



# NEWS AND VIEWS

MAY 2010

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ACCA *News and Views* will be published at the beginning of each month. Please submit news items or information you would like to share to [acca@acca.coop](mailto:acca@acca.coop).

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If you wish to have your name removed from our subscribers list, please send an email to [acca@acca.coop](mailto:acca@acca.coop).

## Member Profile: Peace Energy Co-operative

A Renewable Energy Cooperative (PEC), Dawson Creek, BC, was incorporated in 2003 to:

- promote the development and adoption of renewable energy resources in the Peace Region of British Columbia and Alberta;
- to provide our members the opportunity to participate in, and profit from, investment in renewable energy developments; to educate the community – our citizens, our children, our business people and our politicians;
- and to reduce our local impact on global warming. The co-operative is guided by an elected 7-member Board of Directors, with daily management by the Executive Director.



For more information, contact:  
Valerie V. Gilson, Executive  
Director  
Peace Energy A Renewable Energy  
Cooperative

PO Box 2567  
1445-102nd Ave  
Dawson Creek, BC V1G 5A1

Office 250-782-3882  
Fax 250-782-3884

[www.peaceenergy.ca](http://www.peaceenergy.ca)

Corporate and individual membership currently sits at 425 members from BC to the Maritimes: Nova Scotia, Ontario, Quebec, Manitoba, Saskatchewan, Alberta and NWT. With a membership questionnaire last year, members told the cooperative that the number one reason they joined PEC was to part of a group of likeminded individuals; sharing the same values and concern for the security of our environment, our future and our children's future.

The co-operative was awarded the 2005 Environment Friendly Award at the Northern BC Business & Industry Trade Show. The award recognizes a company, organization or individual who has either developed an innovative product or a unique way to help attain or maintain a clean environment. The cooperative also received the 2006 Most Innovative Business of the Year award at the Dawson Creek and District Chamber of Commerce President's Gala. The award is given for business contributions to the community relating to the development of innovative measures and growth plans for future contributions to the South Peace region.



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PEC began the development of the Bear Mountain Wind Park at Dawson Creek. The co-operative held the investigative use permit (IUP) for wind monitoring and partnered with Aeolis Windpower Corp (Sidney, BC) and AltaGas Income Trust (Calgary, AB) as development partners in Bear Mountain Wind LP for construction and operations. The equity of the wind park is now wholly owned by AltaGas, but PEC retained an investment right, which was exercised in 2009, and provides the cooperative and its investing members a return on their investment for the 25 year power purchase agreement with BC Hydro. This investment, along with development fees, has so far allowed the cooperative to pay out two dividends to their investment members. The Bear Mountain Wind Park was commissioned in October 2009 and is the first industrial wind facility in BC.

Peace Energy is currently investigating reusing the decommissioned swimming pool building in the City of Dawson Creek with the vision of redesigning it into ‘Centennial Green’, a renewable energy education centre and sustainable living facility and district heating plant. The still existing 600,000 litre swimming pool is intended to be used as a heat sink (battery) to hold heat gathered from geothermal, solar, and waste heat from adjacent ice rink surfaces, and then redistributed to local public facilities. The engineering studies looking at the heat generation, revenue generation and target market are about one-third complete. The facility will also house new offices for PEC, rental office and retail space, a café, and indoor playground and a year-round farmers market. The co-operative looks to make an announcement in the third quarter of 2010 on how they intend to move ahead with the project.

The co-operative’s Business and Finance Committee is also continuing with further investigation into wind, solar and geothermal partnership developments and investment potential.

It is a very exciting time to ‘generate your future’ as a member of Peace Energy Co-operative! For more information visit [www.peacenergy.ca](http://www.peacenergy.ca) or call 250-782-3882.

## ACCA Welcomes New Board Members

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On April 30, 2010, the Alberta Community and Co-operative Association (ACCA) held its fifth Annual General Meeting in Red Deer. Meeting participants learned that ACCA had another successful year of programming and financial results. The [2009 Annual Report](#) is available for download from our website.

