

Karma Co-op 2004 Annual General Meeting

Dotmocracy Results

On October 25th 2004, Karma Co-op held its annual general meeting at Palmerston Library. Along with packed agenda, the members also participated in dotmocracy.

What is Dotmocracy?

Dotmocracy is a process where members post written proposals on a wall and then grade the proposals using dot stickers.

Here is an example proposal sheet...

To answer the question: _____; it is proposed...

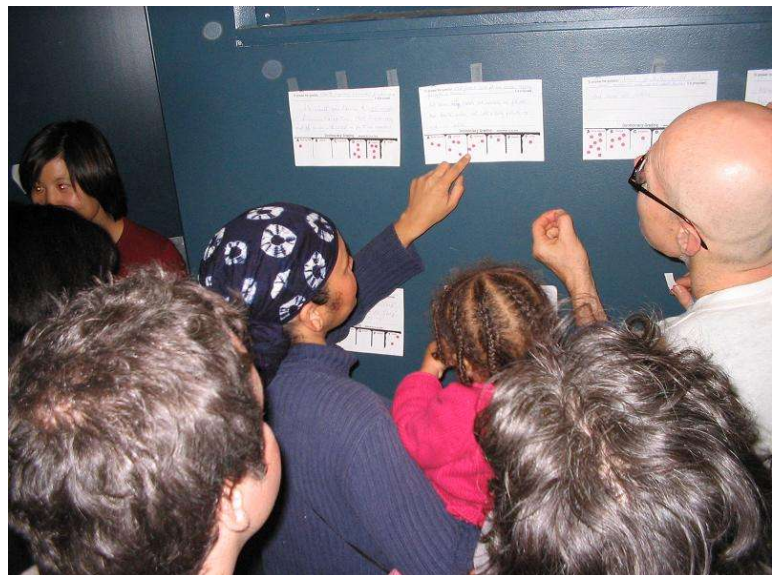
Karma should advertise in order to expand awareness of its philosophy and to increase membership. We need a budget to do this

Dotmocracy Grading designed by Co-op Tools

A Strong Approval	B Approval	C Acceptance	D Concern	F Objection	? Unclear
10 dots	5 dots	3 dots	1 dot	1 dot	0 dots

The Numbers

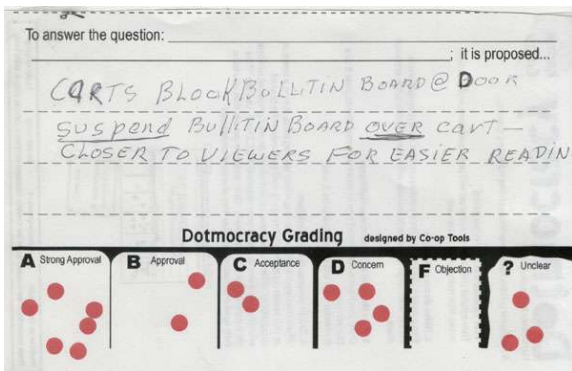
- **88** members were registered and present at the 2004 AGM.
- A total of **20** dotmocracy proposals were posted & graded, mostly during the **15** minute intermission break.
- **17** proposals should lead to at least board discussion or investigation.
- **11** could easily lead to action.
- About **6** proposals have united approval.



Detailed Proposal Results

Following are images of each proposal and their comments. Above each image is a paraphrase of the proposal in italic. Included is also an interpretation of each proposals that considers the dotmocracy grading, posted comments and its relation to other proposals, and some potential next steps to be considered by the board and GM and/or current related activities. The proposals are in no particular order.

1. Shopping carts block the bulletin board at the door. We should suspend the bulletin board over the cart, so its closer to viewers for easier reading.



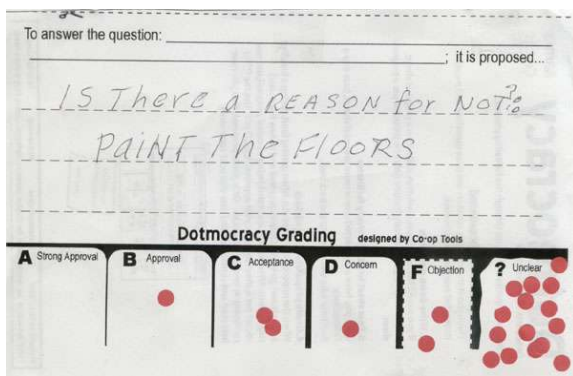
Interpretation:

The wording of the proposal was confusing for some people. While members probably agree that the carts do block the bulletin boards, they also have concerns about this specific solution.

