

# 06-22-2025 "Leadership and Accountability" Breakout Group Meeting

## Spokescouncil Meeting - Date: 06-22-2025

### 6.22.25 Leadership & Accountability Meeting

#### AGENDA:

##### 1. Names & cute weekend

- Johnny update
- Leadership structure : integration of spokes council with “leaders” (Point People) and how they related to one another
  - We need point people for LL
  - But also spokes people need real power
- Lease Stuff — power dynamics & pain points
- Johnny In-Person & more lease stuff
  - Pitfalls: RENTALS and liabilities
  - Fiscal Sponsorship
- When we step out of this meeting what do we want:
  - How general spokes relate to steering spoke?
  - Gets us through emergency period > without gaining long term weird power
  - Like a sunset clause into it > 6 months later, the proposal structure document of structure must be edited
- Would General Assembly style replace spokes council after a while of building trust and moving again?

Tomorrow:

- Break into 2-3 groups to draft a proposal (using “Katelyn’s” document as a template)
- Go through spokes proposal decision making process
  - Friendly amendments
  - Discussion questions etc
  - Synthesis
- OR ppl self-select into a “proposal committee”

Page wants to know what the steering element is of the structure “spokes council”

- Concerns about certain material things in the space that need to happen : RENT, repairs, rentals, programming, communications
  - Is the spokescouncil ready to take on all those tasks?
  - So idea is to have SPECiFIC POINT PEOPLE (TITLE) so that they can commit to keeping up that work so that it doesn’t fall through the cracks to keep the reproduction of space moving forward
  - Meanwhile spokes council needs to have real power
  - >> How to integrate those TWO important aspects, during nascent transitional phase

UPDATE: Briar: “Admin Collective” > steps away from any language we’ve used in the past, highlights “collective” nature; highlights un-sexy necessity of important admin work, without being called “leader” or anything like that

- Brooklyn “Leader-ful” rather than “Leader-less” > distinct from being “in charge” without making decision > all this shit needs to be done, anyone can do it, but you gotta commit to doing it

- Being on ‘directorship’ > there would be areal split on decisions > ie calendar access > taking away things without real reasons only breeds resentment > invisible power defaulting to what Matt wanted because we weren’t able to come to an agreement >> so if half of directorship disagrees >>> what DO WE DO?

= a void in That process > exhaustion

= sometimes you simply need to make a decision

“Admin collective” > you have specific tasks, 9 people doing 9 specific things, (Odd number so no ties) > feedback, digesting decisions > spokes council to have feedback “tickets” to give anonymous feedback

- Spacewide deacon made : voted on spokes council > ie keeping office hours > “how’s this going” about each decision that is made? = report backs for any kind of proposal at each meeting other explain how it’s going, other feedback on how it’s actually going

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## Meeting with Dino:

- Everything hit in message from Vanessa
- Tried to gently propose everything to LL without seeming like we are in crisis
- Johnny's dad is sick > might have to move > feeling out how llc would work (no:
- LL wants to keep the status quo as much as possible
- Matt self indemnify is ok
- Add Vanessa is ok
- Longer term: would be open to reassignment, but it's just so early in the 10 year lease
- LL Don't want instability
- Indeterminate amount of time: lease arrangement: Matt indemnify, Add Vanessa
- Concerns about basement and kitchen
- Insurance things that might change, nothing devastating but could change
- >> agenda item for Monday: BASEMENT CLEANUP!! Due in 6 weeks
  - Shelving too close to pipes easy fix issue
  - The hole front area where there aren't 3d printers etc but just "stuff" everywhere is fire hazard, things we 've talked about getting rid of
  - Collective cleaning day
  - LL will be redoing steps anyway
  - >> we can make a group to figure it out, not time on Monday meeting to discuss further
- NO EMERGENCIES >
- July is paid: that will come out of the total money that we are being given as part of 3-month seed money runway