Newly elected to the board were:

- Rick Smith from Calgary Co-op
- Don Fluney from Federated Co-operatives Ltd. (FCL), and
- Bill Lee from United Farmers of Alberta Co-operative Ltd. (UFA).

Re-elected for new terms were:

- Harvey Yoder from the Federation of Alberta Gas Co-ops
- Albert DeBoer from the Co-operators, and
- Terry Murray from the Wild Rose Agricultural Producers.

As he had recently retired from the FCL Board, Russell Wolf will no longer represent FCL on the ACCA Board. However, he was elected to the ACCA board as the representative of the Central Alberta Co-op, a new ACCA member.

ACCA gratefully recognized the contributions of retiring board members Terry Geib from Calgary Co-op and Darla Borbely from UFA.

Following the Annual General Meeting, the board met and re-elected Russell Wolf as Chair and Terry Murray as Vice-Chair.

## Presenting the 2010 Alberta Co-operative Merit Award Winner

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Alice Marler is the newest recipient of the Alberta Co-operative Merit Award. The award is given in recognition of outstanding and continuous service to co-operatives at a local, provincial and national level and was presented by the Alberta Community and Co-operative Association (ACCA) and Service Alberta at a special luncheon in Red Deer last week.

Since 1991, Alice Marler has served as a board member of her local retail co-operative beginning with the Camrose Co-op. In 1998 she took on the role of President of the board. During her years of service, she was instrumental in both the renewal of the co-op with new facilities and the expansion into new ventures such as a cardlock and new communities.

In 2007 the Camrose Co-op merged with the Sedgewick Co-op to become the Wild Rose Co-op. Alice became the President of the new co-op and, with the assistance of her capable and facilitating leadership, the co-op has grown from \$18 million in sales to approximately \$50 million.

She has been a director on the Goldeye Foundation Society board since 2003 and has been an active participant in ACCA events.

Since 2002, she has served on the board of Federated Co-operatives Ltd. (FCL), more recently as Chair of the Edmonton Region. During her time on the board, she has made significant contributions to the realignment of FCL districts and the recruitment of a new CEO.

In the words of Mr. Glen Tully, President of FCL: “Her long-time contribution to the Federated Co-operatives Limited Board of Directors should be recognized and celebrated. Her dedicated representation of her district at the FCL Board table with an unwavering support of co-operative principles makes her an ideal candidate for recognition.”

Alice Marler is the 25<sup>th</sup> recipient of the Alberta Co-operative Merit Award since its inception in 1992.

For more information on the Co-operative Merit Award contact Richard Stringham, Director of Co-operative Development, Alberta Community and Co-operative Association, [coopdev@acca.coop](mailto:coopdev@acca.coop).

## Host Organizations Needed

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To learn more about opportunities in this program, contact:  
Dianne Schoepp  
Special Project Coordinator  
Alberta Community and Co-operative Association  
#104, 5013 - 48th Street  
Stony Plain, Alberta T7Z 1L8  
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E-mail: [dschoepp@acca.coop](mailto:dschoepp@acca.coop)  
website: [www.acca.coop](http://www.acca.coop)

### Bright Young Minds Available to Your Organization

If you are seeking some assistance with a special project or you have a lot on your plate and could use a skilled and enthusiastic young person on your team, the Alberta Community and Co-operative Association (ACCA) may have what you are looking for.

ACCA's **Career Focus Internship Program** offers the opportunity to hire a post-secondary graduate for a 12-week period with financial subsidy. This initiative is supported by the Government of Canada.

By hiring a young person in this program, you are providing them with your mentorship and valuable work experience that they need for their résumé to help launch their career.

Through the Career Focus Internship Program, ACCA provides an hourly subsidy for positions in which the interns have meaningful work experiences. Host organizations are encouraged to add to the intern's compensation to provide a reasonable wage for the skill level.

Please consider this a wonderful opportunity to start a youth on his or her way to a great career!

