

Co-ops caring for seniors,

a discussion with the SCASSC 2020 07 05

Vanessa Hammond 250 415 9272

Chair: **Victoria Health Co-op**

Past Chair: **Health Co-ops Canada** and
First Ownership Co-op (a co-op development co-op)

Past Canadian delegate to the **International Health Co-op Federation**

From the territories of the Lekwungen speakers of the
Songhees, Esquimalt and WSA NEC lands.



Co-ops caring for seniors,

a discussion with the SCASSC 2020 07 05: The next 30 minutes

The next 30 minutes

Your thoughts

Co-ops do this

Why co-operate

What IS a co-op

First decisions

Tough stuff

Pulling it all together

Fun facts

The discussion



Co-ops caring for seniors,

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Scribble individually

Two pages or two columns

Start to discuss

Define

Adapt



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BC Co-ops DO all of this and MUCH more



Victoria
Women In Need
Community Cooperative



**Stocksy
United**



Woodland Park
Housing Co-operative



Okanagan Housing Co-op



**COWICHAN ELDER CARE
CO-OPERATIVE**



**Weaving
Wellness
Co-
operative**



and
many
other
housing
Co-ops



**Sunshine Coast
CREDIT UNION**
Together, we enrich lives.



AGROPUR
Dairy Cooperative







The Internet Poets' Cooperative



Reindeer herders' co-op, Finland



Water supply co-op, Luve, Ukraine



Herder's Co-op, China



The 10 sq ft co-op Guyana



Khalum Ilch, felt, co-op, Mongolia

Gold Coast Fishing Co-op Australia



New Zealand





Khalum Ilch,
felt maker's
co-op

Co-ops caring for seniors,

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The next 26 minutes

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Why co-operate?

Survival Rates

Great Colleagues

Love of Community



Survival Rates

Survival after 5 years of operations

Alberta 92.1%, BC 65.8%, Quebec 64%

Non-co-ops in Alberta 35%

Quebec study, survival rates:

After 5 years - co-ops 6/10, others < 4/10

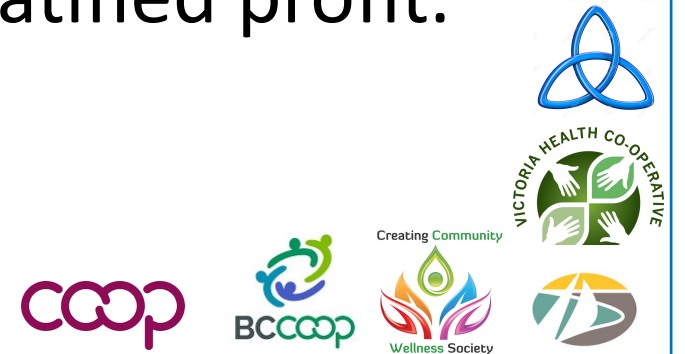
After 10 years - co-ops 4/10 , others 2/10



Great colleagues

Colleagues you enjoy working with rather than being in a stratified environment. Respect regardless of job title.

Colleagues who have chosen to work in this environment, driven by the desire to meet common needs and to bring fairness, equity, and justice to the marketplace rather than for stratified profit.



Love of community

Co-ops more accountable than other enterprises, such as publicly traded corporations, where the weight of a vote is affected by the size of investment. Co-ops are associations of people, whereas corporations are associations of capital.

Through their tradition of self-help and mutual aid, co-ops have made a major contribution to the development and stability of communities in British Columbia. People find strength in collective action and the powerful motivation of mutual support.

Revenue stays in the local community.



Because it is instinct



People help themselves and their communities more effectively together than separately.

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The next 25 minutes

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What is a co-op - purpose?

Societies Corporations Partnerships

To help others.

No owners.

No shares.

No profits.

If charitable,
many restrictions.

To create profit for owners.

*Profit distributed to
shares.*

Control with shares.

Responds to the market.

Co-operatives

To serve members.

Surplus distributed, pre tax, to members as p/matronage dividends based on usage.

If charitable, many restrictions.

Controlled by members, one member – one vote.

Accountable to members and community re the International Co-op Alliance DVPs.