## Fiscal sponsorship: Tyler EVLoves is a organization that gives us the meals for food pantry

- 5 yrs relationship

- They help out a lot
- Johnny knows Tyler for a long time: seems like he'd be down
- Initial transfer of funds 5-6% > 585 would lose a couple thousand \$\$ > \$1-2k fee to EVLoves
  - QUESTION: 4200 x 3\$
  - WG \$6-7k >> should not be part of runway money
  - CSA \$4k
  - PANTRY GRANT QUESTIONS: does the fee take away from grant money?? (Sarah says \$5000 left has to be spent this month) > should not be part of runway money
  - Any money raised "for the space" should not be considered as part of the runway money that Matt mentioned
    - > LOOSE AGREEMENT : NEEDS TO BE HASHED OUT MORE DETAIL ABOUT WHAT MONEY IS INCLUDED AND WHAT ISN'T

- Negotiate a separate bank account
- QUESTION: fiscal sponsorship:
  - Autonomedia is a rare situation, subsidiary, WB “owns” autonomedia > we are under their nonprofit umbrella
  - Tax filing > WB is separate from Autonomedia > separate from farm share
  - Personal relationships: level of trust with Autonomedia
  - Makes WB part of a non profit??
  - What is the point of being a subsidiary of another nonprofit in this autonomedia model?? : needing a bank account that was not entirely attached to someone’s personal finances > how to get debit cards > old bank account had very few permissions > “Teen bank account” asking every time you needed to withdraw
- So need to suss out what EVLOVES is open to
- There are initial set up fees (\$100s, not too big setback)
- Briar: would like 585 to become an organization with our own financial history, credit history, relationship with financial institution > setting that in motion, having our own bank account, more flexibility moving forward (501 c3)
  - Does Matt money need to be tax-deductible ? Yes, that is required
  - RAFT > “you can’t take funds from a charity bank account and move them to non-charity w/o penalty”

### **Lease as relates to leadership / structural stuff: LIABILITY**

- Vanessa and Johnny on “Admin Collective”
- “What’s going in upkeep and programming”
- Insurance policy: haven’t looked at it yet: Andy in insurance will look over to make sure it protects us
  - **Lots of children party rentals**
  - **Parents sue quickly**
  - **Make sure we are protected**
  - **Event insurance per event \$30-100 can be padded into rental fees**
  - **Make sure that rentals are covered by insurance >> Vanessa is corresponding with Andy to make sure rentals are covered**

### **How to create structures that integrate with “admin collective” & “spokes council”**

- Avoiding “director” and “leader”
- Ppl committed to material reproduction of the space > make sure the space is supported so that it can exist
- Ash: clear idea they would propose, doesn’t want to edge out other models if other people want to put concrete ideas forward:
- Iris: once we have defined roles, we send them out to the working groups, ppl can start to self identify, voting process for roles? (IWW point of reference / experience > delegates voted yearly)
  - Idea is that roles should change hands

- Briar: tow bicycles wheels: admin council & membership council
  - Switch wheels in metaphor:
    - Admin wheel is the rear power wheel keeping the rotation moving, keeping bike moving
    - General membership is front wheel > steers the bike! > they have empowered admin to power the bike on their behalf
    - Admin council then meeting on its own to discuss reproduction > they have representative to go to WG to discuss admin stuff > they are the only spoke with veto power > but everyone else has 2 block power
      - But if there is sa specific concern about FINANCES or LIABILITY > THEY CAN VETO
      - But it has to be JUSTIFIED
  - On the other end: general spokes are the ones empowering the admins to be able to
    - They can send direction to admin on how they want to handle schedule for now on, but admins are still DOING it
  - QUESTION: WHAT HAPPENS FOR SPLIT MOMENT DECISION EMERGENCY: (bc proposal meeting are only monthly)
    - WE don't have emergency council bc stepping on Matt's toes
    - We need to define what we do in emergency situations: for now, that's up to the admin council
    - So like: if someone is storing a bunch of furniture in the space, or someone is threatening people > a decision on the fly > that would be in the domain of the spokescouncil
      - We don't have a way to make that decision yet
      - But Johnny thinks he should be able to make that call since he's on the lease
      - Admin collective made of various spokes: Liability Collective could enforce rental agreement or something more emergency oriented
        - Johnny: concern about a EMERGENCY threat
        - Natalie tired to mention: discomfort with vagueness of decision making around stuff like this"
          - We should come up with a list of examples of NON STARTERS to make the lease holders to feel safe
          - (Electric)

