

# Anarchist Cooperative Manual

Equal say, equal rights, equal profit.

\_\_\_\_\_, hereby “the Cooperative,” shall strive to complete \_\_\_\_\_, hereby “the Objective.”

## Abstract

The Cooperative makes decisions like this, from a bottom-up approach:

1. Person wishes the cooperative to take action
2. Person chooses either:
  - a. To join an existing Council, who already are, or can be convinced to be, interested in your desired action
  - b. Create a new Council by filling out a Council form (see: Addendum) and upon submission you're a registered Council!
3. Council creates an Appeal
4. The Directorate meeting hears every Council with an appeal and a consensus on that proposal is facilitated.

All members of the Cooperative have equal ability, but not obligation, in the Directorate.

Note that personal issues should be filed through incident reports.

## Council

Official when New Council Form is submitted.

Council comes to consensus on ONE action to write as an Appeal to The Directorate per meeting/month (others will have to be queued/wait). Uses an official appeal form (see: Addendum).

There may be no restrictions against any member joining a council.

## Consensus

1. Action is proposed, *"I think all members of the Cooperative should get pink hats."*
2. Ask for dissent *"Anyone have any issue with the Action proposed?"*
  - a. If there's a contradiction of terms, facilitate debate and conversation on that point of contention. *"Pink hats would be great brand affirmation!" "I still think it's a waste of money, but I know of a way we can get purple hats for cheap." "I guess purple is OK"*
  - b. If consensus on action cannot be made, perhaps shelve the debate or offer a breakout. *After 10 minute discussion on which color to get, "For those of us interested in this item you can meet after the meeting has ended to conclude, or convene at a later date."*
3. What are the requirements of this action? These points can be debated, *"Someone has to collect the members' shipping addresses so they can receive their pink hats. Someone has to order the hats." "Nah, we don't need to collect addresses we can just use this secret santa website."*
4. Who will be accountable for these actions?
  - a. If a Council consensus, specific people are held accountable by the Council. *"Mary and Sara promise to follow through on adding glitter to and buying pink hats for all members, if said appeal is approved by The Directorate."*

- b. If a The Directorate consensus, the Council is held accountable by The Directorate. *"The Arts and Crafts Council promises to give every member a glittery pink hat."*
5. Ask for dissent one last time (basically repeat step 2). When all dissent has been heard and incorporated into the action, consensus is made. *"We all seem to be happy about getting our new hats!"*

## Appeal

When a Council has made consensus, it is formalized as an appeal through an appeal application, presented to The Directorate for consensus.

## The Directorate

The monthly member meeting is the ultimate authority and governing body of the cooperative consisting of member-volunteers. The Directorate convenes to come to consensus on Appeals made by Councils.

## Meeting Protocol

1. Greeting
2. Appeals from Councils concerning the Objective
3. General discussion regarding the Objective
4. New Council Forms
5. Read and discuss anonymous comments, make form accessible
6. Appeals from Councils
7. Open discussion

# Incidents

An “incident” is when you feel you have been violated, or have any other outstanding social issue with another member in the Cooperative.

## Mediators

Mediators are given their status by an Directorate Consensus of an Appeal.

## Incident Mediation

1. Incident is reported using an Incident Report Form.
2. The incidents handled are first-come first-serve by any Mediator
  - a. Mediators have exclusive access to the incident reports
3. Mediator talks to the author
4. Mediator talks to others involved
5. Mediator convenes a final meeting involving the author and the others involved
6. Mediator files an Incident Mediation Report, which the author and others involved are allowed to see
  - a. These archived reports can be investigated with Directorate consensus/approval
7. Mediator makes a decision based on report

# Amendments

Any Amendments to this document must be in the form of an Appeal.

# Addendum

This section includes official forms.

## Appeal Form

Your appeal paper must include this criteria:

- Name of the Council authoring and accountable for the appeal
- An abstract which summarizes the appeal, at a high level
- Describes the requirements to complete action
- Details of execution

## Council Creation Form

Your Council creation paper must meet this criteria:

- Why are you creating this Council?
- Who is the other person who wants to support and participate in this Council?

Note that a Council may not deny new members.

## Incident Report

Your Incident Report must meet this criteria:

- Your name
- The date of the incident
- Summary of incident
- Names of those involved in incident

## **Incident Mediation Report**

Your Incident Mediation Report must meet this criteria:

- Names of everyone involved
- Original Incident Report
- Summary of author's perspective
- Summary of others involved perspective
- Your conclusion