All are legal persons (can contract).

All have limited liability.



What guides a co-op?

Definition

Values

Principles

These DVPs were developed by the International Co-op Alliance, with considerable Canadian input.



Definition

A co-operative is an

- autonomous association of persons
- united voluntarily
- to meet their common economic, social, and cultural needs and aspirations
- through a jointly-owned
- and democratically-controlled
- enterprise.



Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity.

Values

In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others.



Principles

Voluntary and Open Membership
Democratic Member Control
Member Economic Participation
Autonomy and Independence
Education, Training and Information
Co-operation among Co-operatives
Concern for Community



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The next 20 minutes

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There are NO right or wrong answers. But a consistent “Doesn’t feel right” might indicate that this is not the best role for you.



Or are you just thinking carefully about whether
you can be part of this team.



Your decision - can you live with:

Having the same rights and responsibilities as all other co-op members?

Much of your start-up work being as a volunteer?

Knowing that every Member-Owner has the right to (politely and constructively) challenge your decisions and actions?

Being patient with the many members of many co-ops who are oblivious about co-ops?

Letting those designated as task-leaders get on with their tasks?

Knowing that all “pillars” or “legs of the stool” are as essential as your chosen tasks?

Being held responsible for completing your tasks according to the agreed schedule?

Knowing that it is an endless learning process?

Ask yourself, ask yourselves - is it time for you to take a break, to chose a different course, or to move ahead, ?



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The next 15 minutes

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Building the Co-op is the work of the Board and all the Member-Owners.

Think about:

- Responsibilities
- Rights
- Four legged stool, four pillars
- Efficiency (select Rules of Order, conduct AGMs, Board meetings, on going work)
- Conflict of roles
- Succession planning, member engagement



You have chosen to be leaders.

You are formally, informally permanently, temporarily... involved with governance, leading committees, getting the work done.

Governance is the Heart and Head of your co-op
and
often the hands and feet of the co-op.

Will you ensure that the legal, corporate, operational and ethical responsibilities of the co-op are well managed?



You are responsible for building the four pillars is the co-op!

Listening to
the MOs

Ensuring that
your Co-op
honours the
Co-op
Definition,
Values and
Principles and
all legal
requirements.

Ensuring
that your
Co-op is a
sustainable
enterprise.

Ensuring that
your Co-op is
provides the
highest value
service or
product.



Rights and Responsibilities

You need to know the Rights and Responsibilities of:

- the Officers (Chair, Treasurer, Secretary)
- all Board members individually and as a Board
- all member owners
- all consultants, suppliers, buyers.....



Or else



So:

- Are you somewhat interested
- Thinking
- Committed
- Taking a break
- Wondering if you can do this?



Of course you can do it!

You are here because you either already know how to do all this, or how to get help.



So now,
how will you measure success?



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The next 10 minutes

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First steps

People

Vision

Supporters

Incorporation (do NOT box yourselves in)

Business plan



Second steps

Membership criteria

Classes of membership

Raising investment and love money, ensuring ongoing revenue, finding a dedicated accountant and lawyer (dedicated and co-op savvy)

Disposal of assets on dissolution

Steering committee, First Board, Committees, Mandates, Rules of Order, policies and practices



Co-ops caring for seniors,

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The next 8 minutes

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Co-ops caring for seniors,

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The next 5 minutes – YOUR discussion

Your thoughts

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Beyond this discussion: further topics available for workshops or moderation

Rights and responsibilities of Member-Owners

Rights and responsibilities of Directors individually and as the Board

Rights and responsibilities of Committee members

Meeting the challenges and using the strengths of Multi-Stakeholder Co-ops

How to deal with the less-than-perfect Directors and Members

Most useful status - charity, for profit, nfp? Do not box yourselves in.

Who will be employees and who contractors, and why?

What are your most important questions?

Drafting the Purpose and by-laws

Establishing committees and working groups, and their guidelines.

Policies to cover conflict of interest, action when meetings are missed, leave of absence, research/consulting/public relations by Board or others, and cost coverage.



The World Health Organization says:

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

Well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and ability to manage stress.

