

New Member Orientation



Welcome to the World of ICC

Introductions

!! Your name

🏠 Your house

? Why you joined the ICC

🏠 Share an experience or concern or any thoughts from this first week at your new house.....



What is a Co-op?

A co-op is an autonomous association of people, like you and me, who voluntarily unite to meet a common economic, social or cultural need. They do this through a jointly owned and democratically controlled business or association. Although co-ops are member-owned and managed---a significant structural difference when compared to non co-op enterprises---they operate and compete in a free market system and can fail or succeed just like any other business.



Common Characteristics

- USER OWNED
- USER CONTROLLED
- USER BENEFITS

Common Values

Self-help

Self-responsibility

Democracy

Equality

Equity

Solidarity

Honesty

Openness

Social responsibility

Caring for others

Co-op Movement Principles Today



- Voluntary and open membership
 - Democratic member control
- Member economic participation
 - Autonomy and independence
- Education, training and information
 - Cooperation among co-ops
 - Concern for community

University
of
Michigan
Credit Union

Types of Co-ops



Some Statistics

- 40% of the population of the U.S. belongs to a cooperative organization
- 120 million people in the US belong to coops
- Cooperative organizations contributed over 124 billion dollars to the US economy in 2007
- 800 million members of co-ops worldwide
- Over 50 million people in Europe
- Co-ops provide over 100 million jobs worldwide (more than multinational corporations)
- **The Inter-Cooperative Council has a total of 18 houses, with a total membership of about 550.**

The Rainbow Flag



*Twin Pines in a
Circle*

A Brief History of the JCC



- 1932 Michigan Socialist House
- 1939 ICC is born
- 1944 ICC becomes incorporated and we buy our first house
- WWII
- Post war expansion
- 1960's/1970's campus leaders in activism
- 1980's quiet
- 1990's more growth
- New Century

Member Rights In the JCC

- Members of the ICC can and should expect an **affordable**, **cooperatively and democratically run house** which is **clean and safe** and where **members are respected** and hold each other accountable for maintaining a strong, supportive and viable community.

With These Rights Come **Responsibilities....**

1. A personal commitment to your house and to the ICC
2. Paying your charges or fines
3. Doing your assigned work to help keep your house clean, sanitary and livable
4. Being supportive of house officers, but also holding officers accountable
5. Attending house meetings
6. Encouraging open, honest communication
7. Knowing what is going on within the ICC

8. Know what your officers do and how they do their jobs
9. Take the initiative when needed---step up to what has to be done
10. Help to keep your house comfortable and safe for everyone in it!
 - ★ Respect privacy, quiet hours
 - ★ Be aware of who is in your house
 - ★ Lock all doors
 - ★ Respect difference of opinions, styles, culture
 - ★ Use common household sense, meaning, don't overload circuits, turn off the stove, use fireproof ashtray on front porch, etc.
 - ★ Abide by ground rules of behavior and process for house meetings
 - ★ Abide by all pet rules per ICC Pet policy
 - ★ Work to resolve problems with respect, and when appropriate, with confidentiality and due process

Resolving Conflicts

- Informal Options
- ICC Referral and Expulsion
 - Emergency Situations



JCC Full Time Staff



JCC Services and Resources

- Front Desk Services
- Membership Services
- Education Services
- Financial Services
- Maintenance Services
- Coordinating and Advising Services
- Personal Truck use
- Use of Education Center
- Scholarships
- Key Cutting
- Tool Crib
- Merchandise

Ed Center

- Behind Luther House – 1520 Hill Street, across from “the Rock”
- Available for member use, ICC-sponsored groups and community groups.
- Need ok to use building for ICC-sponsored and community groups
- Reserve by calling the office or emailing icc.education@umich.edu



Scholarships



- Small scholarships are available each fall
- Need based
- Applications are available in September in the ICC office and on our website:
www.icc.coop

