://learn.weirdghosts.ca>



Why co-ops support collectivism:

- **One member, one vote**, regardless of shares.
- **Legal required governance** encourages shared values development.
- **Shared values encourages consensus-based goal setting.**
- **Collective goals encourages sharing resources.**

Worker-Owned Co-Op as Collective



Structure is yours to develop!

- Is member value *shares* based?
- Pay structures flat or based on something else?
- Do you work with external contractors for roles that can't be filled?
- Do roles rotate to offer experience to all members?
- Are you making decisions about your product and process based on your collective values?

Quick notes about registering your co-op:

- There are boilerplate bylaws available.
- Differences between Federal and Provincial registration.
- Want to talk specifics with a lawyer?

Want to go beyond that? That's why we're here!

Where are you conducting business?

We have access to a lawyer in our co-op!



Gamma Space:

- **Not-for-profit**
- **Node-based**
- **Driven by our values framework**
- **Members develop *studio* relationships with each other**
- **We ensure value flows to each other**
- **We're working towards a regenerative ecosystem of those flows**



Has a 10 year *legacy* community of non-members

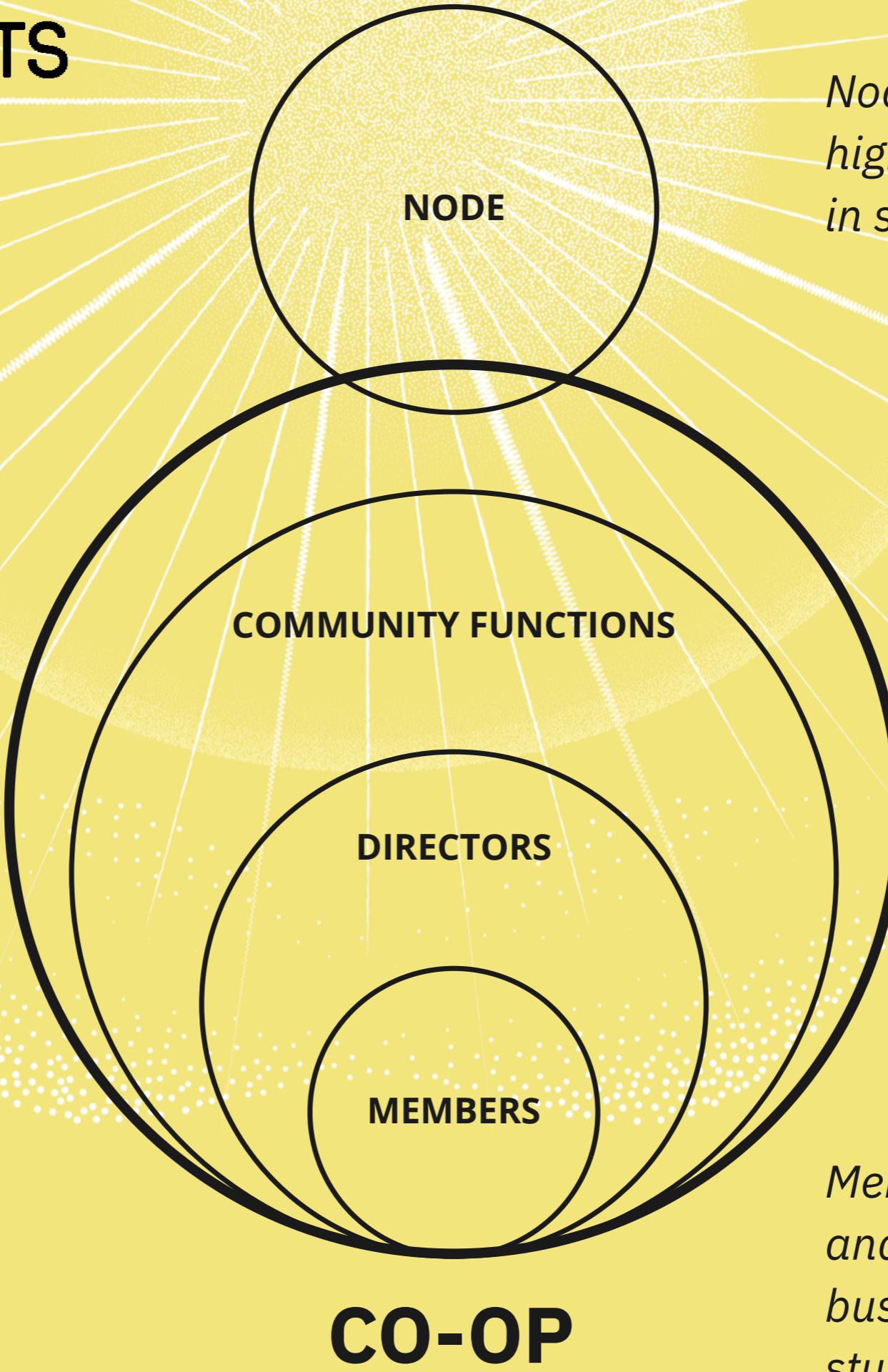


Not presently offering FT living wages to members.



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Community functions contain roles and working groups of members.



Members rotate into and out of director roles.

Nodes are managed by high availability members in service of the co-op

Members have agreed to and champion the values, business model of the studio.

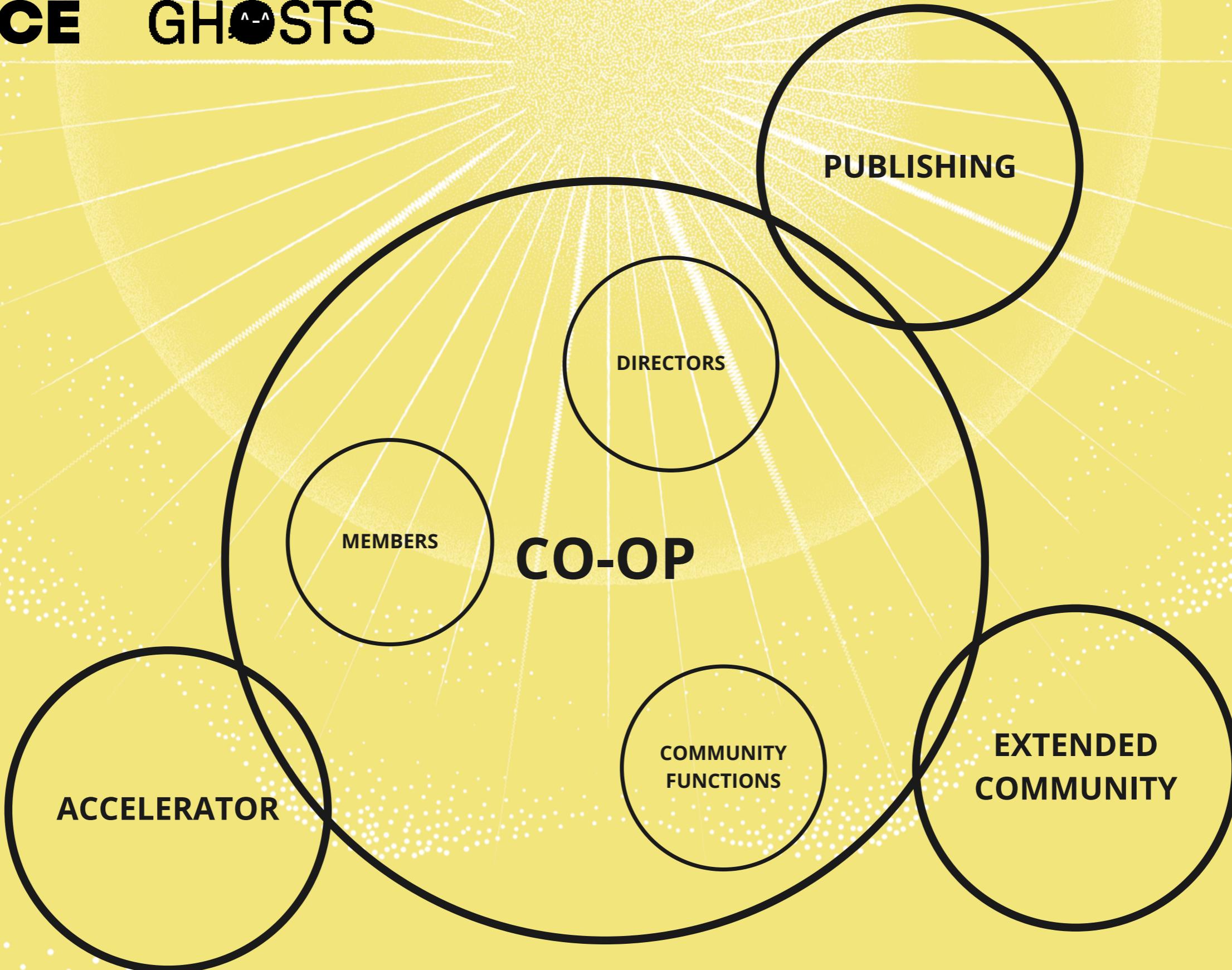
Node Based:

