

Season 10, Week 14 Dec 10, 2012 - 4:24pm

I can't believe the season is almost over! One more week, ya'll. Here's a quick calendar for you:

12/17: LAST DAY of Season 10

12/21: deadline for re-subscribing for Season 11.*

12/24 & 12/31: BREAK weeks (no bread)

1/7/2013: FIRST DAY of Season 11

*Thanks to Harriet, Yolanda, Anthony, Shanika, and Beth for making re-subscription phone calls to members. Everyone else - if you receive a call from one of these folks about re-subscribing, please call them back! :)

Let us know if you have any questions, suggestions for Season 11, or need extra bread on the 17th to get you through the break! Love, Noah



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Bread Uprising Happenings

Things we did over the past week:

- Bakers had a great opening conversation about working agreements, facilitated by Aya. We talked about what we like & don't like about the space, working together, and health/body aspects of the bakery. We made collages about what brings joy into our lives & wrote poems about our strengths & areas of growth.
- Vended at The Durham Nutcracker this past weekend. Baked cookies as part of our holiday baking.

Things to come:

- This season is almost over! See the opening letter for more details about resubscriptions.
- We are in the midst of our holiday bake sale. Please help publicise! If you want to order cookie boxes, stollen, or cranberry orange mini-loaves, please let us know.
- This Friday evening, we'll be vending again at The Durham Nutcracker! If you're able, come see the production whose cast includes bakery members Bailey and Kevin performing, and Wanona as producer.

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Community Events

Community Discussion: "The Queer and the Broke," with The Lavender Kitchen Sink Collective on the Intersection of Gender, Race, and Poverty

When: THIS WED, 12/12, 6-8pm

Where: Durham Solidarity Center (331 W. Main Street, Durham, basement conference room)

What: A discussion on the impact of poverty and underemployment on women, gender-nonconforming people, and communities of color.

The Bentley Mode Listening Party with poet/musician Shirlette Ammons

When: THIS WED 12/12, 8pm

Where: The Carack, downtown Durham

What: Listen to Shirlette's solo album "Twilight for Gladys Bentley", followed by music by artists who exemplify "Bentley Mode." Mature audiences only (explicit lyrics). Admission \$1.

Against Democracy with Peter Gelderloos

When: THIS SAT 12/15, 7-9pm

Where: Internationalist Books, Chapel Hill

What: Visiting writer shares personal experiences with models of non-hierarchical organizing from recent mass movements in Spain.

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What We Baked!

El Pan de la Semana

Whole Wheat/ Pan Integral (840g)

OG Whole wheat bread flour (55%), Water (36%), Canola Oil (3%), NC Honey (3%), OG NC sorghum molasses (1%), Salt, Yeast.

Pan de Mesa (746g)

Water (41%), OG Unbleached 14% Bread Flour (31%), OG Unbleached All purpose flour (27%), Salt, Yeast, Love.

Blueberry Muffins (540g/6)

Organic whole-wheat pastry flour (27%), Canned NC peaches (17%), Hillsborough blueberries (15%), Canola oil (12%), NC honey (12%), Organic yellow cornmeal (6%), NC pecan milk (6%), Dried NC peaches (2%), Baking powder, OG apple cider vinegar, baking soda, salt.

Panadería 'Bread Uprising' Bakery

breaduprising@resist.ca • www.breaduprising.org

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Co-ops & Our Structure: a report-back by Noah, with notes from Tim

Last month, Tim & I met with a lawyer named Thomas Beckett. He lives in Hendersonville, NC and has been working with cooperatives on legal questions for many years. This meeting is part of the conversations the Bread Team has been having about moving Bread Uprising to a cooperative legal structure. Important take-aways from the meeting (see below for more detail):

1. LLCs are probably the best option for us.
2. We need to make sure we prioritize the things that are important to us (like living wage) in our structure.

Some options for structure:

- Corporation: grew out of British law (East India Tea Company) as a technique for assembling large amounts of capital. Major benefit is that owners/investors are not liable if something goes wrong. Rigid structure: have to have a board of directors. Purpose is to make money/profit.
- LLC (Limited Liability Corporation): Owners don't have liability (same as corporation) but has more flexible governance structure. In addition, purpose of LLC is set by members. The only issue is there's not an easy template for creating a cooperative LLC – this is in the works though.

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- Partnership: this is our current legal form. Problem is that every member/owner would have to be added as a partner (very cumbersome) and all member/owners would have to take on liability.
- NC does not have a “cooperative association” legal form. Purpose is to meet the needs of members.
- “Policy governance” model: a board (or other governing body) sets policy but workers or managers do day-to-day work. (Seems similar to what we have now – Bread Team visions, bakers have autonomy within that over day-to-day work). Governing body would include both “workers” and “consumers”.

Key questions to create a co-operative legal structure:

1. What is this “business”? What is the purpose of this “business”?
2. What are the boundaries of ownership – how does someone become a member/owner?
3. How do owners govern the “business” (governance = guiding the overall strategy/purpose)?

Money, assets, and resources – some suggestions:

- Cooperative model is about building community resilience and wealth – it is generative rather than

extractive.

- Importance of worker/member/owner buy-in being significant – so that it's a psychological investment. Also shifting to a cooperative mentality from an individualistic one.
- Make sure the money is working out: cooperatives from the 70s that didn't watch their bottom-line didn't survive. Those that did were able to continue with their mission.
- Need transparent process for managing cash.
- Wages/pay need to be a top priority – if we say we want a living wage, need to plan for that and not just leave to see if there is money “left over”. “Working capital” also important - try to keep 6 months of expenses in bank.

Youth Organizing Institute: a call for support from Elena Everett

Haiku for NC HEAT (NC Heroes Emerging Among Teens)
Young hands, hearts, and minds
Know the future they deserve
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Every year our school budgets shrink while our prison

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YOI is a popular education and leadership development program for teens & high schools students. We provide trainings to help youth people understand the policies that impact them and also how to organize to create change. In the past 3 years, over 50 Triangle teens have participated in our trainings and we've helped mobilize hundreds more to speak out against racism, school re-segregation, to challenge the schoolto prison pipeline, and to make schools safe for LGBTQ youth.

This year we will join with others to:

- Call for a MORATORIUM on Out of School Suspensions
- Just Say No to Privatization of Public Schools
- Put the Brakes on the School to Prison Pipeline

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