Potential Next Steps:

Investigate options for making the bulletin board more accessible.

2. Is there a reason for not painting the floors?



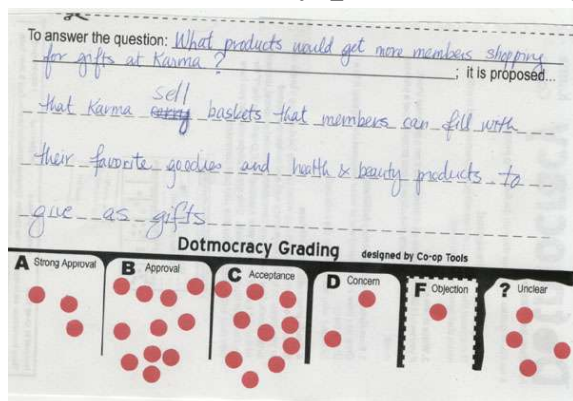
Interpretation:

The wording of a proposal as question in this context was very confusing.

Potential Next Steps:

Clarify with the general manager what the plan is for the store floors.

3. To get more members shopping for gifts at Karma, it is proposed that Karma sell baskets that members can fill with their favorite goodies and health & beauty products to give as gifts.



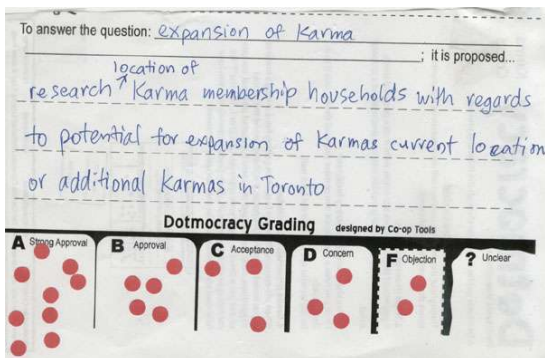
Interpretation:

Members generally approve, but not very enthusiastically.

Potential Next Steps:

Present idea to the General Manager.

4. There should be research of the location of Karma membership households with regards to potential for expansion of Karmas current location or additional Karmas in Toronto.



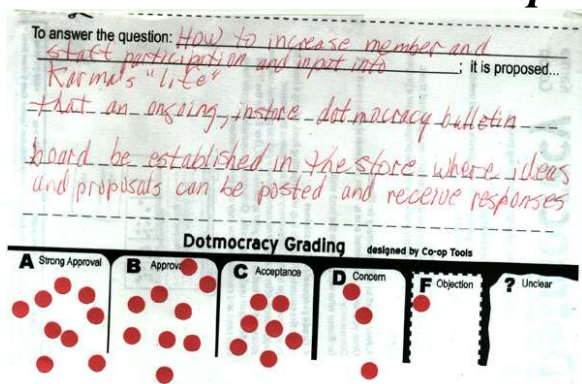
Interpretation:

There is strong approval for doing member location research as part of an investigation in to the potential for location expansion. There is a small minority of members with concerns and objections.

Potential Next Steps:

Present the idea to the business planning committee.

5. To increase member and staff participation and input into Karma 'life' it is proposed that an ongoing, in store dotmocracy bulletin board be established where ideas & proposals can be posted and receive responses



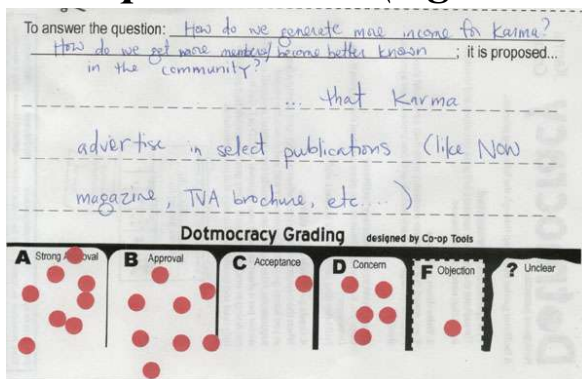
Interpretation:

There is almost full united support for this proposal.