## 2010 Summer Co-operative Youth Program



We are hard at work preparing for the 2010 ACCA Summer Co-operative Youth Program. We are excited to announce the return of our **Pre-Teen Program** for participants in grades six and seven along with our regular Teen, Youth and Grad Programs. Brochures containing information and registration for these programs are now available. Additional information regarding these programs can be found on our website at [www.acca.coop/youthcamps.html](http://www.acca.coop/youthcamps.html). Deadline for registrations is May 21. REGISTER NOW SO YOU DON'T MISS OUT ON THIS EXPERIENCE!

### Youth Program Wish List

The ACCA Co-operative Youth Program uses many supplies throughout the summer. Please look at our website if you are interested in donating supplies to the program. <http://www.acca.coop/WishList2010.pdf>

### Staff Planning 2010

Staff Planning was held at Goldeye Centre April 29-May 2<sup>nd</sup>. Thank you to our guest speakers for facilitating some great team building experiences and for helping us prepare for the summer programs.

**Rob Manolson**, creator and facilitator of Powerful Play Experiences

**Chris Barnes**, Laughter Coach

Thanks also go to the volunteer staff who made it such a great success.

*“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”*

– Margaret Mead

Look at [our website](#) for pictures and additional information from the 2010 Staff Planning!!!

Join our ACCA CO-OPERATIVE YOUTH PROGRAM fan page on Facebook for all Youth Program Updates!



## ACCA Members Examine Co-ops and Elder Care

Quality of service plus affordability: these are characteristics of care needed by our elderly: and they are both available through the co-operative model.

That was the key message that participants took away from the Alberta Community and Co-operative Association's (ACCA) 2010 Members Forum. The forum focused on elder care, elder housing, and the role that the co-operative model can play and is playing in some parts of Canada. The forum presentation was made by John Restakis, the Executive Director for the BC Co-operative Association and author of the report [Co-op Elder Care in Canada: A Call to Action](#) (available for download from our website).

The challenge already exists for finding affordable quality care and housing for seniors, and with the entry of baby boomers into their senior years, the need will grow substantially with a higher proportion of seniors in the population than ever before.

Add to that the desire to stay close to family and often to the place that they have lived and worked; alternatives that are suited to communities both large and small are needed.

The co-operative model offers an alternative which puts the control of the service in the hands of seniors and/or their families as members of the co-op. Non-profit co-operatives can be used to assure that profit does not compete with provision of quality services. Since co-operatives are community-based, flexible vehicles, they are better positioned to respond to the needs of seniors within their community of choice than are many other business models.

Examples of housing, homecare, and funeral co-operatives were presented. Forum participants heard directly from representatives of The Kootenay Columbia Seniors Housing Cooperative in Castlegar, BC. Their co-op is a "not-for-profit housing development catering to seniors seeking to live the rest of their lives in a self-governed community".

The information presented and forum discussions will be reviewed by the ACCA board and staff as they determine ACCA's role in developing co-operative solutions for elder care and elder housing.

For further information:  
Contact: Richard Stringham,  
Director of Co-operative  
Development, ACCA:  
[coopdev@acca.coop](mailto:coopdev@acca.coop),  
phone: 780-963-3766

Links: Co-op Elder Care in  
Canada: A Call to Action  
[www.grandviewhousing.ca](http://www.grandviewhousing.ca)



## Canadian Co-operative Association Job Opening



**Title:** Project Co-ordinator, Co-operative Research Project

**Salary:** \$44,000-\$46,000 (pro rata 50%; \$22,000-\$23,000)

**Responsible to:** Director, Government Affairs and Public Policy

**General Description:** This is a half-time position ending March 31st 2011 with possibility of extension. The Project Coordinator is responsible for co-ordinating with a Francophone project co-ordinator the work of the Co-operatives Research Co-ordination project.

