



NEWS AND VIEWS

NOVEMBER, 2008

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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.

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ACCA Member Profile: Calgary Co-operative Association Limited



Calgary Co-op is proud of its Alberta roots and its reputation as a leading retailer in Calgary and surrounding communities. It is committed to serving the needs of its member and contributing to the vitality of the local economy.

Since 1956, Calgary Co-op has grown to become one of the largest retail co-operatives in Canada with over 4,000 employees, 425,350 members, \$314 million in assets, and annual sales approaching \$1 billion as of its financial year ended on November 3, 2007. Also in 2007, Calgary Co-op members received an overall patronage return of 5.81 percent or \$51.9 million, compared to \$31.7 million in 2006. Since 1957, Calgary Co-op members have shared \$515 million in cash and share equity.

As a local company and a co-operative, Calgary Co-op believes in contributing to the communities it serves economically through jobs and the annual patronage return to members, as well as ongoing financial and other support for community initiatives. In 2007, Calgary Co-op donated over \$1.7 million in cash, product and in-kind donations to local charities, non-profit organizations, community groups, schools, hospitals, and programs that support families and children.

Reflective of our employees' unwavering commitment to provide exceptional customer service and achieve the Calgary Co-op vision "to be the premier shopping destination in the communities we serve," Calgary Co-op is the proud recipient of a number of distinguished awards. These include being named "Best Grocery Store" for the eight consecutive year in the Calgary Herald Readers' Choice Awards, "Best Supermarket" in the Consumers' Choice Awards, and "Best Grocery Store" in Calgary's Child Magazine's Parents' Choice Awards. Calgary Co-op was also named "One of Alberta's Most Respected Corporations" in 2005, 2006 and 2007, is a recipient of the Work Safe Alberta award for workplace health and safety programs, and was recently recognized by Canada Natural Resources for its environmental and energy conservation programs.

Calgary Co-op offers groceries, petroleum, pharmacy, travel and liquor services from 22 food centres, 22 pharmacies, 26 gas bar, 15 liquor stores, and nine travel offices, with more planned to open in 2008 and 2009.

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2009 Co-operative Youth Programs

Summer Youth Program

We are hard at work preparing for the 2009 ACCA Summer Co-operative Youth Program. We are excited to offer our **Pre-Teen, Teen, Youth and Grad Programs** for participants in grades six through twelve. Brochures containing information and registration for these programs will be available at the end of January. Additional information regarding these programs and tentative 2009 dates can be found on our website at <http://acca.coop/youthcamps.html>

Summer Volunteer Staff

The 2009 Staff Training will take place from April 30-May 3, 2009 at the Goldeye Centre. Registration packages and information will be available at the end of January. Additional information can also be found on our website.

Program Assistant/ Lifeguard Job Opportunity

We will be hiring a Program Assistant/Lifeguard for our Summer Co-operative Youth Program. This position takes place from April 27-August 14, 2009. The person hired will work at our office in Stony Plain from April 27-June 24, 2009 and will then work with the Youth Program Co-ordinator at the Goldeye Centre from June 24 to August 3. For more information and to see the complete Program Assistant/Lifeguard advertisement, please go to our website at <http://acca.coop/youthcamps.html> Please help us by distributing this ad where youth over the age of 21 will be able to access it.



Winter Co-operative Youth Program

The Alberta Community and Co-operative Association is pleased to present their 2009 Winter Co-operative Youth Program.

The Winter Co-operative Youth Program is a 3½ hour educational hands-on learning experience for youth in grades five and six. Participating students learn ways in which they can work together harmoniously. They also learn about leadership styles, co-operative ideals, and how co-operatives can provide benefits to them and their communities.

Students in this program also draw and act out what agriculture means to them and how it affects their daily lives.

In the past, this program has been a huge success and ACCA will continue to visit schools in various communities throughout Alberta. We are currently looking for schools that are interested in hosting a Winter Co-operative Youth Program. The cost of our program is very minimal; all we ask is that our travel costs be covered. Please contact our office at acca@acca.coop if you are interested in hosting a Winter Co-operative Youth Program or if you would like more information.

