



Welcome to the **Kindness Grocery Cooperative** Creation Pages!

Below you will find lots of information about what KGC is all about, what is needed in order to create this cooperative, and what stages we are currently in. Please use any time you have to read through this information and assess if you align with the mission and if so, where and how you can contribute to the whole. We understand that our

process of creation is unorthodox so we ask that you be inspired by our uniqueness rather than concerned. We see this as an opportunity to channel our creativity, intellect, emotions, and innovation without being confined by the for-profit capitalist system. If you have access to this page then you have something to offer! We don't have all the answers laid out, rather, we are finding them together and have faith that we are capable of everything we envision. Don't be hesitant to contribute in your own unique way! We hope that you take this opportunity with us. If you have any questions please feel free to comment on the document or reach out to whomever included you in the project. Much love!

Kindness Grocery Cooperative is a hybrid cooperative grocery store that exists as a balanced alternative to profit driven businesses. Our cooperative emerges in the midst of a pandemic where food security, wellness, and stability are at risk. Our goal in building together is to provide the opportunity to **experience and embody collective abundance**. By supplying local food products, offering health services, and building with community, we create the **chance to thrive in the midst of unpredictable environments**. We hope that as we embody our values of **kindness, love, respect, responsibility, sustainability, and sharing**, others will be inspired to do the same.

Our Vision

To inspire communities to collectively, autonomously, and sustainably exist in harmony with the Earth and one another.

Our Mission

Provide reliable food security, health support, sustainability, and inspiration to our community by holding space to connect and supplying local products and services that will nourish us as a whole.

KGC UNIQUE VALUES DURING CREATION

To all those joining this project, along with aligning with the Rochdale Principles (see below in the **Refining Our Goals & Aligning Our Core Values** section under **ACTION STEPS**), please stay updated with these unique values:

1. Self Care is a Priority - Building Differently

1. We know that this period of time is very stressful for many. We are all moving through intense emotions, releasing, transforming, and adapting in individual and collective ways. While our first reaction would normally be to push harder, go faster, and hustle until we see results, KGC is intentionally taking a different approach in building this cooperative. We cannot build a different reality by repeating the same patterns that capitalism has ingrained in us. This system has intentionally kept us in a state of lack and survival, working us into exhaustion over and over again. In building KGC we ask each contributor to take care of themselves as an extension of this project. If we wish to build sustainably we must make sure to nurture ourselves so we can not only operate in balanced ways, but also embody the integrated lessons this transformative time and project have for us. This will allow us to be the change we wish to see when we finally reach our goals rather than burnout. So let us be honest and vulnerable together. If you need rest, take it. If you need help, reach out.

2. Tend Your Garden

TEND YOUR GARDEN

BE TEND(ER) WITH YOURSELF

1. Weeds are not always bad, weeds are indigenous plants. Asya story about mom asking “why’re you being racist to the plants.” Often, weeds are medicine
 2. The internal spaces - this stuff that’s bringing up disruption, we want to kill it off but it’s often medicine, tend to it, be aware of it, dance with it in a different way rather than allowing it to control us.
 3. To balance out our desire to care and nurture ourselves and each other, we must also make sure not to drag each other into our own egoic struggles. KGC is moving forward each day and while we ask that each contributor make self care a priority, we also ask that each individual respectfully checks their ego. This collective is not about any individual, it is about the survival, sustainability, and health of us all. Therefore, if you have not been updated on our progress, if no one has individually reached out to, or if you feel uninformed, please do not take it personally. Make an effort to reach out to a KGC member or update yourself. As the project grows we may not have time or attention to check in on every person. This does not mean that anyone’s feelings or issues with the project can never be addressed, it simply means we wish to use our time and energy wisely.
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3. Food First
 1. We all have so many ideas about how we can create a community that sustains, supports, and thrives on its own. We are very excited to implement new projects and allow our

creative energy to be expressed, but in order to do so we must address our necessities first. Our biggest concern at the moment is providing healthy, sustainable, food security to ourselves and our communities. There can be no art if we do not have food in our bodies. The sooner we can accomplish this goal, the sooner we can begin other projects.

← steps we are most focused on at the moment

ACTIONS STEPS

1. Collective Research

1. Reading *Collective Courage* by Jessica Gordon Nembhard
2. Tap into @repaired.nations instagram live book club conversations
3. Study & understand bylaws
4. Personally assess what we desire to contribute / where our skills fit into the whole

2. Refining Our Goals & Aligning Our Core Values

1. Main Focus: food security, sustainability, & community self reliance

2. Rochdale Principles

1. Voluntary & Open Membership

1. Membership is open to all people without discrimination as long as they are willing to fulfill membership requirements & members can join or leave at any time

2. Democratic Member Control

1. 1 vote per member

3. Member Economic Participation

1. All members contribute to the capital of the cooperative

4. Autonomy & Independence

1. COOP exists for the benefit of its members & their desires

5. Education, Training, & Information

1. Constant education provided for members & education given to public to encourage participation in cooperative business / living

6. Cooperation Among Cooperatives

1. Coops share with each other & assist each other in continuously improving

7. Concern for Community

1. Cooperative exists for the benefit of its members who are members of the local community surrounding the cooperative which inherently makes the local community a primary priority of the cooperative

3. Individual KGC Values

- 1.