Current Action:

Based on a Business Planning Committee request, the General Manager is investigating potential locations and design of a permanent in-store dotmocracy wall.

6. In the aim of generating more income, getting more members and becoming better known in the the community, Karma should advertise in select publications (e.g. Now Magazine, TVA brochure)



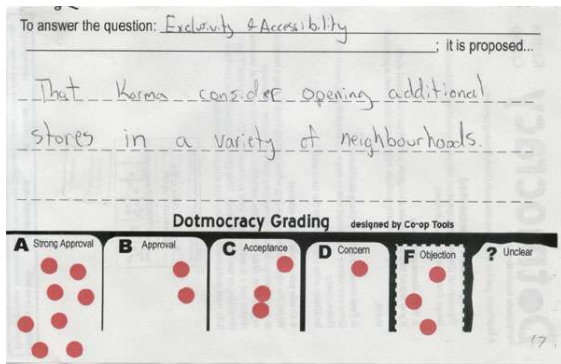
Interpretation:

While there is strong support for this idea, there is also a lot of concerns. Considering the lack of objections to similar proposal #8, it's likely that the specificity of publications like Now and the TVA brochure, may be the source of concern.

Potential Next Steps:

See proposal #8.

7. Karma should consider opening additional stores in a variety of neighbourhoods.



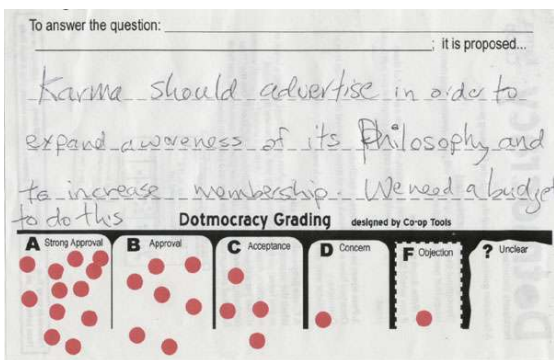
Interpretation:

While there is strong majority of approval, there is also a considerable objection.

Potential Next Steps:

Move forward with research described in proposal #4 but avoid any commitment to the idea.

8. Karma should advertise in order to expand awareness of its philosophy, and to increase membership.



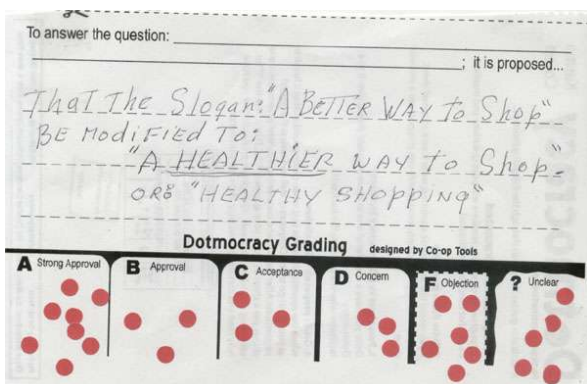
Interpretation:

Strong and united approval.

Potential Next Steps:

Work through the promotions committee to consider effective and affordable advertising options.

9. The Slogan: "A better way to shop" be modified to: "A healthier way to shop" or "Healthy shopping."



Interpretation:

A lot of objection.

Potential Next Steps:

None suggested.

10. *Karma should develop a 5-year business plan.*

To answer the question: SHOULD WE HAVE A BUSINESS PLAN?; it is proposed...

Karma should develop a 5-year business plan.

Dotmocracy Grading designed by Co-op Tools

A Strong Approval	B Approval	C Acceptance	D Concern	F Objection	? Unclear
18 dots	12 dots	8 dots	0 dots	0 dots	0 dots

Interpretation:

United strong approval.

Current Action:

The Business Planning Committee is moving forward with their initial research to inform a 5-year business plan. This research will most likely included information gathered through an in store dotmocracy process (see #5).

11. *Karma should post its history on our website.*

To answer the question: _____; it is proposed...

That Karma post its history on the website.

Dotmocracy Grading designed by Co-op Tools

A Strong Appr	B Approval	C Acceptance	D Concern	F Objection	? Unclear
18 dots	12 dots	0 dots	0 dots	0 dots	0 dots

Interpretation:

Very enthusiastic approval.

Current Action:

Documentation and contact information for long-time involved members is being collected to support work towards this goal.

