**BC Co-op Developers Community of Practice**

Meeting Minutes

March 24th, 12-1:30pm

12-1:30 PT via Zoom :<https://us02web.zoom.us/j/86940448120>

**Facilitator: Kevin Harding**

**In Attendance:** Zoe Creighton, Marty Frost, Elvy del Bianco, Melanie Conn, Kevin Harding, James Grieve, Joy Emmanuel, Tara Williams, Chris Galloway, Danielle Soucie. Paul Cabaj, Iva Jankovic, Stephen Elliott-Buckley, Daphane Nelson, Marty Frost

**Action items from last meeting:**

* Landing page, developers to upload documents, info etc. - Zoe, Iva and Danielle are still working on the page. Developers were encouraged to upload their info once ready.
* Standard Pay: A list has been created pricing out the work that co-ops might need from developers. The list still needs to be validated, and shared on the landing page.
1. **Updates from BCCA**
* Paul Cabaj, E.D of BCCA and ACCA introduced him self to the group and provided BCCA updates. The two organizations (ACCA and BCCA) are beginning to work more closely together, including sharing staff and collaborating on initiatives.
* The [Community and Co-operative Counsel](https://www.coopcounsel.ca/) launched, offering BC and AB coops shared legal services. These shared services are also being extended through an agreement with [Le Consortium Coop](https://leconsortium.coop/) in Quebec.
* A similar set of shared services for accounting needs is in development, and this group acknowledged that there is also an appetite, and the capacity for one for business development services.
* Government Relations has been busy, meetings scheduled with several Ministers. Many discussions are happening at both organizations that could potentially affect the Community of Practice in the future.

**2. Updates from Vancity**

* Elvy Del Bianco provided the Vancity Update. Another cohort of Co-operate Now online is taking place this spring. The spring cohort will split its time into two, one section in May focusing on ownership, and another in September focusing on their business canvas.
* An evaluation of the program took place in 2020, and approximately 143 people have been through the program, and it has produced about 41 incorporations in BC. The online version of the program has allowed for even further reach.

**3. Updates from Developers on Projects**

* Language Experts, Melanie Conn
* This business concept is already functioning, with volunteers running it, and now they want to covert to the co-op model. This group is an example of the flow from the community of practice to an assigned co-op developer.
* A new mechanism was employed wherein ownership was put on the business to choose their co-op developer, avoiding nepotism, favouritism, etc.
* Sophia Home Care Co-op, Elvy Del Bianco and Tara Williams
* This co-op is a group provision of home care services for the elderly. Growing need for home care, as elderly people want to age in their homes.
* These services already exist in both the non-profit, and for profit sector, but both models present problems.
* The Sophia Home Care Co-op is a self-motivated group, but the key problem is that most participating are administrative vs. care providers.
* Regular check-ins occurring weekly, and their business canvas will be ready in a few days with 3 separate scenarios, etc.
* **Action Item:** Elvy/Tara to share resources on home care co-op and eventually their business canvas on the landing page.
* Louder Than 10, Marty Frost
* Group of contract workers that do organizational development, communications, etc that are looking to transition to a worker co-op.
* This group went through Co-operate Now, and there is solid documentation of the process they have under gone to covert into a worker co-op. This will be a good record of a conversion and demonstrate what works, what does not, etc.
* Still in early stages, with the commencement of a 6 months process shortly.
* Victory Gardens – Zoë Creighton/UNSCL
* BCCA member reached out for assistance and has been put through the pipeline. This process can be seen on the development flow chart online.
* Victory Gardens is a worker co-op that has budget to bring on a co-op developer and do a Governance session.
* BCCA (Zoë) to do governance session, and they have requested to work with Marty Frost.
* Ideas around how we can track these requests, put them through a pipeline, input into CRM, etc.?
* Fuse Coaching – Zoë
* Group of 3 coaches/counsellors creating a co-op. Draft incorporation documents are prepared, they may need a lawyer but also have budget set aside for co-op development support.
* Please get in touch with Zoe if interested, and an emerging developer could also get in touch if interested.
* Solid State, Elvy
* This group is looking to create more viable economic opportunities for youth in Surrey, to break the narrative of crime. High schoolers defining skills and interest, how does putting a co-operative structure around this work?
* Vancity is supporting them to reach a BIPOC community, which is often excluded from the co-op sector. Opportunities but also challenges, there will be more to report next meeting
* King Fisher Farms, Joy Emmanuel
* Preliminary discussions took place, but nothing has really come to fruition. The farm has many facets, so this could be a shared services co-op, but not sure if the co-op model is right for them. Following up soon.
* Hub City Cycles, Joy
* 8 years incorporated, cycling businesses are doing well due to COVID 19. Ready to expand to a new location. Complete change over of staff and Board.
* Nothing is final but looking on track to work with a developer soon.

\*Emerging Developer Opportunities - Hub City Cycles (contact: joy), Language Partners (contact: Melanie), and Fuse Coaching (contact: Zoe).

**4. Sharing Practices and Discussion**

**a. Shared Documents + landing page:** discussed above.

**b. Discussion**

* Many co-ops are doing well after 5-8 years but have issues when it comes time to grow, and expand into the next stage, like Hub City Cycles.
* Perhaps this group could work towards creating structured services around this. Usually they are referred to coaching, but this doesn’t always have a co-op component.
* The group could create a range of services that designed to help co-ops in this stage.
* **Action Item:** James and Kevin to be proactive in researching, and helping to create a list of possible services.

**5. Mentoring Items**

* The community of practice itself has been successful, the group is growing, and connections are being made. However, perhaps it is time to build out some systems. At the moment the process is time consuming, some automazation would be good.
* Iva expressed interest in helping to create a system, but first we would need to define the direction we would like to go in.
* Sub committee of this group to help. First task would be to understand the needs of the system, then prioritizing them.
* Good next steps would be a document for people to add what they think is needed to support the work of the growing group.
* **Action Items**:

**A**. Create a sub committee- **initiated by Iva** to create document where developers can put together some questions. Then it can be distributed through group email.

**B.** Iva to create a link for resources where we can all share internal documents. Danielle to manage them in the shared landing page along with meeting notes, etc.

**6) New items**

**a. Mapping supports for co-op developers across the country:** tabled.

There were no new items to discuss.

**7) Next Meeting**

Scheduled for June 9th at 12pm.

Next facilitator: Elvy.