Food Security: Co-ops Make a Difference

Sixty-eight participants took part in ACCA's third annual Rise and Shine on October 15th to learn about and share their perspectives on co-operatives and food security. The morning event featured speakers from co-operatives that have been using innovative approaches to address food security issues. A few points noted were:

- Co-ops can be used to enhance the small producer's access to niche markets that are more concerned for quality and freshness. These same niche markets are more likely to pay a premium price.
- Co-ops can be structured to enable a producer to consumer "connection", so that the customer will "put a face to what is consumed".
- Co-ops can enable innovative approaches for producers to enhance consumer safety such as protocols for traceability, testing, and processing practices.

Of course, there are challenges:

- Regulatory hurdles can be substantial for smaller growers.
- The prevailing food system is not structured to handle local foods.
- The skill of preparing meals from non-processed or less-processed food has been rapidly disappearing.

You can [download the full report in pdf format](#), from the ACCA website.

Worker Co-operatives Conference

The 2008 Canadian Worker Co-op Federation (CWCF) AGM/Conference will take place from November 13-15 in Winnipeg, Manitoba. The theme is: "**Co-ops that Work!**" How can you improve the functioning of your worker co-op? As usual, there will be great opportunities for learning, sharing and networking with other co-operators.

For more information including registration, visit the CWCF website at:

www.coopzone.coop/en/CWCF_Conf08

ACCA Training Workshops

Co-operative Basics

Learning Objectives...

- Co-ops from other business forms
- Clarifying principals
- Build a sense of pride in the history
- Learn about other co-operatives
- Identifying the co-operative advantage
- Basic Roles of the delegates and directors

Date, Time, Location and Price

January 21 and 22, 2009: 8:30 am – 4:30 pm

Please note: **This is a two-day workshop**

Executive Royal Inn, 8450 Sparrow Drive, Leduc

Members: \$500, Non-Members: \$575

Financial Analysis and Planning for Non-Financial Managers

Learning Objectives...

- Understand budgets and their role in internal control
- Understand the key information contained in financial statements and statement relationships
- Identify sources and uses of cash
- Calculate ratios for liquidity, return on equity and return on investment, Discover aids to financial decision-making and comparison

Date, Time, Location and Price

February 20, 2009: 7:00 – 10:00 pm

February 21, 2009: 9:00 am – 4:00 pm

Please note: **This is a one and a half day workshop**

Executive Royal Inn, 2828 – 23 Street NE, Calgary, AB

Members: \$385, Non-Members: \$460

*GST will be added to all registration fees.

Parliamentary Procedures

Learning Objectives...

- What the different types of motions are and when to use them
- How to know which motion gets priority
- How to make motions and debate them
- How to amend a motion
- How to amend an amendment.

Participants should be prepared to participate in an intense learning session

Date, Time, Location and Price

March 6, 2009, 9:00 am – 4:00 pm

Executive Royal Inn, 2828 - 23 Street NE, Calgary, AB

Members: \$450, Non-Members: \$525

The Essentials of Board Governance

Learning Objectives...

- Understand your responsibilities as a Director
- Explore different approaches to governance
- Examine ways to: Pursue future focused board leadership
- Enhance the board-ownership relationship
- Delegate effectively to management
- Develop systems of accountability;
- Improve the board's governance capabilities; Recruit effective board members

Date, Time, Location and Price

March 26 and 27, 2009, 8:30 am – 4:30 pm

Please note: **This is a two-day workshop**

Holiday Inn - Red Deer 6500- 67th Street (403) 342-6567

Members: \$575, Non-Members: \$650

The [complete Winter Workshop brochure](#) is available from the [ACCA website](#).



Record Amount Raised During Gala for Co-operative Young Leaders

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Incredible things happen when 270 co-operators join together for a common cause. Record-breaking attendance at the annual Co-op Conference and Gala was almost overshadowed by a record-breaking fundraising amount. For the first time ever, \$10,000 was raised to support Co-operative Young Leaders (CYL), a leadership camp operated by the Ontario Co-operative Association. Participants in the 8th annual Conference, held October 15th at the Royal Botanical Gardens in Burlington, ON, took part in professional development sessions and workshops during the conference, and in the evening attended a heart-warming 10th anniversary Co-op Spirit Recognition Awards celebration.

