

**Wendy
Holm**



**Manuel
Mariño**



**Sonja
Novkovic**



**Marcelo
Vieta**



**Tom
Webb**



**Bob
Yuill**



WORKSHOP SUMMARY **ANAP Escuela Niceto Perez – February 23 and 24, 2014**

International Advisory Team members Sonja, Tom, Marcelo and I¹, together with Peter Hough (CWCF, Coop Index), attended a wonderfully successful workshop on Monday and Tuesday of last week at Centro Nacional de Capacitacion de la ANAP Escuela Niceto Perez Garcia.²

This workshop was part of a 3 year strategic plan placed in my hands by ANAP President Félix Gonzales Veigo in June of last year. Mavis Alvarez and I were honoured to have been asked by Félix in February 2013 to assist him in its drafting.

Tragically, Félix Gonzales Veigo passed away suddenly on Tuesday February 18th. This project is a wonderful demonstration of his leadership and vision. We feel collectively challenged and inspired to make its success part of his legacy.

Our two-day start-up workshop could not have been more successful! Participating were Vice Director Armando Hernandez Romaro and five of his teaching staff (who led a discussion of the role, capacity and needs of ANAP's Escuela Niceto Perez); Cuban Advisory Board members³ Mavis Alvarez, Grizel Donestevéz Sanchez, Gonzalo Gonzales and Anita del Risco; and SMU MMCCU Graduate Student Ivette Garcia, Professor at the University of Havana.

The first day of the two-day workshop focused on getting to know one another. To explore what each brings to the table and how we might work together to support the success of Cuba's farm cooperatives as they enter a new and exciting cooperative era (Los Lineamientos 2011).

The afternoon focused on sharing with the International Team a stronger understanding of how Cuba's three types of coops (CPA, CCS, UBPC) are structured, how they function, how they differ, and ANAP's role in supporting members and their cooperatives.

The morning of the second day focused on a presentation and wide-ranging discussion, led by Peter Hough, on the Coop Index: how it works, how it is structured, what it is and

¹ Manuel and Bob were unable to attend.

² Preceded by a Sunday dinner meeting of International and Cuban advisory team members.

³ Pablo Fernandez was unable to attend.

what it is not, how it is used in Canada and elsewhere, how it might be adapted (or designed from scratch) for use by Escuela Niceto Perez in their work with Cuba's socialist worker (CPA, UBPC) and producer (CCS) coops.

The afternoon of the second day focused on "next steps": Do we all agree on direction? If so how do we move this forward? The workshop concluded with the following accords:

1. The Vice President and members of the teaching staff of Escuela Niceto Perez value and accept the "Train the Trainers" invitation by ANAP to work with members of the International and Cuban Advisory Teams to strengthen farm cooperatives.
2. The Coop Index was recognized by Escuela Niceto Perez as a valuable diagnostic tool for members to understand better coop training needs and allow them to pursue more successfully their true cooperative potential.
3. The structural differences between Cuba's farm cooperatives suggest it may be possible to "tweak" the existing tool for CPA's and UBPC's, the tool will most likely require rebuilding from the ground up for Cuba's producer coops (CCS/CCSF's). It is possible that one tool can be designed and build for use by both, but this cannot yet be determined.
4. Two printed copies of the worker Coop Index questions, translated into Spanish, were circulated to the Cuban Advisory Team and the Escuela Niceto Perez for comment. It was acknowledged by all that this comes from a capitalist model and some changes will be necessary to fit the socialist context.
5. Members of the International Team asked for the following information:
 - a. Brief write up on structure and function of Cuba's three types of farm coops. Different ways in which they sell/market their products? How prices are determined?
 - b. Key management issues facing coops today?
 - c. Update on laws affecting coops (existing, update on proposed changes).
 - d. Armando Hernandez offered to circulate a recent document explaining recent changes to how cooperatives now market their products in Mayabeque and Artemisia provinces.
6. Members of the Cuban Team and Escuela Niceto Perez asked for a copy of Peter's Coop Index power point presentation in Spanish (Marcelo will translate). It is again noted that the English copy of the power point that many copied at the workshop has an error: on slide eleven, "ideal worker" should read "ideal worker cooperative".

7. Next step is for Coop Index tool developers to install a Spanish translation of the Coop Index report in a draft Cuban version of the tool.
8. The Cuban Team and Escuela Niceto Perez representatives will report back to the International Team with an estimate of how many (and which specific) questions might need to be changed in order to allow the tool to be successfully used by CPA's and UBPC's. It was generally agreed that if the number of questions needing rephrasing is ten or less, tweaking is likely possible. If there are a great deal more questions that need "adjusting", then the best course of action may be to design one Cuban Coop Index tool that works for all types of Cuban farm coops, if possible.
9. An Action Plan was summarized as follows:
 - a. Training workshop with Escuela Niceto Perez once Spanish tool available.
 - b. At the invitation of Escuela Niceto Perez, meet with members of a representative CPA and a UBPC to determine if the modified worker coop tool will be useful; fine tune questions as needed.
 - c. Analyse results: will modified tool work or is new, combined tool needed?
 - d. If yes, begin work with a pilot group of co-operatives – ANAP and member coops to select CPAs. ALAMAR Organoponico (UBPC) should be in the pilot project as well. Coordinating work for Alamar will be Gonzalo Gonzales (Cuban Advisory Team member, Alamar member), Grizel Donestevéz Sanchez (Cuban Advisory Team member, Univ. of Villa Clara prof in Cooperatives) and Ivette Garcia (MMCCU Cuban Student).
 - e. Begin discussions with Escuela and CCS members to design and build a Coop Index tool for Cuba's producer coops.
10. Gratitude was expressed to The Canadian Embassy in Havana and Atlantic Central for so generously supporting this workshop. Thanks were also expressed to all present for taking their professional time to collaborate on this important initiative.
11. Thanks to the excellent translation skills of Rose Ana Berbeo and colleague Nadia, the workshop was simultaneously translated into Spanish and English. An informal video of the 2-day workshop will be made available.

Prepared by Wendy Holm on behalf of International Advisory Team
 Wendy Holm, MMCCU, Saint Mary's University wendy@wendyholm.com
 Manuel Mariño, Regional Director, ICA Americas (direccion@aciamericas.coop)
 Dr. Sonja Novkovic, Saint Mary's University snovkovic@smu.ca
 Dr. Marcelo Vieta, University of Toronto marcelo@vieta.ca
 Tom Webb, Saint Mary's University jtwebb@auracom.com
 Bob Yuill, Scottish Agricultural Organizations Society bob.yuill@saos.coop

