

2019 CONFERENCE PROGRAM

Canadian Worker Co-op Federation and CoopZone

October 24-26, 2019

Tatamagouche, N.S

Tatamagouche Centre



**Theme: Building Resilient Communities
Ecology, Equality, and Workplace Democracy**

**Construire des communautés résilientes
L'écologie, l'égalité et la démocratie au travail**

As with all businesses, the climate crisis presents a challenge for worker co-ops. Unlike with many other businesses, however, it is one that worker co-ops are well-positioned to respond to because of their roots in their communities, voluntary and open membership, and democratic structure. The impacts of climate change pose disproportionate risks for historically marginalized groups. But developing a green economy by growing and strengthening the worker co-op movement also helps to empower people with the prospect of new employment opportunities, more livable communities, and more control over their labour. Through following sustainable practices and/or working directly in the green economy to help address the climate crisis as well as building equality and democracy in the workplace, worker co-ops can help transform our world to a better economy, society, and environment for everyone.

In addition to covering this important theme at the Conference, there will be a Worker Co-op Intensive session, a CoopZone hosted intensive session, workshops on topics of practical interest, and great networking opportunities.



Time		Wednesday, October 23
5:30 pm	Optional Casual Evening	
6:30 pm to 10pm	Supper (optional add-on for early arrivals)	
	Evening Networking at the Tatamagouche Centre	

*All full group sessions are located in the Training Room. All meals and refreshments during networking breaks are in the dining room.

Time		Thursday, October 24
8:00 am	Breakfast (included for those staying at the centre)	
8:15 am	Registration starts	
9:00 to 10:00am	Welcome, from CWCF (Reba Plummer), CoopZone (Pascal Billard), Introduction to the Theme and Ice-Breaking Activity (Rick Proven and Josie Baker)	
10:00 am to 10:15 am	Networking Break	
10:15 am to 5:00 pm	<p>Intensive #1 – Human Issues in a Worker Co-op: <i>Facilitated by Jessica Provencher</i></p> <p>The key objective is to provide members with information and tools that will help them design their governance and human resource processes in ways that will attract new members, engage all members/ employees and contribute to the success of their co-op.</p> <p>Topics include</p> <ol style="list-style-type: none"> Human Resources and Training- from the co-op lens <ol style="list-style-type: none"> Conflict Management by Stephen Law Democratic Decision Making by Jessica Provencher Compensation as a Philosophy by Sonja Novkovic, Cian McMahon, International Centre for Co-operative Management, Sobey School of Business, Saint Mary’s University. Benefits and values (of membership) by Jessica Provencher (<i>Chapel</i>) 	<p>Intensive #2 – CoopZone * <i>Facilitated by Pascal Billard</i></p> <p>-Co-operation and Our Future: Peripheral or Central. Coopération et notre avenir: périphérique ou central.</p> <p>- Opportunities to explore to create new cooperatives. Des opportunités à explorer pour créer de nouvelles coopératives.</p> <p>- Business succession by the co-operative model Succession d’entreprise par le modèle coopératif.</p> <p>- The Canadian Co-op Investment Fund Fonds canadien d’investissement coopératif</p> <p>-North Nova Forest Owners Co-op Ltd, 43 Years of Co-op Success in Rural Nova Scotia North Nova Forest Owners Co-op Ltd, 43 ans de réussite dans les régions rurales de la Nouvelle-Écosse</p> <p>Presenters: Pascal Billard, President, CoopZone J. Tom Webb, President, Global Co-operation and Adjunct Professor at Sobey School of Business Annie Joyal, Senior Development Officer, CCO Clément Panzavolta, Senior Development Officer, CCO Christina Baker, Director of Community Lending, CCIF Greg Watson, Manager, North Nova Forest Owners Co-op Ltd. <i>*with simultaneous Interpretation (Training Room)</i></p>
All-day Management Intensives		
12:30 - 1:35 Lunch Break (included) plus a walk break after lunch		
15-minute break at 3:00 pm		

5:00 to 5:15	Facilitated wrap-up of day one
5:30 pm 6:30 pm	Supper (included) Movement break/ walk on the adjacent TransCanada Trail along the Waughs River (<i>please meet at the main entrance to join the walk</i>)
7:00 to 9:00 pm	Evening Keynote: and Award presentation Keynote speaker Hannah Martin will present on the Challenges of Climate Change, and of First Nations Communities. CWCF's Best Practices Award will be presented to Open Sky Co-op, by Hazel Corcoran and Joey Pittoello. The evening activities will include a choice of a documentary screening, games or a bonfire.

