Think Young: How to Support New Leaders in Your Co-op

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Today’s Outline

• Introduction and Icebreaker
• Be the One Video
• Barriers and Solutions
• Creating an Action Plan (and CHF Canada’s)
• Closing Points and Evaluation
Defining “Young”

- Your grown children
- Students (college, university, graduate, adult h.s.)
- Professionals
- Young families

CHF Canada is focusing on co-op members under 30.
Icebreaker

• What role do young people currently have in your co-op?
Resolution 2: Youth Engagement Strategy (YES!)

THAT CHF Canada help housing co-ops support succession planning and the personal development of youth involved in the co-operative housing sector by developing, in consultation with regional federations and young co-op leaders, a comprehensive Youth Engagement Strategy (YES) to identify ways of engaging youth in an effective and dynamic way.
Resolution 3: Think Young

1. **THAT** CHF Canada member housing co-ops encourage young people to run for their co-op boards, boards of local co-op housing federations and other elected positions in Canada’s co-op housing movement;

2. **THAT** CHF Canada ask its member housing co-ops and federations to provide information to CHF Canada about the number of young directors on their boards of directors;

3. **AND THAT** CHF Canada report to members at the 2012 annual meeting about the number of young directors elected to the boards of co-ops and local federations.
Be the One Video
Be the One Reflection

• How could you be the one to reach out?
Barriers

- Communication
- Stereotypes
- Education
- Scheduling conflicts and other commitments
- Unclear expectations for board and committee members
Barriers

• Relevance
• Awareness
• Diversity
• Respect
• Trust
Solutions

Communicate!

Educate!

Empower!
Communicate

• Start a conversation

• Invite them to get involved

• Establish trust and understanding

• Let them know the responsibility and rewards of serving on the board
Educate

• Sit down one-on-one to explain things in more detail

• Offer training opportunities (workshops and courses)

• Share resources about co-ops and good governance
Empower

• Forget generational stereotypes
• Treat youth as equals
• Create a culture of openness and honesty
Goal Setting

• Inspires you to do the work required
• Might excite or intimidate you
• Is specific and measurable
Creating an Action Plan

• Identify the young members at your co-op that are leadership candidates

• Consider the main barriers and how to overcome them

• Allow your goals and vision for the future of your co-op to guide you forward
CHF Canada’s Action Plan

• In 2012 we will:
  – Encourage young co-op members to get involved in co-op governance
  – Share information collected about the number of young directors
  – Create a Youth Engagement Strategy for the co-op housing movement
Be the One

...to reach out and connect with young people.

The future of our movement depends on it!
My Co-op’s Think Young Action Plan

Getting governance right involves planning for the succession of boards at both the co-op and federation level. Young people, also known as youth, have an important role to play in this process.

The co-operative housing sector has been talking about the role of youth in co-op governance for a long time. Now it’s time to think about your own co-op’s plan to recruit new leaders.

Name: _____________________________________________ Date:_____________________________

Co-op Name: __________________________________________________________________________

**Determine Your Goals**

How many young people would you like to see get involved? In what way? Write down what you want to accomplish by “thinking young,” and why. For example, a resolution at the 2011 CHF Canada AGM specifically encouraged young people to run for the board of directors.

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**Identify Your Youth**

Who are the youth in your community? Decide which individuals you want to speak to and encourage.

_____________________________________________________________________________________

_____________________________________________________________________________________

_____________________________________________________________________________________

**Consider Barriers**

Check off which of these points are particular challenges at your co-op. Then decide which are the three most important to overcome.
- youth stereotypes
- scheduling conflicts
- unclear expectations for board and committee members
- communication
- abstract ideas
- relevance
- awareness
- diversity
- respect
- trust
- education

Barrier 1: ___________________________  Barrier 2: ___________________________  Barrier 3: ___________________________

Solutions

Are there any steps you can take right away to remove these barriers? Or are there things you can do to begin the work? Here are some ideas to get you started.

- review the way your co-op recruits new directors (method and materials)
- offer to mentor them during the first year they serve on the board
- consider different times and venues for meetings (coffee shops)
- share print and web resources about housing co-ops
- offer free training on good governance (board basics)
- say hello to youth when you see them (learn about their interests)
- ask youth how they feel about being a younger member of the co-op (what do they like? what do they dislike?)

Barrier 1

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_____________________________________________________________________________________
_____________________________________________________________________________________

Barrier 2

_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________

Barrier 3

_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________
Overall “Think Young” Vision

Imagine your co-op in 5 years. If barriers are not an issue, how would getting more young people change your community? Describe what you want to see and hear around the co-