3. **Sign Paperwork**

4. **Media / Documentation of the Journey**

1. Create Logo

2. Website 

1. Create artistic digital visual of our journey creating the cooperative so people can always be updated/engaged on our journey (Could be done with instagram and plugged into website with a plug in)

3. Social Media Content

1. Collect and share creative content that will show / educate the community the process of creating the

cooperative

4. Clearly & Artistically Document Contributors / Community Members

1. Document the stories of the cooperative builders, food providers, service providers, technology builders, innovators so that anyone who walks into space can see how and where each contribution came from

5. **Curate Physical Space**

1. Take Photos ←
2. Clean out space
3. Paint
4. Beautify, simplify

6. **Secure Investments**

1. Create proposals that can be presented to various committees and organizations that would be willing to invest in our project
 1. Create engaging presentations
 2. Collect data that supports our mission

3. Curate visuals / charts / etc

7. Invite Community in

1. Open the doors to the community
2. Start conversations
3. Host events

8. Products & Services

1. Create networks with sustainable, healthy, organic farms/
food

providers/medicine creators ←

1. Create calendar, 1 day a week of garden/farmers connections
2. Organize and create and decide which products will be offered in the store
3. Create abundant networks of therapists/healers who are willing to offer their services/time

9. Technology

1. Gather community that have the skills to build efficient, sustainable technology within the physical space

10. Sustainability

1. Create solutions to meet our goal of 100% sustainability

11. Organize

1. Create logs/organize the different products, services, memberships so that everything is documented / accounted for

12. Assign Governance Roles

1. Owners

1. Legal members of the organization

2. Have control over COOP

3. Elected by majority of the Board

4. Vote on major decisions

5. 4 Types

1. Community/Consumer Owner

- 1.

2. Supplier Owner ?

3. Investor Owner

1. Must buy 1 or more investor share

2. Must align and agree with mission

4. Staff Owner

1. Must work for pay for 500 hours or 12 months

2. Must be approved by $\frac{2}{3}$ staff owners in a vote

3. Must align and agree with mission

2. Staff

1. Serve and are responsible to owners

2. Make decisions about day to day work & overall management

3. Create ecosystems and conditions where communities can flourish

3. Board

1. Oversees work of staff to ensure staff fulfills purpose

2. Accountable to owners

3. 8 directors

4. Serve 2 year terms

5. May serve unlimited terms as long as they are not more than 4 terms consecutively
6. No more than 2 staff on board

13. **Imagine the Future**

1. Continuously imagine abundant possibilities and solutions for the future of our community

KGC Partners

Organization	Individual Contact	Org Description	Contribution

Repaired Nations http://repairednations.org		A fiscally sponsored project of the Social Good Fund 501(c)(3) that creates redress for historic trends of oppression through cooperative training and development for collective ownership. Focuses on building wealth in Black communities by giving youth the tools needed to remain rooted.	Cooperative knowledge and support
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Mandela Grocery Worker Owned Cooperative https:// www.mandela grocery.coop/ aboutco-op		Worker owned grocery cooperative that prioritizes supporting people of color and sourcing from local farms to keep money circulating within local economies and create opportunities for interdependen ce in the food space.	Support and training
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EBPREC - East Bay Permanent Real Estate Community https:// ebprec.org		Cooperative cooperation that facilitates BIPOC and allied communities to cooperatively organize, finance, purchase, occupy, and steward properties, taking them permanently off the speculative market.	Cooperative bylaws outlines
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<p>SELC - Sustainable Economies Law Center</p> <p>https://www.theselc.org</p>		<p>Decentralized governing law center that cultivates a new legal landscape that supports community resilience and grassroots economic empowerment . They provide essential legal tools so communities everywhere can develop their own sustainable sources of food, housing, energy, jobs, and other vital aspects of a thriving community.</p>	<p>Legal support and paperwork</p>
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New Energy Nexus https:// www.newener gynexus.com		International non-profit that supports clean energy entrepreneurs with funds, accelerators, and networks. Started in CA and also operate in China, India, Southeast Asia, and East Africa.	Possible investment
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<p>Regenerating Paradise</p> <p>https://www.regeneratingparadise.net</p>		<p>Core group of Paradise locals and disaster-experience supporters who are coordinating and supporting the rebuild projects in Paradise, CA that share community values of sharing resources, energy, and emotional support.</p>	<p>Healthy relationships with farmers and produce connections</p>


Kindness Grocery Cooperative Dinner Gathering

July 17th, 2020

6pm-9pm

Guest List:

Name	Organization	Digital / In Person
Asya Abdrahman	KGC	In Person 🌟
Melissa Wang	KGC	Digital 🌟
Adrian Bello	KGC	In Person 🌟
Michael Collins	Everflux Tech	In Person 🌟
Eryc Emandu	Kijani Grows	In Person 👤
William M Palmer II (+1)	KGC Alt J Project	In Person 🌟
Ricardo Gomez	Industrial Design Prof @ SFSU	In Person 🌟
Amira Mohamed	One Family One Garden	Digital 🌟
Virginia Azimandias (+1)	Mech Engineer	In Person 🌟
Lady PheOnix	YESUNIVERSE	Digital 👤

Javaka Steptoe	Author/Illustrator	Digital 
Glenn Ellis	Bioethicists @ Tuskegee University	Digital 