Friday, October 25

8:00am 8:15am	Breakfast (included for those staying at the centre) Registration starts		
9:00 to 10:30	Forum #1: Worker Co-operatives: Building Resilient Communities How can worker co-ops help address climate change challenges Yuill Herbert and Colin MacDougall, Sustainability Solutions Group (SSG) How can worker co-ops build equality and resilient communities, Margaret Tusz-King, Open Sky Co-op, The co-op movement and First Nations, Nadine Bernard <i>Facilitated by Eric Tusz-King</i>		
10:30 to 10:50 am	Networking break		
10:50 to 11:10	Co-op Showcase: Co-op Ignite sessions - Participating in the Green Economy Sandra Allen (Shift Delivery Co-op), Greg Watson (North Nova Forestry Co-op), and Daimen Hardie (EcoSystem Collective)		
11:10 to 11:20	Group photo		
11:20-12:30	Regional Caucus Meetings (<i>Regional caucus meeting locations will be posted</i>)		
12:30 to 1:15pm	Lunch (included)		
1:15 to 1:45pm	Movement break/ walk (<i>meet at the main entrance for the walk</i>)		
1:45 to 3:15pm	Workshops:		
	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>A1) Member Peer Coaching: Peer Coaching Groups are grounded in Action Learning theory. This format includes ongoing, highly focused process among 4-6 people who use coaching to help each other address real, current, important problems and opportunities in their worker co-ops and work– and learn at the same time. In highly structured meetings, members help each other primarily by sharing thoughtful questions to report, clarify and frame the priorities and then to generate relevant and realistic actions to address the priorities. The</p> </td> <td style="width: 50%; vertical-align: top;"> <p>A2) Building Your Co-op's Financial Viability</p> <p>Explore what financial viability is, find out how other worker co-ops define and measure their financial viability and have a chance to explore how you might utilize the information in your co-op.</p> <p>With presentations by two worker co-op members about their co-op's financial viability. Including: Colin MacDougall, Sustainability Solutions Group (SSG) and Ahmed Nassrat, Just Us Coffee Roasters</p> </td> </tr> </table>	<p>A1) Member Peer Coaching: Peer Coaching Groups are grounded in Action Learning theory. This format includes ongoing, highly focused process among 4-6 people who use coaching to help each other address real, current, important problems and opportunities in their worker co-ops and work– and learn at the same time. In highly structured meetings, members help each other primarily by sharing thoughtful questions to report, clarify and frame the priorities and then to generate relevant and realistic actions to address the priorities. The</p>	<p>A2) Building Your Co-op's Financial Viability</p> <p>Explore what financial viability is, find out how other worker co-ops define and measure their financial viability and have a chance to explore how you might utilize the information in your co-op.</p> <p>With presentations by two worker co-op members about their co-op's financial viability. Including: Colin MacDougall, Sustainability Solutions Group (SSG) and Ahmed Nassrat, Just Us Coffee Roasters</p>
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	questioning is a hallmark of Action Learning. <i>Facilitated by Eric Tusz-King and Kaye Grant (Chapel)</i>	<i>Facilitated by Peter Hough (Training Room)</i>
3:15 to 3:35pm	Networking Break	
3:35 to 4:05pm	Presentation on The Co-operators' Approach to Environmental Sustainability by Wendy Carruthers, Associate Vice-President of Member & Key Client Relations, introduced by John Harvie, Chairperson of the Board	
4:05 to 5:05pm	CWCF AGM Part 1: Reports CWCF AGM Part 2: Financial Statements and Budget	
5:05 to 5:20	Facilitated wrap-up of day two	
5:30 to 6:30pm	Supper (included)	
7:00 to 10:30pm	Mix and Mingle Networking Party (<i>Map will be provided. Carpooling will be coordinated by CWCF staff. Please sign up at the registration desk if you need or can provide a ride to the location which is about a 10 minute drive</i>)	

*Late resolutions are due by 7:00pm

Saturday, October 26		
8:00am	Breakfast (included for those staying at the centre)	
8:15am	Registration starts	
9:00 to 10:30	Forum Topic #2: The Social & Solidarity Economy & Worker Co-ops: What is meant by the Social and Solidarity Economy (SSE)? How and why do worker co-ops collaborate with the SSE, and where across the world is this working well and helping to scale up worker co-ops? With Sonja Novkovic, Academic Director, Cooperative Management Education at Saint Mary's University and Chair, ICA Research Committee Rick Proven with Sun Certified Builders Co-operative will present on their experience. <i>Facilitated by Wilf Bean</i>	
10:30 to 10:50	Networking Break	
10:50 to 11:30	CWCF AGM Part 3: Elections and Resolutions	
11:30 to 11:50	Co-op Showcase: Co-op Ignite sessions - Living Workplace Democracy – followed by Q&A Lisa Murray and Dawn Tait (DSW Co-op), Margaret Tusz-King(Open Sky), and Frank Bezanson-Harris (Just Us Coffee Roasters).	
11:50 to 12:15	Facilitated wrap-up of the Conference	
12:15 to 1:15	Lunch (included) / Board reorganization meeting (option of to-go lunch)	

Acknowledgements

The CWCF and CoopZone would like to sincerely thank the following for their financial support of the 2019 AGM/Conference

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