- Lease holders are by extension admin collective > we have to trust that there must be immediate action when safety and direct liability are involved
- Things that threatened our fiscal sponsorships
- >> COME up with this list of NON starter items
  - Things that can be brought up at later spokes meetings
  - These are very serious decisions daily
  - There are joyful decisions that can be better > ie grill: one person in the space decided that there should be a grill in the space, but some random person just bought it and brought it > disorganized now
  - We can always circle back to HOW a decision was made and try to correct when a decision feels bad
- natalie: in finance, after the super bowl looking at \$400 purchase > 2- six foot sandwiches ? ?? it was this fun thing. >> example of a kind of thing where how do we set a collective rules around those kinds of things : Super Bowl sandwich should not be a unilateral decision
- “Liability Spoke” function as EMERGENCY COMMITTEE: SOME group of people that responsible for calling shots, tap or show up to deal with the guy on the couch

threatening people

- “Liability committee”  
should just be lease  
holders?
- Someone with some legal  
experience should please  
join that to please give  
some guidance on that
- Johnny: V and J and Maybe  
D as lease holders kind of  
permanent
- People on finance: Calvin,  
Dora, Natalie > kind of  
permanent, some room for  
turnover, but MUST have  
training > “long term”  
rather than permanent
- Grants
- Programming
- Two people: trainable
- NO group should have 2  
people
- No group should be too big
- 2-3 ppl per group

- Rentals
- Programming
- Grants
- Finance
- Liability committee

- Ash: picture in notes: wheel metaphor:
  - Admin council wheel:
    - Contains all th things we talked about
    - Has POINT PERSON COMMITTED TO DOING THAT  
ROLE SO NOTHING FALLS THROUGH CRACKS
      - THEN there are support people on those  
committees, and these people come from  
SPOKES COUNCIL

- So that there is spokes council oversight for the people who are “point person”
- eg: fi admin council is made up committees: has bottom liner person > they have oversight from WG people who are representing WGs within that committee
  - These decisions on a daily basis
  - No one is alone, there is always help to make those decisions
  - Spokes council continues to meet every month: WG’s
    - People who are coming out of WGs into committees should be self-selecting as a group of people who want to be in rotation of trying out a bunch of different things and roles so they can support the point person in that role for some time, but the self selected group can choose to go through admin roles > general competence goes up > accountability goes up > no one forced into that role
    - VOTING: for the interim: might be a little slow for these bottom liners > should be ppl who know they have CAPACITY, EXPERIENCE > voting might be a small group of people > we don’t know everybody, someone might feel like they can do a job, but maybe not



- Voting can also be popularity context
- Point people get a review every 6 months
  - Wanna keep going?
  - You're not suited to the role
  - > mechanism to swap out into a new person who has built up trust and experience

- Iris: Comms example vs Locations: it's depending on who is willing to show the fuck up to do the work
  - So committees might need to be bigger for some committees vs other depending on needs
  - MENTORSHIP needs to be a big part of this
  - There are certain elements of model : ideals for long. Term that might not help (voting on every role right now)
  - Examples in explainer document about what is "proposal" spokes council meeting decision vs Admin Collective decision
    - Unilateral decisions can still come under review at meetings

- More openness to do stuff w/o decision making bureaucracy
- But also feedback and mentorship
- JohnnY: how does programming :
  - Admin council role: hash out points of unity and partnerships
    - White ness, cis-ness > programming can reflect that: deter others
    - Ie friend who wanted to do narcan training: how to make the. Space feel more welcoming to different populations
    - Opening dialogues
    - Not just optics, but real training for people to help community
    - How do we position woodbine to have more to invite broader community to come?
  - PROGRAMS: SIGNAL THAT PPL INVITED : BUT WITH REAL BENEFITS
    - Relates to liability, rentals, points of unity
    - So its part of admin collective
- Briar: want us to be explicit about power relationship between admin collective and wg spokes with exception of liability committee
  - All the rest of spokes of admin collective are empowered by general collective >. That means general collective is shoeing to give this power or REVOKING that
  - If Geneal collective doesn't like it, they can add demands
    - Ie. Demand more black programming from programming committee
    - +>>> therefore, programming must be more aligned/ in tune with Liability, Points of Unity, etc !!
    - Programming can handle the heat of disagreements about "where does programming actually come from?" Not unilateral addressing more broadly
      - PAIN POINT: Other groups have to get permission
      - So having a programming committee would help with that clarity
      - JOHNNY: there's been an understanding in the past about our points f unity that are written on the website, that new people have not read, that expressly expresses an ideological line > that's why Matt and Andy do the programming , so that's how the space has always been
      - Now that we don't have that unity
      - It's unclear where that's happening
      - So there's a break out group that's "four random people" > but it's a clarity of 400 people > so how do you get people on the same page > it's not something we have membership with

