

enkel

prospective members guide

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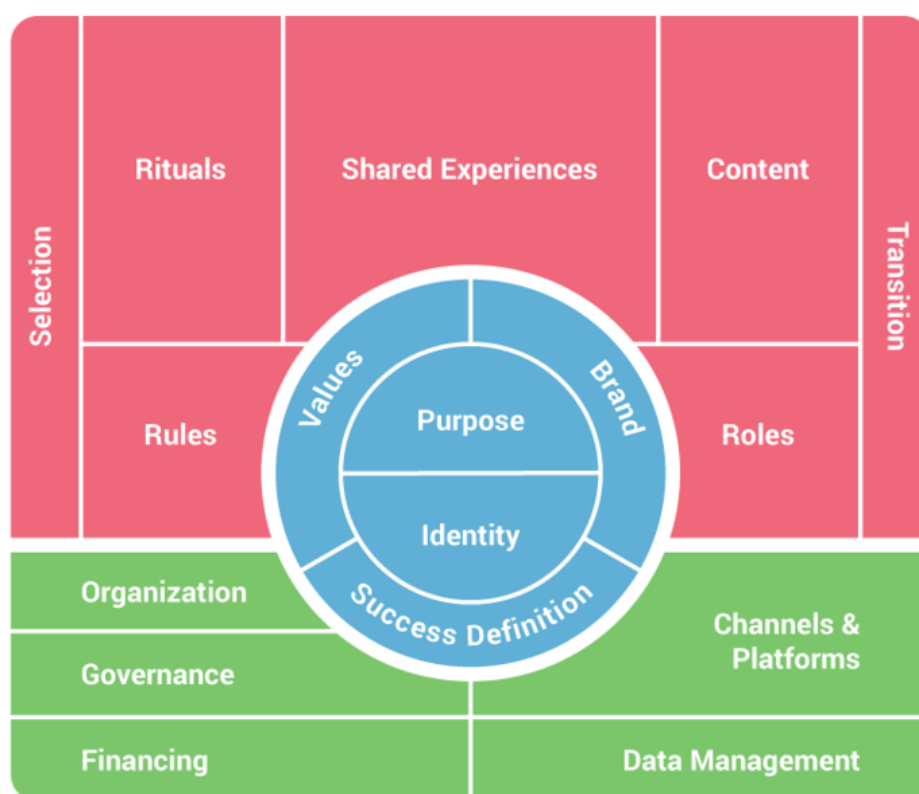
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Introduction

This document concerns the organisation registered with the Western Australian Department of Commerce under the name **ENKEL COLLECTIVE CO-OP** with **ABN 29473353107**.

This guide is intended for prospective enkel members. It gives a brief overview of the collective and how it works.

The guide (and enkel in general) is based on the [Community Canvas](#).



Identity

History

The enkel collective was formed during a series of meetups under the name [Makers & Changemakers Fremantle](#) between March and May 2014. These meetings were an initiative by co-founders Adam Jorlen and Jennifer Lowe, who had just moved to Perth from Sweden. The name enkel was chosen as it means simple or easy in Swedish, and serves as a reminder for the collective to keep things simple and not overly complicate what we do.

The reason why Adam and Jen organised these early gatherings was to explore new possibilities for WA, based on four trends identified in Adam's work as a futurist; coworking, the maker movement, disruption of traditional education, and a values shift in Western society from material to immaterial wealth. The original purpose of enkel (which then changed) was to explore new possibilities in four areas; making, learning, working and eating & drinking.

The participants of these Meetups co-created the organisation, which was registered as a co-operative in October 2014. This original iteration of enkel had 12 founding members.

For a visual history of enkel, look at our [Instagram account](#) with images from the beginning.

Another good source for understanding the forming and development of enkel is [our blog](#), which describes and analyses many of our activities and the organisation in general.

Purpose, Vision and Mission

We believe that we need new approaches and more people to address the problems of today and tomorrow.

Our vision is a place of ideas where people are empowered to create better futures.

To achieve this, we need to create a new generation of positive changemakers.

Values

The four main enkel values are **Courage, Community, Creativity** and **Conscience**.

Conscience

We hold ourselves accountable to 'change with a conscience'. We care deeply about our planet and its people. We believe that making a difference in our world should be socially responsible and ecologically sustainable. For this reason, we only support ideas that have integrity. Ideas that work towards a deep, future-focused respect for our environment and the society we live in.

Creativity

We love creativity. It's the power to dream up new ideas and envision new possibilities. Our creativity is inspiring, thoughtful and fun! We believe that creating new ideas should lead to a growth that is genuinely life-giving. This means that it's restorative and replenishing and not just an excuse to run the world dry. Our brand of innovation goes beyond the isolated

approaches to service design that we see around us. We take things to the next level, crafting solutions that address the bigger picture.

Community

We are committed to community. A rich appreciation for sharing is at our core. We seek to strengthen community in a way that is inclusive, connective and most definitely collaborative. While celebrating our individual differences, we know that together they are what make us truly resilient. It is because of this that we are building such a multi-disciplinary and interdependent network of people. One that is both engaging and accessible to all.

Courage

We recognise that courage is a crucial ingredient for stepping out and making positive, meaningful change. Our courage is curious, open-minded and experimental. It's the bold and entrepreneurial spirit that moves us to uphold our values and take action on our dreams for a brighter future. We believe that courage should go beyond this and be cultivated into something tangible and lasting by empowering people with skills, support, and connected opportunity.

Member Experience

enkel culture

enkel works differently from most organisations we're used to. Our model is based on [Teal practices](#), characterized by self-organization and self-management. We believe that this is better adapted to today's world rather than using a model based on hierarchies, control mechanisms, complicated decision making protocols etc.