JCE Truck

- Truck is available for member use M-Th after 5 pm, Friday after 2 pm. Anytime weekends.
- \$5 for reservation and current IRS mileage.
- Members can check out for up to 4 hours at a time
- Need a valid drivers license and no more than 2 moving violations in the last 3 years.
- More rules....SR's 16



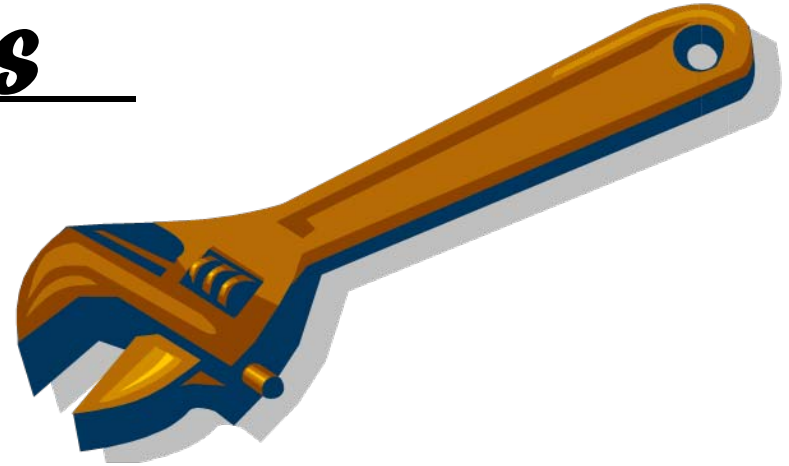
How To Get Things Fixed

House maintenance policies

Your maintenance manager

ICC-wide resources: tool crib, RFA's

Tools

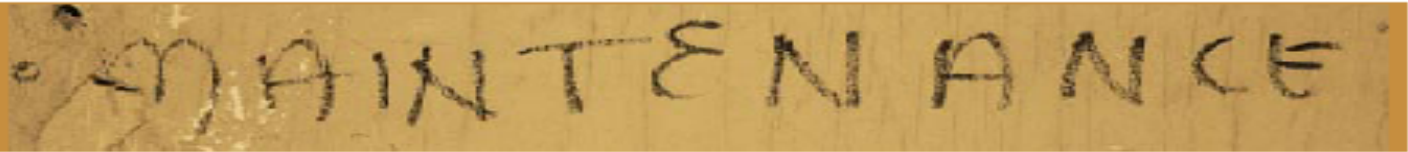


- ICC has the tools to get the job done.
- Kept in the tool crib at the office
- To check-out tools, contact the maintenance staff or call the ICC office

Maintenance Website

www.icc.coop under LIVE

Inter-Cooperative Council - Maintenance Web Page



ICC Homepage

Human & Physical Resources

	The People of ICC Maintenance		Request for Assistance
	Emergencies & Fire Systems		Tools & Truck
	Accounts & Contractors		Funding Guide

Informational Resources

	House Info		How-To
	Work Holiday Projects		House & Kitchen Inspections
	Groundskeeping & Waste Management		Move-Out / Move-In

ICC Structure

	Development Committee		Maintenance Committee
	Maintenance Policy		MaintCom: Proposals & Budget

Where Your \$\$\$\$\$\$ Goes

ICC Charges

- ICC Charges go to supporting entire organization
- Major expenses include:
 - ICC-wide Maintenance
 - Staff Payroll
 - Property Taxes, Insurance

House Charges

- House Charges support everything at house level
- House expenses include:
 - Food
 - Electricity
 - Heat

House Charges and ICC Finance Policy

- Your charges are due by the 1st of every month.
- Late fines(\$15) are assessed on the 5th of each month to any member who owes \$200 or more.
- Pay your charges to the House Treasurer in check or money order form. NO CASH. Don't forget to write your name on the check!
- ONLY under extenuating circumstances, can you pay your charges at the ICC front desk or finance office. Ditto for the finance mail box on the front porch.
- Checks should be made out to: ICC or Inter-Cooperative Council.
- You must have a balance of <\$100 by the end of your contract period or you will be charged an additional "high balance fine" of \$100. this fine will be taken directly from your shares.