- Developing points of unity in a break out group: is that really gonna represent “the community”
- Reflect on the full history of who has been pushed out
- SO WHAT IS A DIFFERENT WAY OF DOING POINTS OF UNITY THAT HONORS HISTORY AND WHY PEOPLE DON'T WANT TO FOLLOW THAT HISTORICALLY : ESP TRANS, FEMME, BLACK FOLKS NOT FEELING WELCOME
- J: I think every iteration of WB has had those people
- There was an explicit line against identity politics > but tacit cultural stuff > would love to identify it
- It's very different now: J point me to where I could be wrong / points of tension:
- V: ABC NO RIO: document; each wG has a charter!!
- So for food pantry : the order something runs, onboarding ,volunteers
- Etc so how everything gets run, everyone agrees on it
- MISSION STATEMENTS; They can be simple:
- What they are
- What they're not
- POINTS OF UNITY wishlist: an autonomous space thats qt bipoc > that feels disingenuous > do not do this
- V: love the similar bike pitches > I would feel safest
- With finance spoke collective : Dora Natalie Calvin all involved, 3 is a good number > in your number, C is driver for food pantry and basement, N is CSA, D is kitchen > So that makes me very safe as a lease holder ! So we don't have to micromanage this > so V feels really good about that > so with the ADMIN COLLECTIVE I WANT TO SEE MORE PEOPLE THAT I TRUST AND WORK WELL WITH
- And then we can have new people move in later in like 6 months 2-3 months
- 6-month review of bottomliners > rotation of the other people not materially necessary to making the space run smoothly
- N: we have a personal relationship: so someone i've met only twice, maybe they also have make charter doc
- V: feel safe if I had a not lead role! I can be in liability, comms, I want to know more about fundraising > but FALL > I do NOT have time for this stuff and can't take this added responsibility > I don't want to be seen as taking power
- A new pain point: that Directorship I thought was a closed situation > was open if you dm'ed a certain person
- NEEDS TO BE CLEAR HOW TO GET INVOLVED IN THE ADMIN COLLECTIVE

- IF YOU WANT TO HELP, HOW DO YOU GET ON-BOARDED
  - People with super helpful backgrounds (therapists, legal, etc)
  - If we don't vote the point people in, how?
  - I think for now, who's been grandfathered in by DOING THE MOST WORK on the space, on the spokes council > we need to steer ship through the next 6 months!
  - Fill all those roles with redundancy with those people
  - Ash: Those of us who've been around longer to pick roles and present it to people as an interim thing to get things going : as proof on concept, iv'e been staring this meetings, and people seem cool with it and know it needs to happen and know it's not a permanent thing at all
  - So the point people for rentals for example: we have a bottom linter: and then we have supports, that are just parts of the general community that would be showing up at meetings "as representative" by proxy of just showing up
  - We WANT PEOPLE IN ADMIN WHO ARE ACTUALLY PART OF THE SPACE / WGs
  - How to onboard people into that working group: do research if there are conflict around spokes council
  - Clear onboarding and outboarding > how to get removedBE CLEAR ABOUT ROLES AND EXPECTATIONS AND HARDLINE AND CLEAR TERMS OF MAINTAINING ROLE
- IIN A CHARTER: if you don't fulfill role, you will be asked to leave, it's ok, you can come back later
  - I: admin council: back tire: this is going to be a signal chat with pp from different admin groups making decision as they come up
  - Not every emergency needs everyone's decision
- le roof  
leaking:  
does  
program  
ming  
person  
need to

know  
about  
roof leak

- But  
locations  
committ  
ee is the  
one  
choosing  
how to  
stop the  
leak
- Sussing  
out what  
needs  
group  
decision  
or  
doesn't