### Key Responsibilities:

1. Co-ordinate the development of the Co-operative Research Co-ordination project. This project is jointly managed by the Canadian Co-operative Association (CCA) and the Conseil canadien de la coopération et de la mutualité (CCCM) and funded by the Co-operatives Secretariat of the Federal government through the Co-operative Development Initiative program. The project continues the work done in 2008-09 Building a Co-operative Research Agenda: Research, Strategy and Action and the Inventory of Canadian co-operative research: 2004-2009 and is available at [http://www.coopscanada.coop/en/info\\_resources/Research](http://www.coopscanada.coop/en/info_resources/Research)
2. Work together with the Francophone co-operative research co-ordinator to:
  - Produce a co-operatives research strategy document which will outline the research priorities for the next period in terms of research on the co-operative sector
  - Develop and build a co-operative research network working with co-operatives, co-operative research and existing co-operative research organizations

- Create, populate and maintain a Canada-wide bilingual co-operative research website
- Liaise with the Project Advisory Committee, organize and staff its meetings. The Committee will have as its members CCA and CCCM as well as academics, co-operative organizations and a representative of the Co-operatives Secretariat.
- Create and utilize consultation mechanisms with co-operative researchers across Canada
- Organize consultation events (including webinars)

**Communications:** Liaise with staff and members of CCA (including the CURA Program Officer), CCCM, as well as the Project Advisory Committee.

**Supervision:** Co-ordinate the work and assign tasks to temporary personnel, as may be required from time to time.

**Working Conditions:** The ideal candidate will be based at the CCA office in Ottawa. Some domestic travel will be required. Weekend and evening work may be required during peak periods and during travel outside the office.

**Qualifications:** The co-ordinator must possess a well-balanced combination of management, project coordination, administrative, partnership-building, and facilitating skills, and be committed to using participatory approaches. The ability to plan, multi-task, problem-solve and work with multiple teams, consultants and partners is required, as well as the ability to relate to the needs of academics, consultants, co-operative staff and management.

The ideal candidate will have a Master's degree in a social science or related field and experience managing and co-ordinating complex research projects. Other requirements include:

1. Demonstrated excellent written and oral communications skills in English. Ability to read French. Preference will be given to applicants fluent in written and oral English and French.
2. Demonstrated budget management expertise.
3. Experience and/or knowledge of co-operatives and the wider social economy
4. Strong interpersonal, organizational and teamwork skills
5. Ability to plan, organize and administer projects, time management skills
6. Demonstrated ability to prepare presentations and write reports for a variety of audiences
7. Demonstrated keyboarding skills and competence with MSOffice products
8. Positive attitude, strong work ethic, creative and strategic/goal oriented thinker, tactful, discrete, composure under pressure.
9. Knowledge and experience with community-based research, education and training programs as well as community capacity building and research methods is desirable.

**Application Procedure:** Kindly forward your cover letter and CV via email: [apply@coopscanada.coop](mailto:apply@coopscanada.coop) by 5:00pm EST, Tuesday, May 25, 2010. Attn: John Anderson, Director, Government Affairs & Public Policy

### **Small Businesses Rate Credit Unions Higher Than Banks**

Small businesses are more satisfied with the services they receive from credit unions than they are with banks, according to a report from the Canadian Federation of Independent Business (CFIB).

The survey asked more than 12,000 small and medium-sized enterprises to rate their level of satisfaction with services received from their financial institution. The survey dealt with three factors: financing, fees and service.

The report showed that small businesses (5-49 employees) gave credit unions an overall rating of 8 out of 10, compared to 7.5 out of 10 for the highest-rated bank, HSBC. Micro-businesses, which have less than five employees, gave credit unions a 7.5 rating, compared to 5.5 for the highest-rated bank, Scotiabank.

Banks fared better than credit unions among medium-sized businesses with 50 to 499 employees. In that category, CIBC rated highest with 8.6 out of 10, whereas credit unions received a 7.4 rating.

### **The Co-Operators, MEC, Envision and Vancity Honoured among Canada's "Green 30" Employers**

Just in time for Earth Day, four co-operative organizations have been honoured for their commitment to environmental sustainability.

The Co-operators received two mentions on the 2010 "Green 30" list: one for The Co-operators Group, which is based in Guelph, ON and one for Co-operators Life Insurance Company, based in Regina, SK.

Also cited on the list were Envision Financial (Langley, BC), Mountain Equipment Co-op (Vancouver, BC) and Vancity (Vancouver, BC),

The “Green 30” list was compiled by Hewitt Associates, an international human resources firm. The list was compiled from employee feedback related to employers’ strategies, activities and efforts to minimize the environmental impact of their operations, products and services.