Rebates and Assessments

- At end of each contract period (S/S or F/W), ICC compares amount spent to amount budgeted
- If amount spent $>$ amount budgeted, house is assessed and the difference is taken from shares of members during the contract period
- If amount spent $<$ amount budgeted, house is rebated and the difference is credited to accounts of members during the contract period
- Another source of assessment is from bad member debt

Two Examples

Owen House

Total amount budgeted:

\$5,000.00

Total amount spent:

\$4,000.00

Total members: 17

- This extra \$1,000 would then be divided amongst the members living in the house at this time and \$58.82 would be credited to each member's account

Michigan House

Total amount budgeted:

\$5,000.00

Total amount spent:

\$6,000.00

Bad Member Debt:

\$1,000.00

Total members: 17

- This \$2,000 deficit would then be divided amongst the members living in the house and \$117.64 would be assessed from each member's shares

Share Returns

- Shares are returned within 6 months after end of contract period
- Only International students returning home can get their shares before they leave. But they forfeit any rebate nor are they charged any assessment
- For S/S, contracts, shares returned by March 31
- For F/W, contracts, shares returned by October 31

What To Do If You Can't Pay Your Monthly Charges.....



Members with Debts

- **14.8.2 THE INITIAL POWER OF DECISION ON DEBT ACTION IS GIVEN SOLELY TO THE FINANCE COMMITTEE.** By the 15th of every month a member must have his/her balance under \$200 or have a payment plan approved by the finance committee. (23/07)
- **14.8.3 IN THE CASE WHERE THE FINANCE COMMITTEE DOES NOT APPROVE A PAYMENT PLAN, A HOUSE MAY APPROVE ITS OWN PAYMENT PLAN AT A HOUSE MEETING.** In that case, all individuals at the house are responsible for the potential bad debt. The payment plan approved by the house must include the potential per person charge for the bad debt. The finance department will fill out all payment plan forms with current debt and will list all the names of members and their potential individual liability. Meeting minutes, signed by the in-house president and treasurer, must be submitted with the payment plan form. (23/07)
- **14.8.4 PAYMENT PLAN RESTRICTION:** Plans must reduce debts by 50% within four weeks and reduce a member's debt to \$0 within eight weeks, including all intervening charges during that period. These rules may be modified with the approval of the finance committee.

14.8.5 THE ICC ACTS FOR MEMBERS IN PROTECTING THEM FROM ACCUMULATION OF EXCESSIVE DEBT. If the member does not pay by the 15th and the house does not file a payment plan, the ICC shall begin eviction procedures. If the eviction has proceeded to legal action, any costs shall be assessed to the member. The house member can stop this procedure by having a payment plan approved by the house or finance committee or by providing proof that the house will discuss the payment plan before the end of the month. (23/06) (23/07)

14.8.6 MISSED PAYMENTS: If a member misses a payment by more than three business days they shall be fined \$20 and the ICC shall begin eviction procedures. (23/06)

14.8.7 The ICC Treasurer will be responsible for follow up on payment plans

Board of Directors

- Governing body of the ICC, makes all final decision regarding the business side of the Co-op
- 1 representative (president) from each house, with one vote each.
- Operates on Kwunsensus
- VP of each committee sits on BoD without a vote
- General Manager also sits on BoD.

Committees and Teams

- There are seven standing committees
- Each governs an area of ICC operation
- Meet weekly or bi-weekly
- Have a VP that votes on CoCo and sits on the BoD
- Teams are less formal groups and are created based on a need or interest.
- No vote on CoCo and no seat on the BoD
- Current teams: Sustainability, SHRT, Tech, Web, CST

Standing Committees

- Maintenance
- Finance
- Education
- Diversity
- Development
- Recruitment
- Membership
- Coordinating Committee

How Decisions Are Made
In the JCC



How to Get Your Voice Heard
AND
How to Get More Involved