Co-operators continuously outbid each other on 160 silent auction items throughout the morning and afternoon. Yet there was electricity in the air as friendly but ferocious bidding took place during the evening's live auction on items ranging from a northern Ontario weekend getaway to Inuit art. The silent and live auctions, plus proceeds from a 50/50 draw, raised more than \$9,400. A surprise top-up donation from The Co-operators brought the fundraising total to an amazing \$10,000 – easily surpassing last year's record by almost \$3,000.

Record numbers of co-operators attended the 2008 Co-op Conference and Gala. This year co-ops, credit unions, and sector champions took part in ten workshops; exploring topics as diverse as board/management relationships, bio-energy, youth engagement strategies, innovative use of the co-op model and new marketplace opportunities for agriculture. A first for the Conference was an interactive Co-op Café. Playfully nicknamed 'co-op chaos,' the workshop encouraged more than 100 participants to form small groups and brainstorm on a predetermined topic or scenario. Our Co-op executive director and Co-op Café moderator, Denyse Guy, directed the participants to form new groups three times during a 60-minute session. The large group then reassembled and discussed common themes and next steps. A summary of

the Co-op Café findings, in addition to copies of workshop presentations given during the day, will be posted to the On Co-op website www.ontario.coop by November 1.

The Co-op Conference and Gala is a day-long immersion into all things co-operative. After mixing and mingling during a late-afternoon networking reception, participants attended a special 10th anniversary celebration, recognizing ten years of Co-op Spirit Awards. Previous Award recipients featured prominently in the ceremony, which began with a parade of past Award recipients into the darkened auditorium.

Each of the nine new Award recipients was recognized in words and video for their co-op achievements before being presented with their Award.

The 2008 recipients of Co-operative Spirit Recognition Awards are:

- André Brisebois, Sketch Orléans, Youth Leader Award;
- Gillian Eyre, Shoreline Co-operative Preschool, Distinguished Co-operator Award;
- Claude Gauthier, GROWMARK Inc., Distinguished Co-operator Award;
- Gay Lea Foods Co-operative, Youth Mentor Award;
- Guelph Campus Co-op, Co-operative Social Responsibility Award;
- Carolyn Lemon, Common Ground Co-op, Co-operative Innovator Award;
- The Honourable Ted McMeekin, Minister of Government Services, Outstanding Contribution to the Ontario Co-operative Association Award;
- River Village Co-op Market, New Co-operative of Distinction Award; and
- Marion Wright, Calculated Success, Special Recognition Award.

More information on each past and present Award recipient can be found at www.ontario.coop/Spirit.

Since the awards were first presented in 1999, 81 organizations and individuals have received a Co-operative Spirit Recognition Award. Together, these amazing co-operators form the Spirit Awards Hall of Fame. This history was captured in a series of retrospective videos shown throughout the Spirit Awards ceremony, and was profiled in a commemorative booklet given to each person who attended the evening event.

For more information visit www.ontario.coop/Gala

Agricultural Co-Ops Share Development Knowledge at Montreal Conference

Representatives from 45 new agricultural co-ops will attend the 2nd Annual Conference of the Agricultural Co-op Development Initiative (Ag-CDI) coming up in Montreal, November 27-28, 2008. These new co-ops are pursuing markets in biofuels and bio-energy, local food distribution, and specialty food and health products. Co-op advisors, development officials and others interested in the success of these new enterprises will also attend. This year's conference program offers insight into the industry and marketplace, and networking opportunities for the various participant groups; but most importantly it offers practical solutions to co-op development challenges, with established agricultural co-ops sharing best practices and lessons learned from their own development. The Ag-CDI conference occurs alongside a biofuels / bioenergy event hosted by a group of Quebec co-op partners. Anyone interested in attending can visit the Ag-CDI website for a conference brochure and links for online registration: www.coopzone.coop/Ag-CDI_Conference_2008

University Of Alberta Students Creates Bike Co-Op

Students on the [Augustana campus of the University of Alberta](#) have formed a bike co-op in hopes of decreasing reliance on vehicles for short trips across campus and throughout the city of Camrose.