The list was published in the latest issue of *Maclean’s* and *Canadian Business* magazines.

### **Online Environmental Casebook Profiles Co-Op Sustainability**

The Canadian Co-operative Association (CCA) has created an online “casebook” profiling efforts by co-ops and credit unions to promote a more sustainable environment.

Nine organizations are profiled on the website, and more will be added in the future. Each profile provides a snapshot of the organization and its environmental policies and practices, accountability and reporting, lessons learned, and plans going forward.

The online casebook is the first part of a two-part project funded by the Co-operative Housing Federation of Canada and the federal government’s Co-operatives Secretariat. A Sustainability Toolkit providing guidance and assistance to co-ops on making their organizations more environmentally sustainable will be posted in June, in time for CCA’s National Congress in Vancouver.

The profiles can be downloaded at [www.coopscanada.coop/en/about\\_co-operative/Environmental-Sustainability](http://www.coopscanada.coop/en/about_co-operative/Environmental-Sustainability)

### **Fifty-Three Projects Funded in First Round of CDI/ICP**

A total of 53 co-op projects from every province and territory in Canada received funding in the first round of the Innovative Co-operative Projects (ICP) component of the Co-operative Development Initiative (CDI). More than \$1.3 million in funding was awarded.

The projects cover a wide range of co-op sectors, including agriculture and food processing, consumer co-ops, worker co-ops, car share, funeral services, and services for people with disabilities and the elderly. They received between \$7,000 and \$67,000 in funding.

CDI is jointly managed by the Canadian Co-operative Association (CCA) and the Conseil canadien de la coopération et de la mutualité (CCCM) with funding from the federal government's Co-operatives Secretariat.

Go to [http://www.coopscanada.coop/en/orphan/ICP\\_projects\\_2009](http://www.coopscanada.coop/en/orphan/ICP_projects_2009) to see the full list of first round recipients. Applications submitted for the second round of funding are currently being evaluated.

### **Co-ops Figure Prominently in U.K. Election Platforms**

It's not often in Canada that all the major political parties talk about co-ops in their election platforms, but that's exactly what's happening in the United Kingdom.

With an election slated for May 6, Britain's three major parties express support for the co-op model in their platforms, known in the U.K. as "manifestos". Both the Labour Party and Liberal Democratic Party have called for the mutualization of specific U.K. enterprises, such as Northern Rock, a British bank currently under public ownership; the Liberal Democrats are also proposing new, updated co-op legislation. The Conservative Party would allow public sector workers to own the services they deliver using co-op models.

The U.K. also has a Co-operative Party, which does not run candidates on its own; instead, its candidates run jointly with the Labour Party as "Labour and Co-operative Party" candidates. Although allied with the Labour Party, the Co-operative Party is a separate political organization committed to supporting and representing co-operative principles. Twenty-eight Co-operative Party members currently sit in the House of Commons; the party is also represented in the House of Lords, the Scottish parliament, the Welsh National Assembly and numerous local (municipal) councils.

Co-operatives UK, the U.K.'s national co-op association, has issued statements welcoming the references to co-ops in all the party platforms.

"Whichever party forms the next government, Co-operatives UK looks forward to an increased commitment to co-operation at the heart of the United Kingdom economy and society," said David Coulter, deputy chief executive of Co-operatives UK.

### **Credit Union Mentors Needed**

The Canadian Co-operative Association is looking for credit unions to host women credit union managers from developing countries as part of the tenth annual Giving Credit Where Credit Is Due women's mentorship program.

The program provides overseas staff of financial co-operatives with a unique opportunity for professional development. Fourteen women from credit unions in the developing world will spend ten days (June 9 - 19) with a Canadian credit union receiving general leadership training and learning the ins-and-outs of managing a loans program.

Credit unions interested in hosting a participant should contact Kati Clark by April 30 at [katherine.clark@coopscanada.coop](mailto:katherine.clark@coopscanada.coop).

### **CDF Haiti Relief Fund Reaches \$180,000**

The Co-operative Development Foundation of Canada's (CDF) relief efforts launched in the wake of the January 12th earthquake in Haiti has raised \$180,000 for the Haiti Relief Fund.