- **Nodes are intentional work areas.**
- **They have thresholds for how value flows, management, and participation are required.**
- **Can contain working groups, projects, and ad-hoc activities.**
- **Can be constrained based on values and business model requirements.**

Inspired by DisCO co-op www.disco.coop



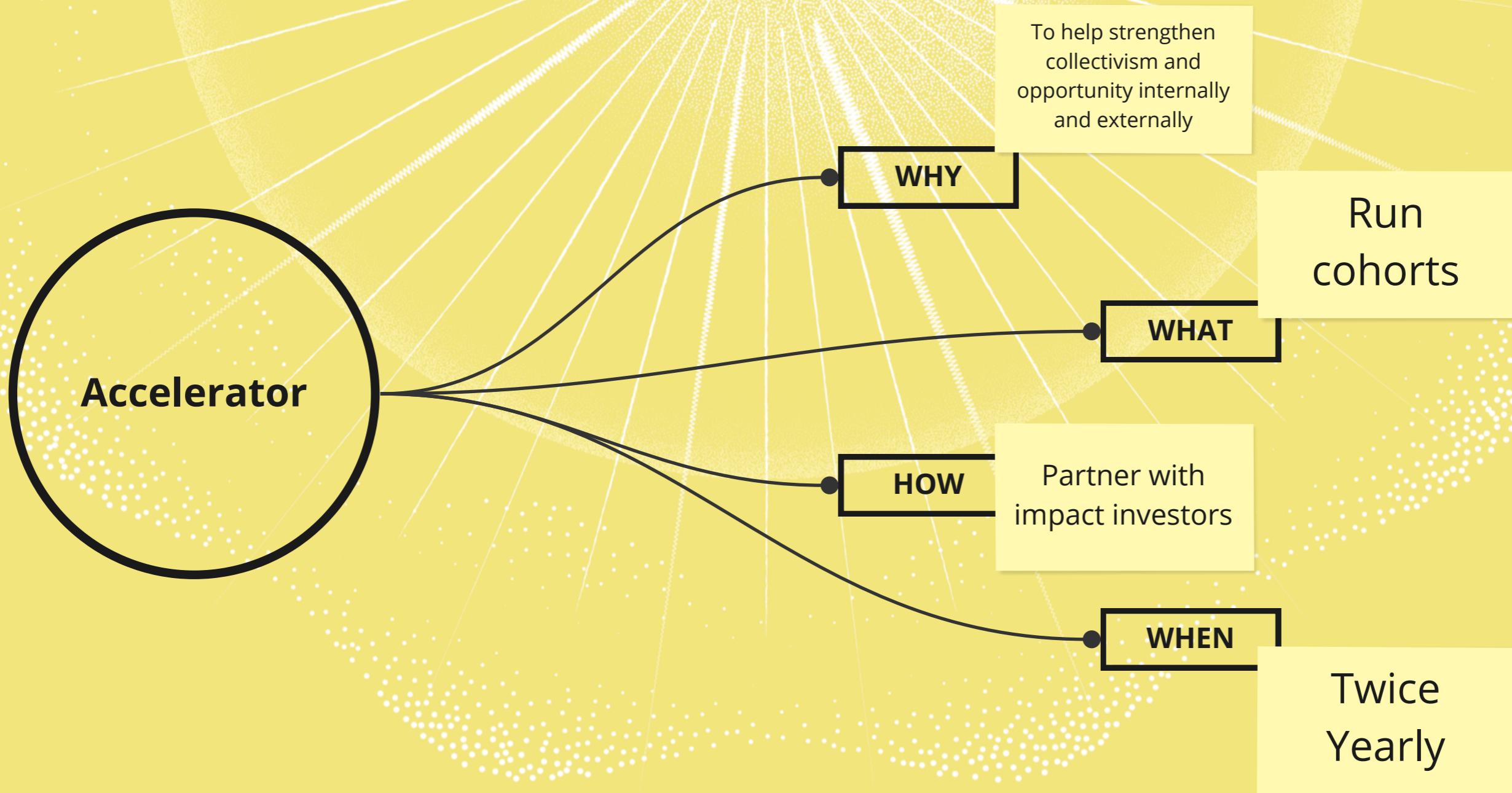
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CASE STUDY: GAMMA SPACE STRUCTURE