The Augustana Bike Co-op is currently trying to secure as many bikes from different sources as possible, but it hopes to start with 12 to 15.

The idea for a bike co-op is not new in Alberta. An independent organization in Edmonton has been operating one with considerable success, as have the students at the University of Calgary. The Augustana students hope that if their pilot is successful, it could be expanded to the University's main campus.

Co-Operative Scholarships Awarded

Four students were the recipients of this year's co-operative scholarships.

Randalin Ellery and Julie Woodhall, both Masters students at the University of Guelph, received the [Lemaire Co-operative Studies Award](#). Mr. Ellery's program is Sociology & Collaborative International Development Studies and Ms. Woodhall is studying sociology.

Florentina Nicoleta Uzea, from the College of Agriculture and Bioresources at the University of Saskatchewan / College of Agriculture and Bioresources, was this year's recipient of the [Alexander Fraser Laidlaw Fellowship](#). She is a PhD candidate in the Bioresource Policy, Business and Economics program.

Mélanie Bergeron, University of Ottawa, received the [Amy & Tim Dauphinee Scholarship](#). She is a Master's student pursuing Women's Studies in the Sociology faculty.

The deadline to apply for these scholarships is March 15. For details, go to www.CoopsCanada.coop/cooplincs/education/awards.

Strengthening Communities with Funeral Co-ops

The purpose of funeral co-ops is to provide funerals on a non-profit basis and in a compassionate way. The death of a loved one is not the time to be making financial decisions about funeral services. People join funeral co-ops now in anticipation of their own deaths at some point in the future as well as the deaths of those they love. However there is another element and that is that members want to see the funeral co-op alternative available in their communities. They join in solidarity with their fellow citizens.

The funeral business has been changing. In the past funeral homes were often family owned businesses with strong ties to their local community. Increasingly funeral homes are owned by large corporations such as SCI which is the largest provider of funerals in North America. Their home office is in Houston, Texas. Often when these corporations buy a family owned funeral home they keep the family name on the door so people are not even aware that the business is now owned by a large corporation.

However there is a well established co-op alternative. Funeral Co-ops in Quebec have created a very successful funeral co-op movement that is sophisticated and growing. The network of over 30 funeral co-ops provides about 17% of all the funerals in Quebec. This model functions very well in smaller communities. In PEI there are seven small funeral co-ops. However the model can also be successful in larger cities. In Gatineau, Quebec the funeral co-op has over 11,000 members and provides 70% of all funerals in their region. The largest funeral co-operative is in the City of Quebec and they have over 25,000 members and a 50% market share.

There are almost no funeral co-ops west of the Quebec border except for Sudbury, Ontario and Steinbach, Manitoba and one is being launched in Regina.

The funeral co-op movement in Quebec has created their own federation to provide the local co-ops with various services. Working with the Canadian Co-operative Association the Quebec Federation of Funeral Co-operatives has offered to share their expertise for free to any interested groups across Canada. The first step is to set up public meetings to discuss the funeral co-op concept.

Anyone interested in hosting a presentation in their community should contact
Richard Stringham,
Director of Co-operative
Development, ACCA
780-963-3766
coopdev@acca.coop

Canadian Co-Operative Association Technical Co-operant Posting

The Canadian Co-operative Association provides leadership to promote, develop, and unite co-operatives and credit unions for the benefit of people in Canada and around the world.

SANASA Education Campus Technical Advisor – Sri Lanka

The Canadian Co-operative Association is a national association for co-operatives in Canada, representing more than seven million co-operative and credit union members from over 2,000 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.

Background

The 100 year-old SANASA Movement is the largest non-governmental community-based organization in Sri Lanka. At the heart of SANASA is a network of 8400 registered savings and credit co-operatives (or primary societies) located in rural communities throughout Sri Lanka. SANASA extends services to all Districts (including the East and North) in the country, and serves middle to low-income entrepreneurs. The 856,000 members of the movement are drawn from all ethnic communities.

