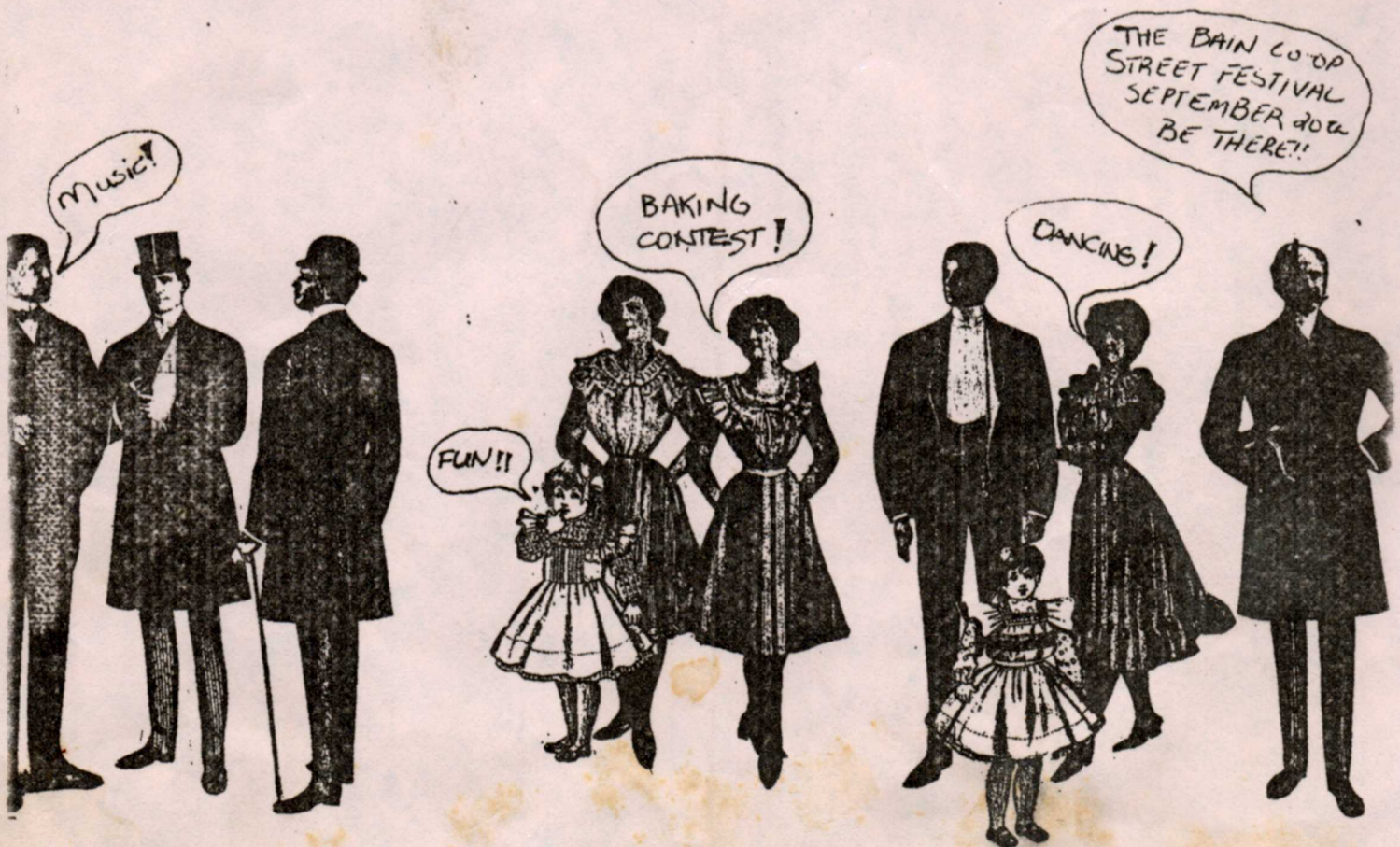


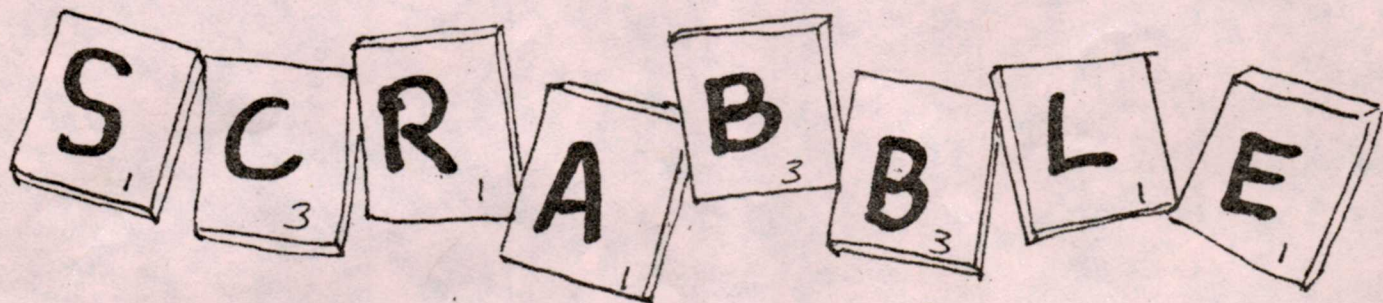
BAIN NEWSLETTER

SEPTEMBER/80



BAIN CO-OP STREET FESTIVAL SEPT. 20 1980

you are invited
to attend
the
Second Annual



Tournament.

Prizes:

Contact Mimi at 4656445 before
NOON Sat.

IN THE NEWS.....

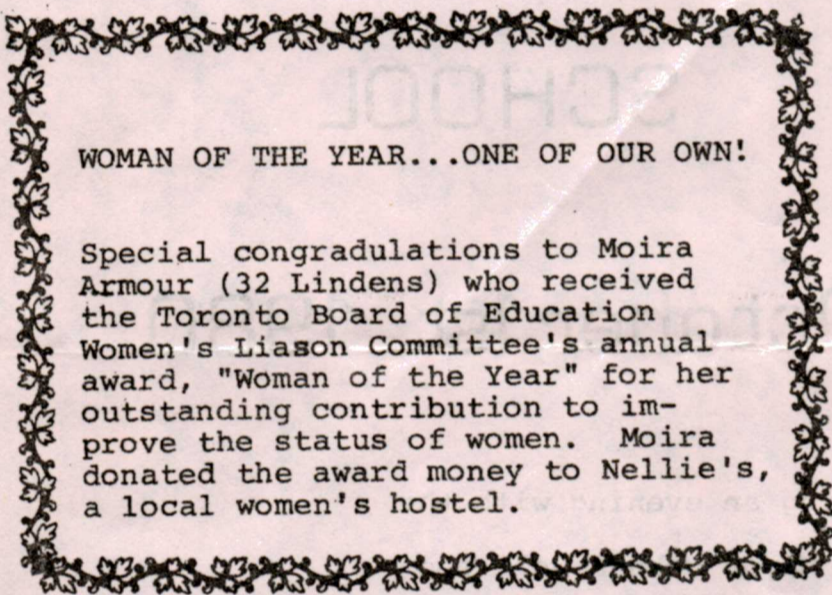
A recent item in the Toronto Star reported that the average rent increases under the current rent review procedures averaged 10.7% in the seven months ending last March 31st, for Metro Toronto.

The highest increases took place in the City of Toronto, where the average was 10.9%, and the lowest increases occurred in East York, where they averaged 8.2%.

A REMINDER

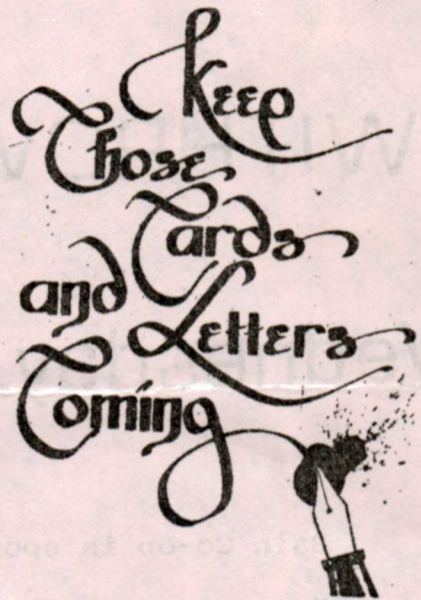
All submissions to the Bain News must be signed by the contributor. This is to allow us to check out information, and to protect the folks who put out this rag.

So PLEASE, keep those cards and letters coming, but sign them before you do so. Getting articles, announcements, etc., in before the deadline also helps.



WOMAN OF THE YEAR...ONE OF OUR OWN!

Special congratulations to Moira Armour (32 Lindens) who received the Toronto Board of Education Women's Liason Committee's annual award, "Woman of the Year" for her outstanding contribution to improve the status of women. Moira donated the award money to Nellie's, a local women's hostel.



Good Neighbours!

RESIDENTS' COUNCIL AGENDA

THANK YOU - MERCI - THANK YOU

A special word of thanks goes out to Bob Deveau (33 Oaks) for almost single-handedly distributing the September 9th General Meeting Agendas & documents, and to Eva Deveau (33 Oaks) and Diane Dollery (10 Oaks) for colating them.