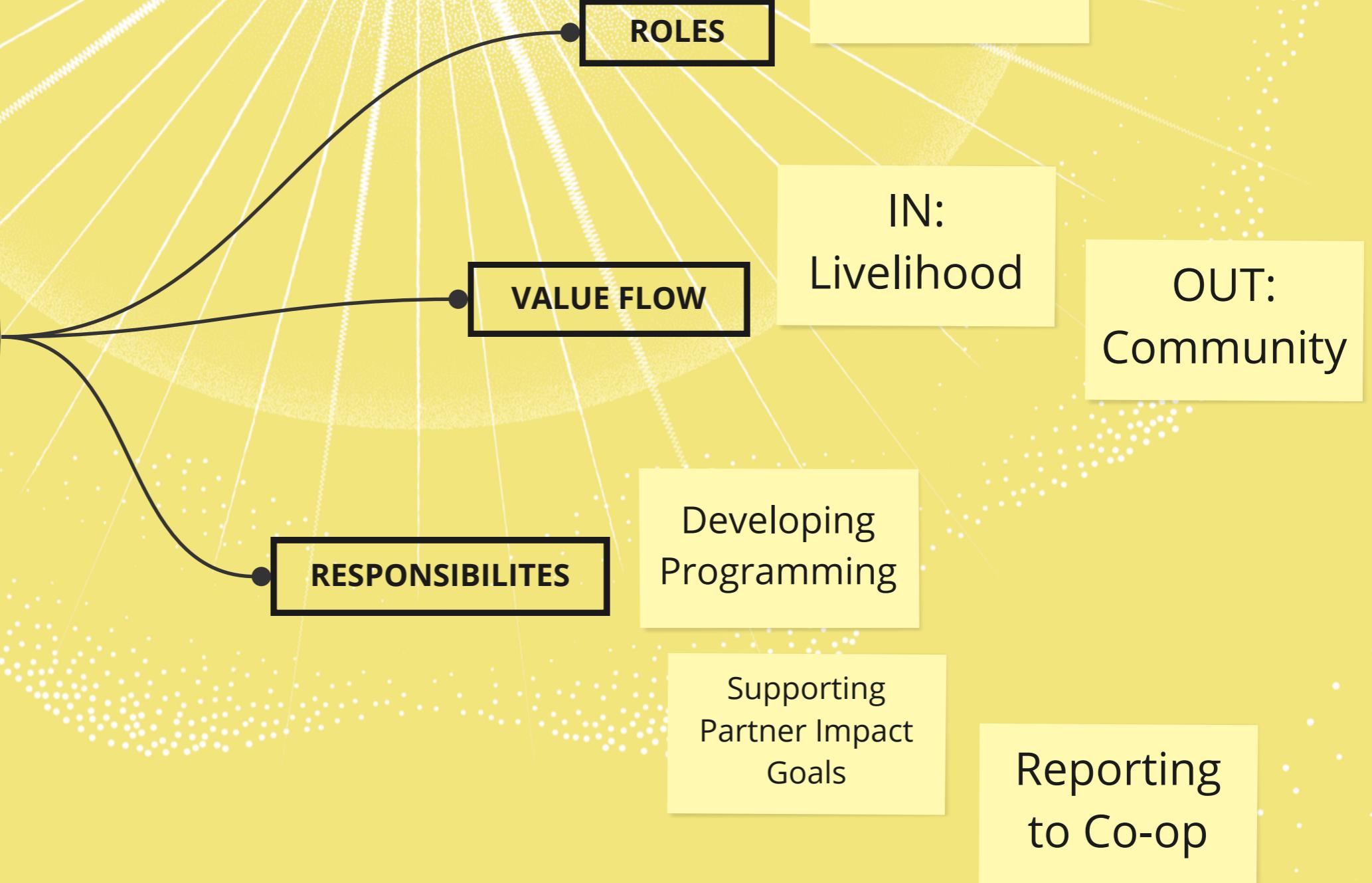
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CASE STUDY: GAMMA SPACE STRUCTURE