CCA has partnered with SANASA for over 20 years and is proud to have been one of the first organizations working with SANASA following the December 2004 tsunami, providing financial and technical assistance. This Technical Co-operant posting is part of a multi-year project, “Rebuilding and Strengthening Livelihoods in Post-Tsunami Sri Lanka”.

The Project’s purpose is to provide appropriate training in micro-finance and entrepreneurship to co-operative members, especially women, and the institutions that support them, and to provide funds to these members for long-term economic and social development purposes.

There are two main components of the project. The first is a Micro-finance Facility to provide much-needed loans to members. This includes funding the loans, as well as developing the micro-finance capacity of the SANASA movement.

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The second component is Livelihoods Training and Development. This includes the development of trainers' capacity, as well as materials for the delivery of business and vocational skill training to people in Tsunami-affected regions. The SANASA movement includes the SANASA Education Campus Ltd. (SECL), which provides leadership and management training to staff and management of primary thrift and credit co-operatives and to members of the SANASA Group of Companies. It also provides technical and vocational training. SECL consists of three campuses and five separate colleges: Cooperative College, Agriculture College, Women's College, Banking College and Insurance College.

SECL is expanding and decentralizing operations to increase access and is working to update its vocational and life skills programming. The expansion program combined with high staff turnover, particularly at management level, has left SECL with insufficient and inexperienced management staff to manage the increasing complexity of the organization. A Technical Advisor is required to provide general technical assistance to improve administrative processes and procedures and to support management while helping them to move the institution forward.

Reporting to the CCA Sri Lanka Program Manager, while working with the Acting Director General and the SECL Program Manager, the Technical Advisor to the SANASA Education Campus will provide technical assistance and guidance to improve operations management, organizational structure, program offerings and delivery mechanisms. The scope of work will include:

1. General technical assistance and support to management of SECL;
2. Reviewing the organizational structure and lines of authority and recommending improvements, if any;
3. Reviewing the operations management with a view to increasing efficiency and improving internal communications;
4. Reviewing vocational and technical program offerings and recommending new programs and delivery mechanisms;

5. Reviewing marketing processes with special attention to performance as the key marketing tool; and,
6. Reviewing SECL's relationship with the SANASA movement and recommend ways to strengthen the relationship.

Timing and Level of Effort

The assignment will consist of three missions of not less than 30 days each, with the first mission to begin as soon as possible. During the first mission the technical advisor will acquaint himself or herself with SECL and SANASA and refine terms of reference for subsequent missions.

The Technical Co-operant will be based at the SECL in a beautiful and somewhat isolated setting approximately three hours drive from the capital, Colombo. Dormitory accommodation will be provided at the campus. Frequent travel will be required.

Requirements

- SECL is seeking an advisor with a strong background in college administration and management, organization structures, and vocational training;
- Familiarity with co-operatives is an asset;
- Strong communication skills and sensitivity to the diplomatic aspects of international co-operation are considered essential;
- Flexibility in project activities and living arrangements;
- International work experience is an asset.

Compensation

CCA invites interested candidates to send in their application with fees. Preference will be given to volunteer candidates with appropriate skills and experience.

CCA will pay travel expenses for the assignment, including:

- Air and ground transportation to, from and within Sri Lanka;
- Travel Visa costs;
- Food, incidental, and lodging expenses, as per Canadian Treasury Board guidelines. The Treasury Board guidelines can be viewed at the following website:
http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/TBM_113/d_e.asp
- Some other costs for volunteers as defined by CCA policies

Provisions

The Consultant is expected to:

- Hold a valid passport;
- Meet visa and entrance requirements; and,
- Provide CCA with proof of health, evacuation, and travel insurance if required.

Follow-Up

The successful candidate will be expected to share his or her experiences through information and education sessions with Canadian audiences.

Submissions

Please e-mail your resume to:

Sarah Shima, Program Manager - South Asia

E-mail: sarah.shima@coopscanada.coop

APPLICATION DEADLINE: November 3, 2008