- "the Office"

If you have something you want to say to Residents' Council please ask the secretary, Miriam Wohl, to place you on the agenda. As always, you are welcome to attend Council meetings, although members do not have a vote.

If you wish to appear and make a statement; just let us know in advance so that we can make time for you. Our agenda is usually quite lengthy.

Thanks to Karen Powers for an interesting cover design.

ALL CANDIDATES NIGHT

at

WITHROW SCHOOL

Wednesday, October 1st, 1980

Bain Co-op is sponsoring an evening with the
Mayoralty candidates, Mayor John Sewell and
Art Eggleton.

Come out to hear their views and ask your
questions on municipal issues:

- Housing
- Police-Minority Relations
- Development
- Public Health

8:00pm.

MUSIC ROOM

**CO-OPERATIVE
HOUSING
FEDERATION
OF TORONTO**

299 Queen Street West, Suite 501
Toronto, Ontario M5V 1Z9
(416) 598-1641

FEDERATION FINDINGS

GROUP DYNAMICS: BURN-OUT

Burn-out is the physical and spiritual exhaustion of leaders and members. It deserves special attention in a co-op because the base of the co-operative movement is people who are concerned about the quality of life and whose style is or ought to be built on formal systems of caring.

Symptoms of Burn-out

Burn-out is characterized by an increased inability to function effectively and to carry through on tasks. More and more meetings are missed. There is an increase in illness and often debilitating fatigue is accompanied by unreasonable criticism of people, the way things are done and often the co-op itself. It may also contribute to a surprising sense of virtue and "correctness" in the person suffering from burn-out, e.g.: "No one understands that this way is the only way to do things; that person or group is ruining the co-op" are some typical expressions in the typical candidate for burn-out. Sudden flashes of temper may appear.

The result of burn-out is usually resignation, withdrawal, discouragement and a future unwillingness to return to the "scene of the battle."

Causes of Burn-out - Is there anything a co-op can do to prevent it from happening?

A major contributor of burn-out is the co-operative itself, the very institution and people that attracted the well-meaning labourer in the first place. If your co-op has one or more of the following characteristics, it is probably contributing to the burn-out of some of our members:

- (1) A weak volunteer structure.
- (2) A lack of clarity about accountability and responsibility (no one knows who is doing what, and what needs to be done).
- (3) A large number of members who are in the co-operative not for its ideas or for its contribution to building a better society, but who are basically interested in cheap housing, cheap cheese, cheap anything.
- (4) A lack of co-operative education.
- (5) Little or no sense of co-operative history or principles.
- (6) An excessive focus on the technical business and function of the co-operative with little attention or time for attention to people or movement-building -- not as servants of a business, but as partners of a social enterprise.
- (7) Inadequate attention paid to the feelings of volunteers, no system of resolution of conflicts that may arise.

continued....

Findings (continued)

- (8) Modest attention paid to the feelings of volunteers, or excessive appreciation to those who gave a lot, but little or none for those who gave little, but gave as much as they could.
- (9) Few opportunities for frank and open meetings.
- (10) Little social interaction among co-op activists, who see each other only at the forge.

Of course, the volunteer also contributes to burn-out. If you have some of the following characteristics, you are a potential burn-out victim:

- (1) More experience in co-operatives than others in the group.
- (2) Greater understanding of the co-operative system being able to affect all aspects of life.
- (3) A high level of general idealism -- faith in the capacity of people to produce and participate effectively.
- (4) Possessing skills not generally available in the group.
- (5) Owning equipment useful to the co-operative.
- (6) Having space in your home for office or meetings.
- (7) Willingness to take on jobs of all kinds.
- (8) An ease with words, an ability to communicate.
- (9) A generous disposition.

Are there solutions? Yes, there are. Among possible solutions are:

- (1) Not permitting willing workers to take on too many jobs. Sometimes better to leave some things undone rather than pass them along to George of "Let George do it" fame.
- (2) regular evaluations of the co-op system of volunteers.
- (3) Permitting time and expending effort for parties and celebrations when people can be seen as people.
- (4) Sending key people to regional and national meetings, where there is a possibility of refreshment and new insight.
- (5) Circulating all jobs, so that no one feels burdened by one particular and "indispensable" job.
- (6) Providing occasions for more members to learn more skills.
- (7) Maintaining a conscious and periodic commitment to the higher purposes of co-operatives -- more than just daycare, better playgrounds or well maintained buildings.

(From Federation Findings, issue #8, who adapted it from an article published by Des Cosmos Village Housing Co-op in Vancouver.)