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CASE STUDY: GAMMA SPACE STRUCTURE

Nodes:

- **Provide roles and activities for Members.**
- **They replicate the decision making processes and reporting of the co-op internally to themselves.**
- **They receive and/or contribute to resources based on the co-op's business model**
- **Report and are accountable to the co-op as a whole.**

What about value?

- For some co-ops, it's a *buy-in*.
- This *buy-in* can be financial or some other agreed-upon commitment.
- That value can be increased by shares.
- That value can be given to a member upon exiting.



For Gamma Space:

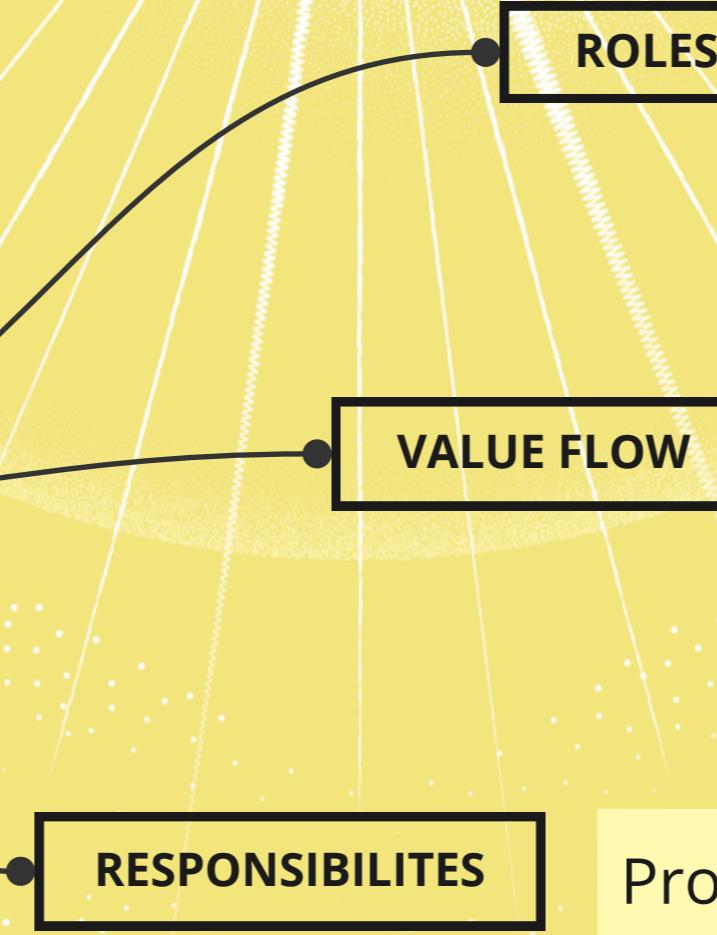
- **Granular distribution of value is prioritized.**
- **Allows for experimentation and innovation.**
- **Accommodates the widest value of participation and capacities.**
- **Can be assigned to any type of work, including member-initiated projects (e.g., games!)**

