

## Homework #1: Current Co-Op Interview Write-up

Team Name: Kapwa Tao (Artist Collective)

Team Members: Frances "Paru" Herrera-Lim & Leah "lei" Angela Sahagun

Interviewee: Heather Hoggans

Founding & Active Member of Arroyo Arts Collective in Highland Park Northeast LA

Interview questions:

Tell us a little bit about your co-op

What was the reason for creating it?

During your meetings with co-op partners, what were your record keeping practices?

Conflict resolution tools?

Practices, limitations, examples of termination?

What is your co-op's foundational documents? (examples of bylaws, business plans)

What is the financial model of your co-op? And its evolution?

What lessons were learned from other co-ops that didn't survive?

What do you do when you get tired? Distribute the work?

What skills are important to get the collective operating?

1. Report back one or more "ah-ha's" from the interview

Members of the collective, should have cohesive chemistry - and with a similar mission/vision.

Heather shared that majority of the work will be done by 2-3 people and that every one else was along for the ride. How can I make sure that the work is evenly distributed in our co-op?

Heather mentioned that the most successful shows included audience participation. What activities can we incorporate to implement such success?

1. Three questions that came up for you about starting a worker co-op from that encounter

One of the many reasons why this collective has lasted so long was because it was created during a time when the internet did not exist. What does our co-op need to implement to make sure of its success? Can a hybrid of non-internet related things be included to differentiate ourselves?

What exact roles and descriptive responsibilities are required?

What are ideal/successful fundraiser ideas?

What are the main differences between a collective and a co-op?

1. Brief summary

It would have benefitted us to have been a co-op instead of a collective.

“That’s why we have survived (for 30 years), be a village, be there for each other”

Regarding key roles to keep the operations alive - “you have to pay those people to keep them around”

Volunteers and volunteerism has decreased over time because regular volunteers had one full time job and on their spare time, they would volunteer consistently. Later on, volunteers became scarce because people had multiple part time jobs and did not have consistent timeframes to volunteer regularly.