IAN ADAMS DEFENSE FUND BENEFIT CONCERT

Half a dozen writers' and artists' organizations have rallied to create a defense fund for author Ian Adams, who is fighting a libel suit brought by former head of the RCMP intelligence service over Adam's novel, S Portrait of a Spy. Leslie James Bennet, who resides in Australia since he left the Mounties, charges that he is the person described in Adams' book as a double (or possible triple) agent for the Russians. Bennet's lawyer, Julian Porter, has told media interviewers that he intends to force Adams to reveal the sources of the information on which the roman a clef is based. At the same time, the Court has ruled that Bennet is protected from having to testify by the Official Secrets Act. Legal costs in defending the suit are expected to run in the tens of thousands of dollars.

In order to raise the necessary funds various projects and events, including a fabulous concert have been organized. The line-up includes Pauline Julien, Nancy White, Companeros, Stringband, Professional Help, and, as Mistress of Ceremonies, Margaret Atwood. Other celebrities have indicated that they'd like to participate if they can get away from other obligations: Dave Broadfoot may arrive in his Sgt. Renfrew uniform. Tickets for the concert are \$8 in advance or \$10 at the door. Seldom has such an exciting and entertaining evening been arranged for such a worthy cause.

Tickets for the concert are available from Peter Holland at the Co-op Office (466-2186) or Penney Kome (463-7536). Donations to the Ian Adams Defense Fund can be mailed to 24 Ryerson Ave., Toronto.

Benefit Concert
for

Penney Kome, 18 Oaks.

ian adams

with

**Pauline Julien,
Nancy White, with Professional Help,
Companeros
Stringband
Margaret Atwood**

Monday, SEPTEMBER 29 8:00 P.M. Music Hall Theatre - 147 Danforth

arrears anyone?

A number of arrears cases have come before Residents' Council in recent months which have been rather disturbing catch 22's. Here's the sequence of events:

1. A family member moves out.
2. The apartment is now too big for the size of the household remaining.
3. The province takes away the rent supplement.
4. The family can no longer afford the rent, so....
5. They apply to relocate to a smaller apartment.
6. The Membership Committee refuses to relocate them if no one in the family is "participating" in the Co-op as a volunteer.
7. Unable to afford the rent to member falls into arrears.
8. The Finance Manager sends the member a notice to appear before Residents' Council and possibly face eviction for failure to pay their rent.
9. The member approaches Residents' Council angrily blaming them (a) for loss of the rent subsidy; and (b) for not allowing them to relocate.

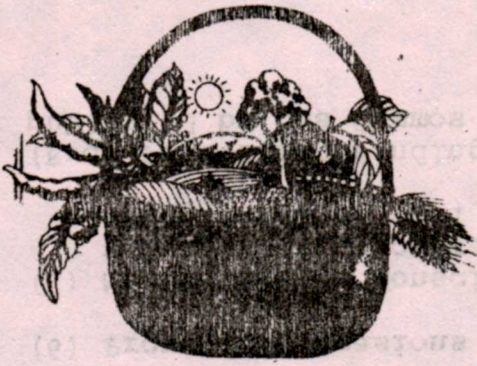
(These very nearly are the facts. One point which needs correction is that rent supplements are not just cut off. The member is given three months notice, and where the necessity to relocate is involved the member is informed of his rights/obligations. As such the relocation was turned down and reasons were given almost a year ago. The members in question were then given a cut off date and informed that they could appeal the decision to Council. They failed to do so until the subsidy was in fact cut off and they were in an arrears situation. - ED.)

PLEASE REMEMBER.....

1. Residents' Council does not control the rent supplement program. The province sets the guidelines, and we must follow them.
2. Residents' Council does not control the relocations. Membership Committee is responsible for the administration of the membership policy, of which the relocations policy is a part, which was decided by the General Meeting.
3. "Participation" means work done on a volunteer basis for the Co-op, eg. attending general meetings, working on a committee, courtyard work, clerical work for the Office, door to door distribution of notices and documents, etc.
4. Relocation is a privilege earned by "participating".

Residents' Council would rather not evict you. They are neighbours you elected to represent you. They are not nasty landlords!

In any case, the whole matter is under review. If you lose your rent supplement, or fear you might, or if you just want to relocate, please remember that there are policies and that we have them for very valid reasons! It is our collective responsibility to see that they are enforced.



tofu

Tofu is high in protein and low in fat and carbohydrates. It is an ideal way of adding protein to your diet without adding calories.

The Food Co-op is now selling tofu and it is available every second week. It will stay fresh in your fridge for a week or more, if you keep it covered with water and change the water daily.