12. *To address the issue of Graffiti on the wall, we should invite & pay a local artist(s) to paint a "Co-op Mural" with the history of Karma on our alley wall.*

Comment: "Let's use member labour instead of paying for an artist."

Comment: "Wouldn't it be quickly covered by graffiti?"

Comment: "Do the mural as a community arts project (members + artists)"

To answer the question: of Graffiti on the Wall; it is proposed...

that we invite + pay local artist(s) to paint a "Co-op Mural" with the history of Karma on our Alley Wall.

Dotmocracy Grading designed by Co-op Tools

A Strong Approval	B Approval	C Acceptance	D Concern	F Objection	? Unclear
18 dots	12 dots	8 dots	4 dots	0 dots	0 dots

Let's use member labour instead of paying for an artist

Wouldn't it be quickly covered by graffiti?

Do the mural as a community arts project (members + artists)

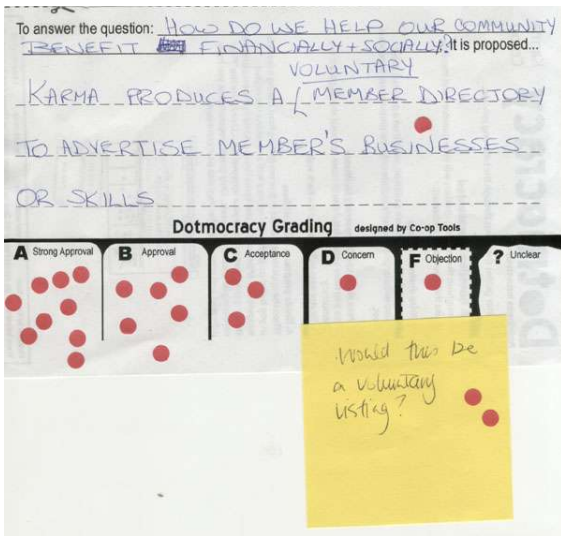
Interpretation:

While there is united strong approval, there are some concerns that may be addressed by using member labour.

Potential Next Steps:

The wall has been recently painted a flat green. The general manager may consider a mural in future.

13. Karma can help its community benefit financially & socially by producing a voluntary directory to advertise member's businesses and/or skills.



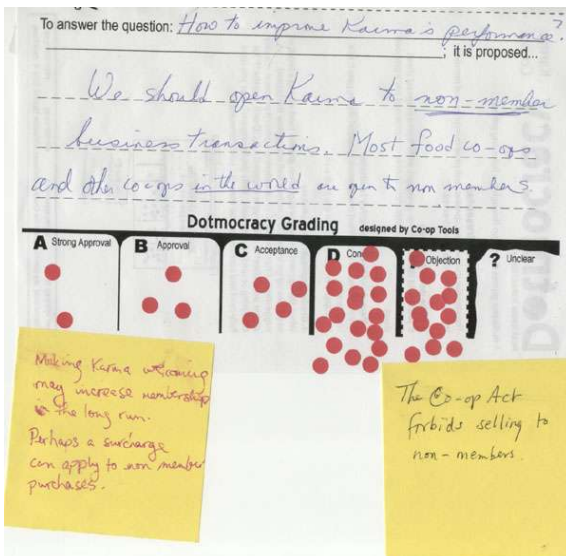
Interpretation:

Quite strong approval.

Potential Next Steps:

The board may discuss this as a potential new project for 2005.

14. We should open Karma to non-members.



Interpretation:

United objection.

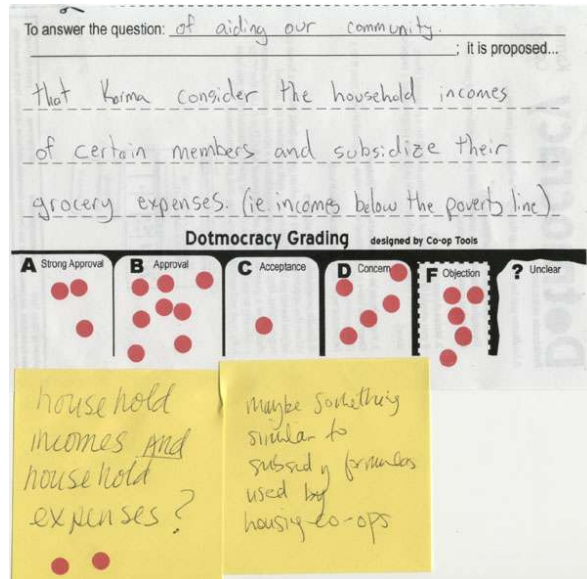
Potential Next Steps:

No plans.