- So like if there was a \$\$ high ticket rental, they would be in
- N: idea of coordinators: that there would be communication, publicly,  
how decision went down, so conflict isn't siloed
- HARD THING ABOUT SIGNAL CHATS: STRIKING balance of transparency,  
relevancy and clutter and open communication
  - How to NOT mute the chat forever
  - Admin council needs to be accountability
  - >> talk about signal chat etiquette / expectations
- V: if someone were to text group chat / tell me directly, hey the door handle is  
broken : "liability issues" : my first instinct is to call people and run over with my  
power drill and the people constantly fixing the space
  - Change code every 30 days
  - I would make executive decisions to handle situation > and then make  
sure all WGs have new access information
  - >> SO yes that seems like a fine way to act and make a decision
  - Not ambiguous what the function of a door handle is
- I: revisit CHARTERS and individual committees on admin collective: they have been  
empowered specific to charters

- IE location: do repairs, expense those repairs,
    - So anything that falls within that charter, they can do without consulting anyone else
    - So instead of MOU's can the charters be signed off on in the groups?
      - So the charters should be defined by the spokes council > they are the ones writing the charters to give these people the power to do these things without consulting us
        - We have to make this initial decision now
        - But ultimately spokes will define that charter and responsibilities
        - = lots of clarity and conflict awareness> not throwing the book at people with charter
        - "How something gets done' doesn't always jive with people > doesn't hamstring urgent decision
  - PGWE; spokes council are making proposals and voting etc, so let's say they are asking for money and it's signed off by spokes council, so then from a specific discretionary amount in the budget that the administrative ? What ?? Is there a specific amount that needs to be set aside this month? And then there's a budget. That can be discretionary
    - SO admin collective: they figure out what needs to be held separately, save money separately, and then some discretionary budget for WGs to deliberate on for the next 6 months
    - Very high ceiling for the next 6 months
    - Overhead is 6\$k per month > we are potentially doing lots of asbestos, electrical, other renovations > ideally we want to have \$8-9k/mo for the space alone that we don't want to exceed > finance group will put this together and present it to WGs spokes council > and people would understand that extras expenses couldn't be out of 585 coffers
      - So individual WGS could have their own fundraising and volunteers and onboarding > and these could kick back to the general space
      - ABC no rio > could be a great resource they have welcomed us to learn from them!
- The legacy of WGs paying into the space : ambiguous how that works?
    - Basement ,gym, csa,
    - How much theyre paying, why
    - What working groups are expected to give back, make sure it feels fair > that might make sure people don't make money doing their thing, but they feel comfortable making a fundraiser

- It needs to be safe before we can approach finances of basement
- Ad hoc handling of finances
- Charter document negotiations: does it makes sense for them to give back to the space??
  - Le dinners: we really need help: if every wg signed up for a dinner, and all funding went back into the space as space money
  - MOU questionnaire : what could your financial contribution look like?
    - We are doing good work figuring out potentials: not doing band aids later to fix: a comparison with FF originally started with/o sublease agreement: lots of band aid situation because they couldn't give back to the space
    - But BAM is giving back to space by design: how do we come up with solutions for groups that don't have funds to kick back to 585?
    - Does one group help fund another group?? CSA making enough money to cover another group without funding available
- A: hashing out list of important committees
- A: integrate these notes into bigger document for proposal to leader ship and accountability with wheel diagram , charters, info, etc
- A: "POINT PEOPLE" bottom-lining w/in admin collective: "how to create expectations for those people"
  - Participation in WGs
  - How often in space
  - How are they building trust with people
  - Presence at spokes person meetings so that people know their face etc
  - So with Johnny as part of food pantry WG : but also wants other be back from a lot of decision making, except necessary to lease liability
    - Asking J what he wants to have to worry about in terms of decisions
    - How can we structure terms os that makes sense to other pp in other committees
    - J interested in rentals > get help as necessary to generate income, not excited about it, will continue with Food Pantry role <3
    - J as admin, a lot of tings will come up, will require lots of involvement, I haven't been for the last 2 years for personal and other reasons
      - J' my whole thing" I'm kind of stuck , I really care about food pantry, I really hope that there's more meta conflict resolution between old and new 585 groups, I don't want to sour people, there are just as

many people not around who feel like they are being pushed out of their space, want to bridge that gap