In partnership with the World Council of Credit Unions (WOCCU), the funds will be used to finance the rebuilding of Haiti's credit unions so they can assist members and support local relief efforts. Canadian co-operative and credit union support has helped WOCCU reach the one million dollar milestone.

WOCCU staff is currently working with credit unions, credit union leagues and the national regulator to provide short-term emergency relief in the form of food, water and tents in Haiti's capital of Port-au-Prince as well as in Léogâne. Efforts also are underway to research possibilities for establishing a credit union-to-credit union remittance network to allow Haitians living abroad to cost-effectively send money to friends and relatives back home. A WOCCU team is developing a long-term plan for rebuilding damaged credit unions.

While CDF is no longer accepting donations towards the Haiti Relief Fund, please check the CDF website for updates. You can still donate directly to WOCCU's Haiti Relief Fund.

## CCA Governance Coaching Program 2010/11

CCA is recruiting 10 to 12 credit union and co-operative leaders to volunteer for our Governance Coaching Program. The successful candidate would travel overseas to either Ghana or Malawi in mid-late October 2010. The trip is approximately 2.5 weeks. (As soon as possible after recruitment participant flights are booked and exact trip dates are given.)

The Canadian Co-operative Association (CCA) is a national association for co-operatives in Canada, representing more than nine million co-operative and credit union members from over 2,000 organizations. Individual co-op members are represented by CCA either directly through their co-operative, through their provincial co-op associations or credit union central, or through sectoral organizations. CCA members come from many sectors of the economy, including finance, insurance, agri-food and supply, wholesale and retail, housing, health and the service sector. CCA provides leadership to promote, develop, and unite co-operatives and credit unions for the benefit of people in Canada and around the world. Visit [www.coopscananda.coop](http://www.coopscananda.coop) for more information.

### *The CCA Governance Coaching Program*

The Governance Coaching Program offers a unique opportunity for Canadian Credit Union and Co-operative leaders to put their governance and leadership skills to use while gaining personal growth and education. This program is designed to provide our overseas partner board members with governance training provided by accredited Canadian facilitators, supplemented with peer-to-peer mentorship from experienced volunteer Canadian board members/directors.

We are recruiting experienced Canadian Directors or Board leaders to participate in a training and mentoring program that includes face-to-face group work with local leaders, field visits to local primary credit unions and meeting with local board members to share experiences. CCA will have training and evaluation in Canada before and after the in-country portion of the trip. Visit our website to learn more about our partners and projects throughout the world.

### *Qualifications*

1. Experienced Board leader
2. Flexible and open attitude
3. Canadian citizen or permanent resident eligible to work in Canada
4. In good health
5. Willing to travel to remote areas in country
6. Willing to share their experiences upon return to Canada
7. Every successful participant will be expected to contribute \$2000 towards the cost of the assignment. All other expenses will be borne by the Canadian Co-operative Association.

### *Application Process*

Please visit our website for an application form. Application deadline is May 21, 2010. If you have any questions please contact:  
Volunteer Co-ordinator, Sarah Feldberg  
[sarah.feldberg@coopscanada.coop](mailto:sarah.feldberg@coopscanada.coop)  
(613) 238-6711 ext. 214 or toll-free (866) 266-7677 x214

### *Ghana Credit Union Association (CUA) Ltd.*

As the name implies, the Ghana Co-operative Credit Union Association (CUA) Ltd. is the national association of credit unions in that West African country. Its membership includes approximately 400 credit unions throughout the country, from small rural credit unions to larger urban ones. The Canadian Co-operative Association has worked with CUA since 1988, both to strengthen its primary members and to strengthen CUA itself.

### *Malawi Union of Savings and Credit Co-operatives (MUSCCO)*

The Malawi Union of Savings and Credit Cooperatives was established on September 15, 1980 to service and support Savings and Credit Cooperatives (SACCOs) in Malawi. Its mission is to support SACCOs in Malawi on a sustainable basis to provide good access to quality and affordable financial services to members in accordance with international co-operative principles.