Value Flow





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High
Intensity

IN:
Livelihood

Program Co-
ordination

High
Availability

OUT:
Community

Impact
Measurement

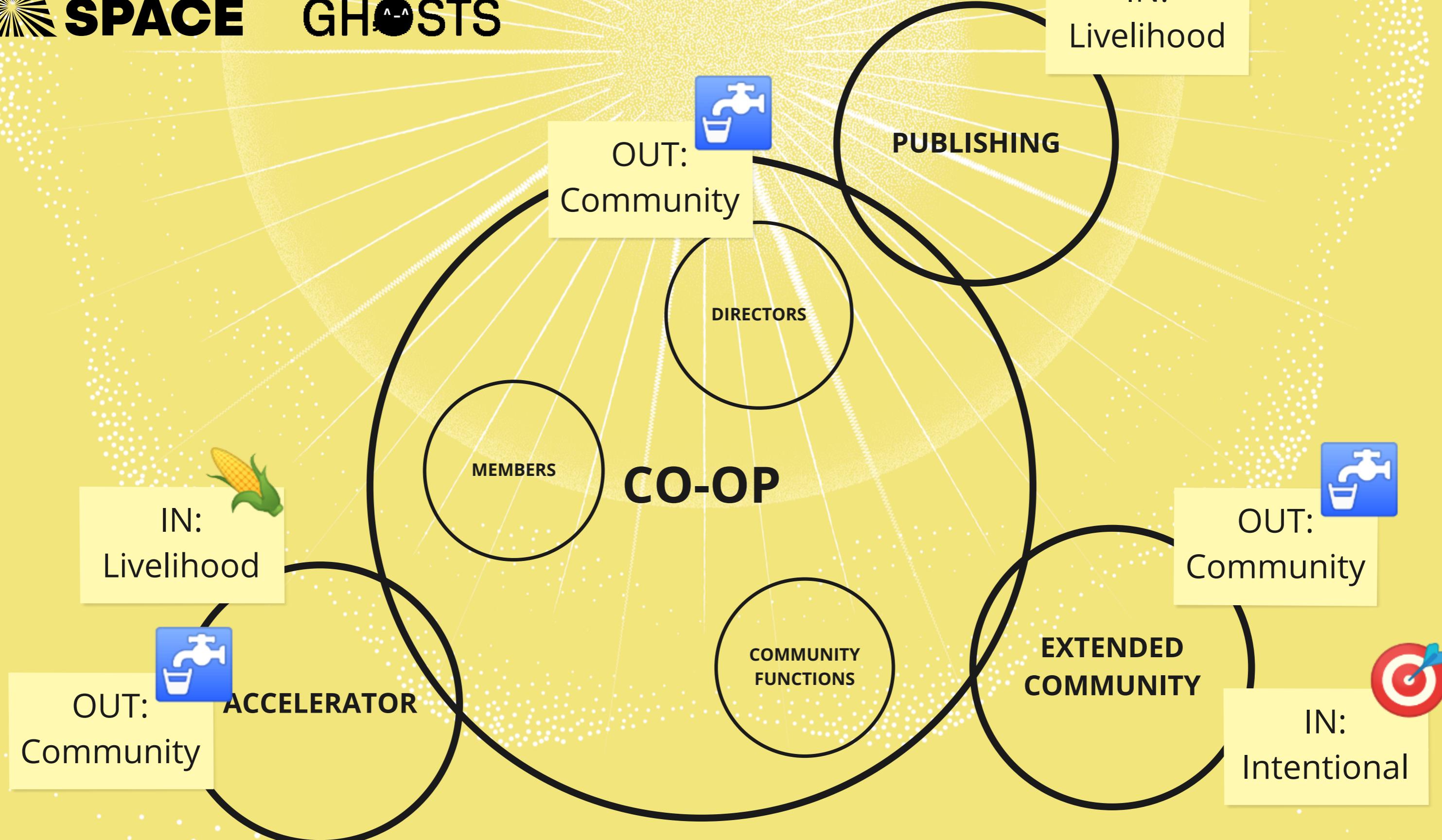
Funder
Presentations



CASE STUDY: GAMMA SPACE VALUE FLOW



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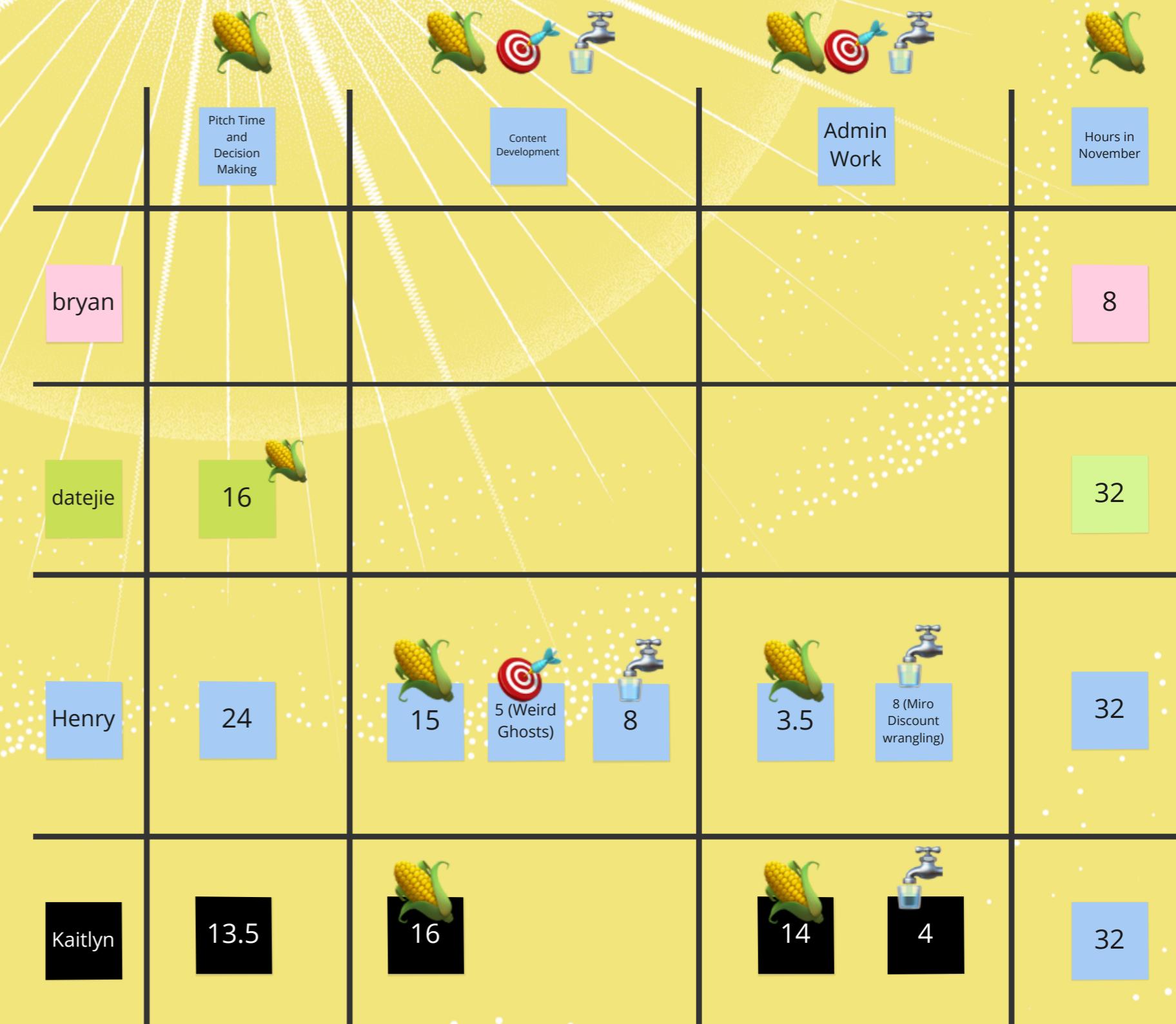
CASE STUDY: GAMMA SPACE VALUE FLOW

Value Accounting

Baby Ghosts Cohort 3



- Value Accounting happens at regular intervals.
- It is a discussion that informed by tracking and anecdote.
- Resources can be redistributed based on need.
- Happens at all co-op levels.



Things you can start thinking about:

- **How is value communicated and tracked within your co-op?**
- **How do your values inform roles and skill development?**
- **Is investment important to you?**

Follow Up Meeting: Common Questions

- **What are some ways to prioritize humanity, growth and health while developing structure?**
- **How do we share/divide roles and ask for help when we need it?**
- **How do we make allowances for each other's working styles?**



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Chat checkout!

- **Post one word describing your post-meeting feelings in the chat**
- **OPTIONAL - Stick around for the next 30 minutes for questions and hang time!**

CHECK OUT