- New people coming back to meetings, excited about coming back > both of those forces
- Sympathetic to all the things of grievances, in the context of spokes, lots of meetings with new people: one side gets to really weight in

- A and N: meeting with Matt t=with proposal to frame as bridge gap and in good faith, that spaces can relate to each other, that people feel free to go in between the two
- It would be nice to have all the collectives talking to each other!!  
PRIORITIZE META CONFLICT RESOLUTION

- POINTS OF UNITY: gap between onset of WB and what's happening now: breakout group can generate group, build awareness of this: J: all the things that are happening now at WB, what is the thing that unifies all those things right now? Ideological doesn't feel like the thing right now > there are things obviously outside of that right now (fascism) but being anti-fascist, anti-capitalist are good starting points
  - Mission of wb : idea that we are trying to experiment with how we engage with the community, and that means sometimes NOT being super ideological, code switching, what might we have in common with this person, how to get out of ideological barriers, make our ideas not seem so wing nutty > worked early in the space with older polish people helping out in the space that broadened our thoughts about community dynamics, broad-minded : what does it mean to be in this neighborhood, as lived experience way; I think some of that has been lost because so many people are younger and hipster whatever but I would like an openness to that would be interesting
    - I: thinks it's been some of points of unity already
    - Oakley shared cooperation Jackson movement document: it relates well to what we are doing : "invitationality" not being the most hardcore ideological position possible, but making people feel welcome in the space, and relating to people
      - This is always messy and hard
      - But it's worth it etc
  - Some semantics issues: ie trigger words that could be changed to make language feel better
    - We have to expand our capacity, hitching to programs that might not align perfectly with us > makes people curious to find out more!



- le anti amazon event brought in a lot of right wingers
- >> so hopefully meta conflict resolution will help clarify so what we all want because so much we overlap on
- Points of unity expands beyond break out groups
  - Does not represent all people
  - No finality to it
  - Just stuff to work from > and make those proposals. > open to the public that can then be amended
  - Broader discussion where people revisit old wb ethos > thinking broadly! Old WB-heads so that it's not obviously an anticapitalist space > we shouldn't all be the same
  - Finding the spirit! Then draft the letter, with that in mind
- Briar: timeline: we come to a place with a foundational document: we are ready to start organizing 585 with our various spokes: by the end of the JUNE > a thing we are able to start operating with > we are going to write and vote on the proposals on MONDAY 6/23 and have something solid to present > because there will still be a process of transition > everything can be provisional: making sure we can work together at this point, hash out later, high emotions now, later details
- J: what's going where: I think it's self evident: double things are being split: one set of projections for each space, PA system one set for each space, furniture staying, library going, chairs in negotiation; call booths?? Height could be a limiting factor.

## CLEANING PROPOSALS

Arrangement with the landlord: we pay Marciela for monthly cleaning and trash maintenance; full cleaning of the space doesn't happen enough; confusion;

PROPOSE: WE START A DOCUMENT CLARIFYING WHAT WE TALKED ABOUT: NOTES ARE DISCUSSION ,BUT WE NEED CLEAR DOCUMENT FOR TOMORROW'S MEETING: INCLUDE TWO WHEELED BIKE WITH CAVEATS, CHARTER, EMERGENCY IDEAS >> REFERENCE DOCUMENT WE CAN START AND STUFF > ASH WILL MAKE THIS DOCUMENT

Last items / follow up discussions:

- Key conversation will come up: codes etc what we have now isn't working: You don't even have to put digits in the right order!!!!
- Points of unity
- Reference document
- Figure out what admin council is composed of: and draft the initial charters for them (doesn't have to happen by Monday)

