

## Co-op Challenges

- Whenever a group of humans come together there will be challenges. We are all so good at being independent but not so good at the skills required for working together.
- We all carry our own baggage, our buttons to be pushed, so when we enter a co-op and all this stuff is brought together, it's just a matter of time before there are disagreements.
- Our polite faces will only get us so far. When issues come up they need to be dealt with.
- As most of us aren't so good at dealing with problems in a community setting, we often try to either ignore them, try to tip toe politely around them or run away from them.
- It's important to be upfront.
- It's not easy making it work, but we are the generations who are trying to do things differently and trying to deal with our stuff to create a new way.
- It can be messy and that's totally fine.
- Important to have open communication.
- Face-to-face communication during co-op can be broken and challenging as there may be so many of us and we are with all our kids, so there is little space to express how we are feeling.
- Good to come together at the end of each term to share our concerns and feelings.

- Important to use language in your communication that is kind and diplomatic but not so diplomatic that it is vague and open to misinterpretation.
- People need to be able to express how they are feeling.
- Create a space in which everyone feels safe to share.
- Online group chat can be helpful but also challenging due to possible miscommunication.
- Have a person in the group that others can go to to discuss their feelings throughout the term. This will help to avoid the behind the scenes conversations that can blow up into something bigger.
- Helpful to have a person available with strong, diplomatic communication skills to mediate within the group. Many courses available to support this.
- NVC (Non-Violent Communication)
- Conflicting philosophies
- Conflicting parenting styles/behaviour management
- Understanding our roles / responsibilities / boundaries towards the children.
- Balancing fairness of family contributions

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