**The Worker Co-operative Solidarity Fund**

[Amendments/clarifications in the light of feedback are in red]

**Vision:** A strong, growing and self-reliant network of successful workers' co-operatives.

**Mission:** To create and manage a permanent common fund, paid for by the voluntary subscriptions of worker co-operative members, workers' co-operatives, individuals and organisations that support industrial democracy and collective ownership.

**Purpose:** To support activity that:

- Provides relevant education and training

- Brings worker co-operators together

- Identifies and spreads best practice in worker co-operation

- Strengthens the self-reliance and autonomy of workers' co-operatives

- Guarantees the continuity of worker co-operative culture and organisation.

**Principles:**

1. The Worker Co-operative Solidarity Fund (the Fund) is a permanent commonwealth resource, accumulated through a voluntary levy paid by worker co-operators and workers’ co-operatives. It may also receive subscriptions and one-off donations from other individuals or organisations who support industrial democracy and collective ownership.
2. The Fund is not a trading enterprise, a society or a charity, and is not legally incorporated. The members may decide to incorporate in the future, if they deem it advantageous for the protection of the members, or the fulfilment of the Fund’s purposes.
3. The Fund will be run in accordance with co-operative principles, and guided by the CICOPA (International Organisation of Industrial, Artisanal and Service Producers’ Cooperatives) [World Declaration on Worker Cooperatives, 2005](http://www.cicopa.coop/IMG/pdf/Declaration_approved_by_ICA_EN-2.pdf).
4. The members of the Fund are individual levy payers from workers’ co-operatives, and other subscribing individuals or organisations.
5. The Fund will be directed democratically by the members, on a ‘one member, one vote’ basis.
6. The Fund is indivisible. It is maintained and used as a commonly owned resource for the benefit of present and future workers’ co-operatives, and the worker co-operative sector.
7. The Fund is independent. One of its purposes is to strengthen the self-reliance and autonomy of workers' co-operatives.
8. The Fund exists to support worker co-operative education and training, identify and spread best practice in worker co-operation, and bring worker co-operators together.
9. The Fund will work with individuals and organisations that sympathise with its vision, and wish to support its mission and purposes.
10. The Fund is created and maintained with a view to guaranteeing the continuity of worker co-operative culture and organisation.

**Membership and contributions**

1. There are three types of eligibility for membership:
* Individual levy payers from workers’ co-operatives. Workers’ co-operatives which make a collective subscription, or aggregate and remit subscriptions on behalf of individual workers, should provide a list of the individuals who are therefore eligible for membership.
* Individual supporters who are not members of workers’ co-operatives.
* Corporate supporters which are not workers’ co-operatives.

Each member has one vote.

1. In addition to contributing financially to the Fund, it is a requirement of membership that members: - participate in a spirit of openness and honesty;

- act in accordance the values of solidarity and equality in their dealings with members and other partners;

- respect the governance and operational framework of the Fund; and

- work in accordance with Fund policies, as determined by the members.

1. In particular, members are required to display a positive and supportive attitude to other members in the Fund’s discussion and decision making forums, and to those delegated with executive tasks.
2. The position of members who have ceased making contributions, or whose contributions are irregular or interrupted, will be reported
3. every six months.
4. Individuals and organisations who cease to meet the requirements of membership will be removed according to a process which is agreed by the members.
5. Membership will be considered to have started at the beginning of the period for which contributions are made, and continue for at least the period which the contribution covers, unless a member is unable to meet the other requirements of membership during that time.
6. The minimum level of contribution will be decided from time to time by member agreement. For regular contributions, it will be set on a ‘per worker per week’ basis. At the launch of the fund of the Fund, the minimum level is set at £1.00 per worker per week.
7. Regular levy contributions will be collected monthly, quarterly or annually in advance, by a method to be agreed by the members, with a view to maximising simplicity and transparency, and minimising transaction costs.
8. Individuals and organisations are invited to enrol for the levy at a level higher than the minimum ‘per worker per week’ rate. A higher rate of levy subscription does not confer extended or additional membership rights.
9. Members will be responsible for informing the Fund of the level at which they wish to subscribe to the levy. Workers’ co-operatives contributing on a collective or aggregated basis are responsible for informing the fund about the basis on which they have calculated the amount of the group subscription, including the number of workers or employees on whose behalf it is subscribing.
10. Single donations from individuals will confer membership rights for a period based on the amount donated, divided by the minimum weekly contribution level.
11. Single donations from corporate bodies will confer eligibility for membership for a period based on the amount donated, divided by the minimum weekly contribution level, divided by the number of worker members (for workers’ co-operatives) or employees (for other bodies).