15. To help aid out community, Karma should consider the household incomes of certain members and subsidize their grocery expenses (i.e. incomes below the poverty line).

Comment: "Household incomes and household expenses?"

Comment: "Maybe something similar to subsidy used by housing co-ops"



Interpretation:

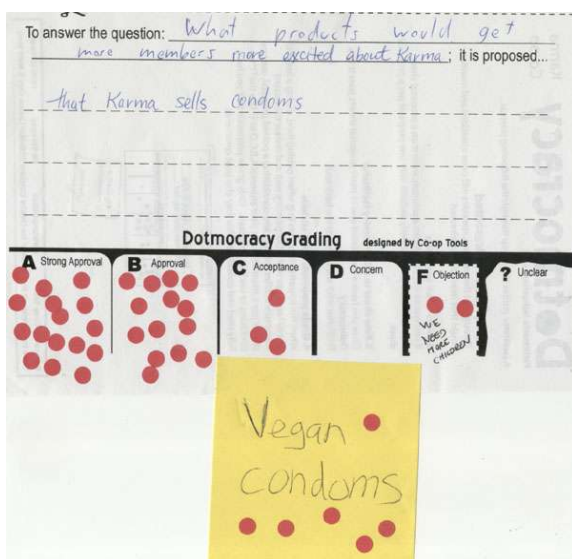
Members are polarized for and against the idea on subsidizing grocery expenses for low-income members.

Potential Next Steps:

Investigate other approaches to addressing the goal of aiding struggling members of our community.

16. Karma should sell condoms.

Comment: "Vegan Condoms"



Interpretation:

United approval - the two objections are a joke from a couple who "need more kids".

Potential Next Steps:

The General Manager will consider the option of selling condoms.

17. Karma should sell biodegradable dog-crap bags.

To answer the question: _____; it is proposed...

KARMA should sell biodegradable dog-crap bags.

Dotmocracy Grading designed by Co-op Tools

A Strong Approval	B Approval	C Acceptance	D Concern	F Objection	? Unclear
8 dots	1 dot	2 dots	0 dots	0 dots	0 dots

Interpretation:

This proposal was added later and thus it has a lower number of dots, but it seems to be a popular idea.

Current Action:

Starting November Karma now sells biodegradable bags that can serve this purpose.

18. To increase membership Karma should set-up a table at neighborhood craft and community fairs (e.g. Seaton Village, Bloor St. Fair). Side note: I would have joined a long time ago if I knew I could be a non-working member.

Comment: "The promotions committee already does this – at least at the recent alternative food expo".

To answer the question: How to increase membership; it is proposed...

Set up a table at neighborhood craft & community fairs - e.g. Seaton Village, Bloor St. Fair

(I would have joined a long time ago if I knew I could be a non-working member)

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A Strong Approval	B Approval	C Acceptance	D Concern	F Objection	? Unclear
10 dots	10 dots	1 dot	0 dots	0 dots	0 dots

The promotions committee already does this - (at least at the recent alternative food expo)

Interpretation:

General approval.

Potential Next Steps:

Support and push the promotions committee to present at future community events.

19. *Karma should increase education on co-operatives: the co-operative movement and the co-operative sector.*

Comment: "We should also include the subjects: social justice; radical politics."

To answer the question: _____; it is proposed...

*That Karma increase education on
Co-operatives; the co-operative movement +
co-operative sector*

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A Strong Approval	B Approval	C Acceptance	D Concern	F Objection	? Unclear
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*We should also include the subjects:
- social justice
- radical politics*

Interpretation:

Very united strong approval.

Potential Next Steps:

The board will investigate ways we can better educate our community and the public about the co-op movement.

20. *Why not remove the shopping cards?*

Comment: "What about reducing the number of them, if we don't need as many?"

To answer the question: _____; it is proposed...

WHY NOT REMOVE THE SHOPPING CARDS?

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A Strong Approval	B Approval	C Acceptance	D Concern	F Objection	? Unclear
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How about reducing the number of them if we don't need as many?

Interpretation:

Some strong concerns.

Suggestion:

Investigate the shopping cards issues with the General Manager.