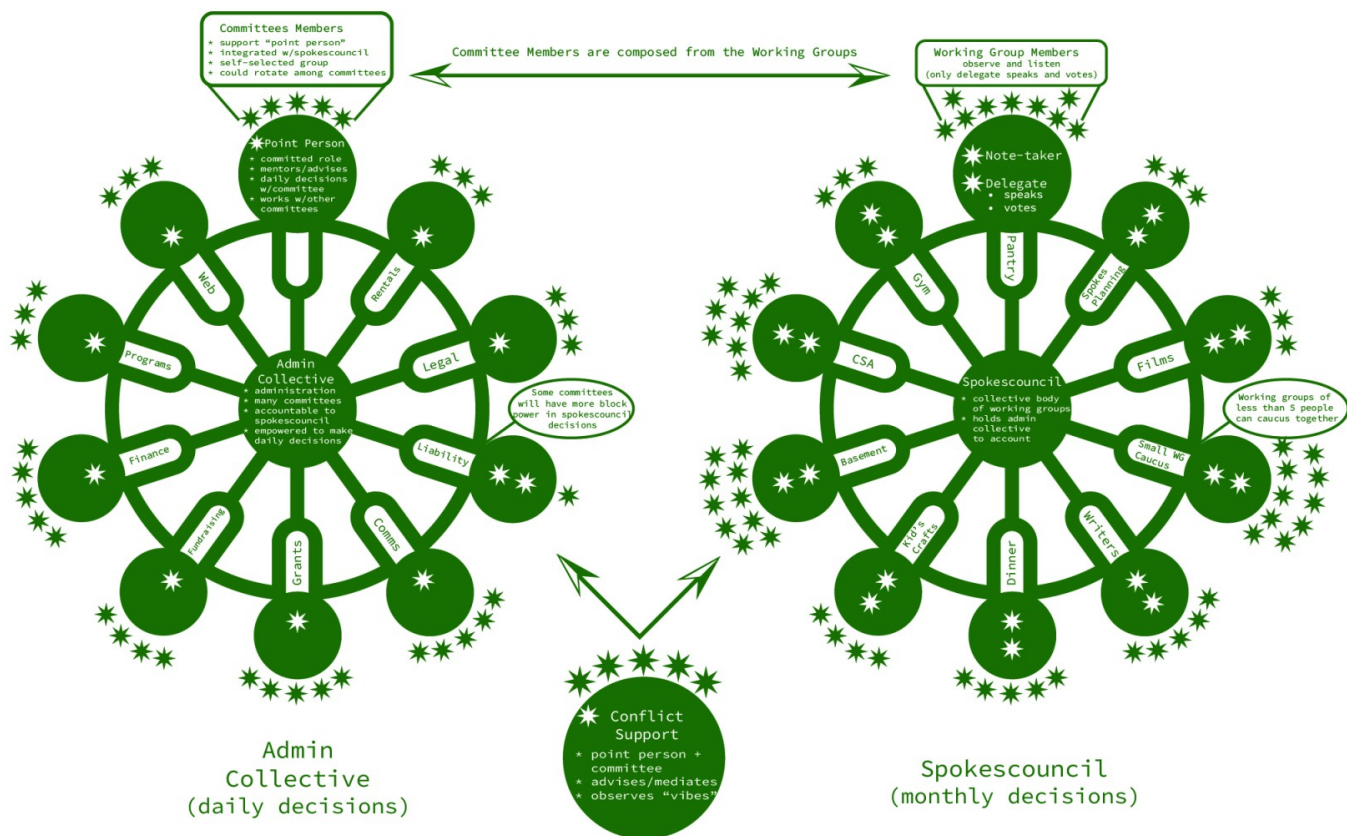
- We need the people in those groups to help draft those charters
- Would individual WGS draft their charters?
- “Given the now emergency of moving forward, WGS would draft their charters, admins would draft their charters, but moving forward all decisions about those charters would be subject to spokes councils”
  - Too many people out of town right now to get it down now
  - Introduce idea of charter document to people on Monday
  - Then have to make this idea
  - What if other people don't even like this idea
  - This should take time > the contingency of having just heard of it > too spontaneous
  - Every WG is still functioning within the space: so good opportunity as first spokes meeting to engage the individual spokes to start thinking about what they do, list, and making charter
  - Admin charter vs WG charter
    - Admin charter: not for month of July is we just do our best for now?
    - But get these charters in by AUGUST?? Gives us month for people to return and communications
    - July is almost like time of proof of concept, drafting and input!!
    - B: once they are drafted by Admin committees, then they are approved in our second big spokes council meeting (august)
    - N: this rhythm of meetings will continue into July: it won't be totally asynchronous
- A: we need to figure out COMMITTEES and WHO are bottom liners
  - How is that going to happennnnnnnnn
  - Bottom liner for only one thing at a time per person
  - Rentals: Johnny
  - Liability: Johnny & Vanessa: figuring out if use of space is a problem >> add someone with legal experience > “legal / liability spoke” but just need to get things moving first
  - Conflict Support: Ash ? (is conflict resolution part of Admin?? It seems like a third thing, the middle of the wheels, how to build harmonious wheel; it's not a daily operations thing or a program > it's a secret third thing) but also it is for reproduction of the space > so it IS admin; and USEFUL in certain emergencies > needs to be knowledgeable ambiently of WGs too > empowerment > we are empowering this committee to be empowered to deal with this conflict > Conflict Resolution is in Third Space until we determine where it lives permanently? Why not have it in the admin council? Is it semantics? Or is going to suck so much already? So idon't want to have think about this > but you don't have to> that's why it's a different spoke > we need a MODE in which we talk to one another!! > if there is a frame