Here are some simple and tasty ways of preparing tofu. As you can see, it is very versatile and can be added to many traditional dishes.

Tofu Porridge

Make oatmeal porridge the usual way, only just a little thinner. When it is cooked, add some mashed up tofu - about a quarter-inch slice per serving. Add a spoonful of honey and serve. You might like to add milk, but I like it just as is. For a special treat, sprinkle with chopped walnuts.

Tofu on Toast

Take 1/4 to 1/2 inch slices of tofu, dry them slightly on a towel. Sprinkle with salt and coat them on both sides with wheat germ. Saute in butter or oil till golden on both sides. Serve hot on whole grain toast -- rye or seed bread are particularly tasty. Serve as is for breakfast, or add tomatoes, lettuce, or whatever you fancy for a light lunch or brunch.

Tofu on Sandwiches

Tofu can be added to almost any sandwich combination. Just slice it, dry, and sprinkle with a little salt. Some of my favourites are:

- Tofu and peanut butter on whole grain bread
- Tofu with mustard, mayonaise and tomatoes on pumpernickle
- Tofu, avocado, tomato, alfalfa sprouts on whole grain bread

Tofu Falafel (East meets Middle-East!)

For each serving, mash a 1/4 to 1/2 inch slice of tofu, and add 2 or 3 spoonfuls of instant falafel mix. Blend well, until you have a manageable mixture. Shape into patties and saute in a little hot oil. Serve as you would regular falafel, or on toast with a slice of tomato.

Tofu Mashed Potatoes

Boil and mash potatoes. Add 1/4 inch slice mashed tofu per serving, 1 teaspoon of olive oil or butter, and salt and pepper to taste. Add a little water from the pot to achieve a fluffy texture.

Use Your Imagination

Add diced tofu to your favourite spicy tomato sauce.

Try it in salads, omelettes, casseroles: leave it in slices or use cubed.

Joyce Allen

5 Pines.

attention...

new members

RE: Member Involvement Committee

We would like to welcome all new co-op members to Bain Co-op.

If you are interested in finding out how to become involved in the Co-op please come to our monthly meeting or contact Vivien Green (465-9183), Ginny Davidovich (465-9957), Kathryn Cunningham (469-0227) or Joyce Allen (461-9873).

We have many sub-committees, such as Affirmative Action, Education, Courses, etc. Among our activities, we canvass new members to find out their concerns and to help them get involved at the co-op and we put on the regular Orientation Nights for those interested in joining the co-op. We are involved in the Street Festival and have organized the Bain Photo Contest -- winning entries to be used in our slide presentation for the Orientation evenings.

We meet in each other's homes on the first Monday of every month from 8 - 10 p.m. around tea and coffee and snacks.

We welcome new ideas for involving members in the Co-op. If you are interested but your time is limited you can join a sub-committee or select a special project you would like to work on. We are open to new ideas and flexible time commitments.

Our next meeting will take place on Monday, October 6th, at 8:00 pm. at Kathryn Cunningham's home at 6 the Cedars. We welcome your participation.

FEELING POWERLESS IN THE CO-OP? (Read on...)

Do you feel powerless in the Co-op? Maybe it's because you don't understand how the collective works, or perhaps you lack self-confidence in speaking up? If this is your problem, the Co-op is sponsoring a leadership course at Withrow School.

It's a ten-week course starting in October, on Thursday evenings. Humber College's Centre for Labour Studies is offering it at our request. Leadership skills are badly needed in the Co-op so why not develop yours? This \$39 course only costs you \$5 as Bain will pay the remainder of the fee. Register with Miriam Wohl (466-2187). Eleven places are available on a first come-first served basis. Call now!

BAN THE KLAN.....

The Anti-Klan Action Committee will be holding a film/discussion evening on Monday September 22 at Withrow School, featuring the movie The Ku Klux Klan: The Invisisble Empire. Call Paul Pellettier 461-9857 for more information.

Sept.
1980

CALENDAR

Oct
1980

September 14th	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1st	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	

Street Festival

COMMITTEE CONTACT PEOPLE

- RESIDENTS' COUNCIL
Miriam Wohl 466-9450
- FOOD CO-OP
Clarke Mackey 465-6783
- FINANCE COMMITTEE
Helen Sprock 469-0782
- GRIEVANCE COMMITTEE
Marie Fautley 461-5636
- MEMBER INVOLVEMENT COMMITTEE
Vivian Green 465-9183
- MAINTENANCE COMMITTEE
Mel Green 466-8440
- ANTI-KLAN COMMITTEE
Nik Habermel 465-8673
- NEWSLETTER COMMITTEE
Penney Kome 463-7536