Our worldview

In order to operate with this model the default enkel worldview is that:

- People are creative, thoughtful, trustworthy adults, capable of making important decisions.
- People are accountable and responsible for their decisions and actions.
- People are fallible. We make mistakes, sometimes on purpose.
- People are unique and want to use their talents and skills to make a positive contribution to enkel and the world.

I.e. we assume that enkel members are like this, i.e. we trust each other, and will return this trust with responsible behavior. We relate to one another with an assumption of positive

intent. Until we are proven wrong, trusting other enkel members is our default means of engagement. Freedom and accountability are two sides of the same coin.

Membership payments

When you sign up as a member, your membership fee (currently \$10) will be automatically deducted from your account (via PayPal). This fee goes to core activities such as website, insurance, accounting, bank.

enkel active membership declaration

When members sign up they accept the membership declaration of the co-operative:

Enkel Collective Co-op provides coworking space, education and learning resources, and a culture to build knowledge, stimulate imagination and foster the attitudes to assist in collaboration on and development of innovative solutions, services, products, design and changemaking entrepreneurship in the community. A member must actively engage in this primary activity to establish active membership of the co-operative.

Member expectations

- * Co-create enkel, i.e. work on or in enkel. Projects, events and other activities run by enkel are not organised by the collective itself, but driven by individual members.
- * Attend our three annual co-op meetings and our AGM (3h per meeting)
- * Attend our bi-annual strategy days
- * Attend our bi-annual retreat weekends
- * Vote in all major decisions that concern the collective on our online decision-making platform Loomio

It is also encouraged that members come to our informal gatherings in Perth on Thursday nights and actively participate in the members-only Facebook group.

The aim of enkel is not to be based on labor but on contributions, i.e. members self-allocate their efforts.

New Member Application and Onboarding

All new members must go through our member [application and onboarding process](#).

Member Inactivity

Membership will cease for those who have been inactive, i.e. have not followed the expectations as listed above over a period of time. This is decided by remaining members in consultation with the inactive member.

Membership cancellation

To cease membership, please email hello@enkel.co to let us know. We will then cancel the recurring payments from the following month.

Events

Events are posted in [our shared enkel calendar](#). Please add any event that you think might be relevant for enkel members to know about. Some events are our co-op meetings and AGM, retreats, strategy sessions and informal Thursday night activities.

Thursday nights

We catch up weekly, usually on Thursdays between 6-9PM. Organisation of these catch-ups is shared among members.

Retreats

We hold two member retreat weekends per year. During these weekends we focus on connecting as members, learning from each other and relaxing.

Structure

Co-operative Business Structure

enkel is a non-profit organisation, more specifically a *member-owned non-distributing co-operative without share capital*, registered under the Co-operatives Act 2009.

Non-distributing means that the co-operative cannot pay dividends to members - all profit is reinvested in enkel.

One enkel member has one vote in decisions concerning the co-op. Members can be individuals or organisations. The enkel co-op has the right to refuse membership.

More info about this type of co-operative is found on the [Department of Commerce website](#).

A general guide about co-ops and its principles is found at the [International Co-Operative Alliance website](#)

Financing

The enkel collective itself does not sell any products and services, so is financed through:

1. Member and supporter fees
2. Donations
3. Members contributing a percentage of revenue made under the enkel banner (recommended 8%)
4. Sponsorship
5. Grants

Physical Locations

Current meetings

The majority of our meetings are currently held at The Platform at 3/256 Adelaide Terrace in Perth.

enkel Naval Store

Our future Fremantle home will be at 140 Queen Victoria Street in Fremantle. Here the old Fremantle Naval Store will be transformed into a “space to prototype the future”. enkel signed a 20yr lease with City of Fremantle in April 2016, which will kick in when we get the keys. City of Fremantle are responsible to make the building fit for use, incl. toilets, safety, plumbing, electricity, access, surrounding landscaping, while enkel will pay for all internal structures, fittings and furniture which is necessary for our activities.

Cultivate WA

Some of our members run [Cultivate WA](#) - a coworking space in Midland for small businesses and startups from the Swan Valley and Wheatbelt. Please contact levi.fordham@enkel.co if you're interested in working from here.

Projects

enkel is a project-based organisation. New members are encouraged to join one (or several) of these, or initiate their own project. These projects are autonomous and managed by separate teams. Updates on projects occur at the quarterly co-op meetings.

Most projects are open to members and need more people to get involved and help out. If you have your own project and would like to use the enkel name you must put this up for a vote on the members online decision-making platform Loomio. If a project is run under the enkel banner, a recommended 8% of all its revenues must go to the enkel collective.

APPENDIX A - Recommended Reading

If you want to know more about some of the frameworks, theories, practices and philosophies that Enkel is based on, check out the following resources.

- Leading From the Emerging Future: From Ego-System to Eco-System Economies by Otto Scharmer & Katrin Kaufer.
- A Caring Organization - [Enspiral Tales](#). Medium Blog by Enspiral, Wellington
- A Theory of Everything - Ken Wilber
- Great thoughts on [Community Building](#) by Fabian Pfortmuller who co-created the [Community Canvas](#).
- Teal Organizations - Fredric Laloux
- [P2P Foundation blog](#) - the P2P Foundation is a non-profit organization and global network dedicated to advocacy and research of commons-oriented peer to peer dynamics solutions.
- [The Systems Thinker](#) - website with good resources
- Spiral Dynamics by Don Beck
- Creative Confidence - Tom & David Kelly, IDEO
- [Enkel Medium blog](#)
- Doughnut Economics - Kate Raworth
- Nonviolent Communication - Marshall Rosenberg
- Presence by Senge, Scharmer, Jaworski and Flowers