work for how we solve problems > really necessary to NOT poison the space. It is nice to have a vibe check situation ! So if the Admin chats>> the conflict support bottom liner could be in that chat, but isn't doing anything > keeping an eye on things bubbling up > keeping an eye on the vibe of the room > and fish bowl concept > conflict support is at its core neutral for the argument, but creating container for the space and resources on how to talk to one another > how to have a group of people develop a better culture of actually resolving conflict together; we have to create a culture where it's safe and ok to fail ! (As long as you pay the rent) but that's the point of the bottom liners in all these committees > so conflict support isn't going to inhibit people from paying the rent;

- Johnny: Programming I don't know what that means yet, there's stuff I'd like to program but idk if I want to be on the committee
- Vanessa; bottomline fundraiser (or be support if not bottom line, with Natalie; support for rentals programming)
- Iris: point person for Locations!
- Natalie: wants to be on finance, not point person; I do book keeping for my work, but I have no data analysis skills, just data entry!!! And Calvin and Dora might be better-suited point person so ?? (Its covered but not point personnel)
- Comms (instagram etc) / Programming:
- Grants:
- Spokes Council Planning: what does the continued role look like? (Admin or Spoke or Secret Third Thing Pedal)
  - Do research on other collectives on interesting structures
  - The glue that keeps SC functioning well
  - They could write a proposal for it
  - SCP explainer document : a body of people as a reference to digest what's working / not working > includes policy of how to be onboarded onto this
  - What if SCP elects a PP to be a go-between between the two wheels ?? Or it's right in the admin committee, making sure communication goes from Admin to Spokes General?
  - The support of each committee ??
  - When WG meet, should there be a delegate fro admin in each WG?? Or experiment with less cumbersome structure ? Make sure soloing doesn't happen
  - Admin report backs
  - More of advisory group, not POWER group
  - SPC tries to find a way to get things to work !!
  - Should have a voice at the Council so that it could potentially undermine the entire spokes model : able to represent the Spokes Council to itself > to maintain things as more

transparent, more collective

- MANAGING MEETINGS, SYNTHESIZING NOTES, it is an admin/WG combo > spiritually better as a WG
- Synthesizing information from spokes council: where are people going to get this information on proposals ? What the capacities are? What's reasonable to ask for in a proposal? So then they make up this porpsla that sounds reasonable but there needs to be something other than just a big veto / block > in order to draft a good proposal, you should be reaching out to the teams involved and would help INFORM if that's a good proposal or not > friendly amendments could also help proposal along > due diligence > triage of a proposal that is put on the board to get them on the agenda > helps prioritize > something may never make it to the agenda at all if its not meaningful to general community > so admin would have a financial report for each spokes council meeting? Budges planned ahead oof time and fairly transparent > where team says what's overhead, what's buffer, what's deficit, what's needed, and if there's any discretionary budget for Spokes council to proposal usages for
- Every spokes person meeting will have report back from ADMIN so they are aware of what is required to run the space
- Liability / Legal: Bureaucracy: dealing with the State, other entities, filing our taxes, incorporating
  - Separate legal from liability: Liability is lease ; legal might be separate issues/ideas
  - Having a neutral party CPA that actually has that education
  - One of our friends is a CPA that does specifically like working for these kinds of groups
  - Legal: we come only when needed to Finance > consultant role of point person that doesn't have to meet all the time
    - "Volunteer lawyers for the arts" do we fall under that purview?
- Tech Admin Spoke: managing Web etc



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