## CCA Management Coaching Program 2010/11

CCA is recruiting credit union professionals to volunteer for our Coaching Management Program. This is a two-year program. The successful candidates would travel overseas twice (once per year) to one of our projects in either Mongolia (mid October 2010), Ghana (Jan/Feb 2011) or Uganda/Malawi (Jan/Feb 2011). Trips are approximately three (3) weeks each. (As soon as possible after recruitment participant flights are booked and exact trip dates are given.)

The Canadian Co-operative Association (CCA) is a national association for co-operatives in Canada, representing more than nine million co-operative and credit union members from over 2,000 organizations. Individual co-op members are represented by CCA either directly through their co-operative, through their provincial co-op associations or credit union central, or through sectoral organizations. CCA provides leadership to promote, develop, and unite co-operatives and credit unions for the benefit of people in Canada and around the world. Visit [www.coopscanada.coop](http://www.coopscanada.coop) for more information.

### *The CCA Management Coaching Program*

CCA's Management Coaching Program offers opportunities for Canadian credit union professionals to share their skills and advice directly with individual credit unions abroad. Working in teams of two, coaches spend two weeks sharing their knowledge and expertise with credit unions in Uganda, Malawi, Ghana or Mongolia. They return the following year for a second session of coaching. This hands-on approach enables coaches to get to know the credit union, its members and the community. This familiarity allows them to work with the credit union staff to understand the issues and discuss concrete solutions. Visit our website to learn more about the coaching program and our partners and projects throughout the world.

### *Qualifications*

The members of the team will all be well rounded and experienced credit union generalists, able to offer advice and assistance on all aspects of primary credit union

management. Topics may include the loans cycle, safety and security of deposits, board/management relations, technology, or human resource development. Candidates should be flexible, able to think on their feet, and have a broad range of experience to draw on. Previous international experience is not necessary, but candidates should be in good health and able to travel under conditions that may be difficult.

1. Management experience
2. Flexible and open attitude
3. Canadian citizen or permanent resident eligible to work in Canada
4. In good health
5. Willing to travel to remote areas in country
6. Willing to share their experiences upon return to Canada
7. Possess a valid passport
8. Every successful participant will be expected to contribute \$2,000 towards the cost of the assignment. All other expenses will be borne by the Canadian Co-operative Association.

#### *Application Process*

Please visit our website for an application form. Application deadline is May 21, 2010. If you have any questions please contact:  
Sarah Feldberg, Volunteer Co-ordinator  
[sarah.feldberg@coopscanada.coop](mailto:sarah.feldberg@coopscanada.coop)  
(613) 238-6711 x 214 or toll-free (866) 266-7677 x214

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### *Uganda Co-operative Alliance (UCA)*

Co-operative unions formed UCA in 1961 as the apex body of the Ugandan co-operative movement. As the apex it had three main mandates: to carry out advocacy and representation of the Uganda co-operatives, to provide education and training and, to mobilize resources for the development of the co-operative movement. UCA's membership consists of Primary Societies, Area Co-operative Enterprises as well as district and national and district unions. Primary societies and district unions are spread throughout the country. By 2003 over 7,000 primary societies were registered. Nine district unions and two national unions are active. All these have direct access to the UCA. Area Co-operatives Enterprises are relatively new and a product of restructuring carried out by the UCA within the last five years.

### *Malawi Union of Savings and Credit Co-operatives (MUSCCO)*

The Malawi Union of Savings and Credit Cooperatives was established on September 15th, 1980 to service and support Savings and Credit Cooperatives (SACCOs) in Malawi. Its mission is to support SACCOs in Malawi on a sustainable basis to provide good access to quality and affordable financial services to members in accordance with international co-operative principles.

### *Mongolian Co-operative Training and Information Centre (MCTIC)*

MCTIC represents seven national co-operative federations through which are able to reach approximately 1,400 primary affiliates. Through training, policy guidance and business actions, MCTIC works to empower the primary affiliates and to make a real difference to all members of the Mongolian co-operative and credit union sector. Visit [www.mongolia.coop](http://www.mongolia.coop) for more information.