

Going Green:

Strategies, Practices, and Opportunities for Cooperatives

Training-Workshop Report



ICOPED Auditorium
College of Economics and Management
University of the Philippines Los Banos

May 10, 2017

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TRAINING MANAGEMENT TEAM



Dr. Zenaida M. Sumalde

Training Director



Prof. Karen P. Quilloy

Project Leader



Prof. Liezel S. Cruz

Project Staff



Ms. JP Roma D. Domingo

Activity Staff



Ms. Arminga Peria

Activity Staff



Ms. Rosalinda V. Manese

Support Staff



Mr. Ronnel M. Rafols

Support Staff



Mr. Fernando M. Banalo

Support Staff

RESOURCE PERSONS

Ms. Irish Joy M. Inciong

Trade and Industry Specialist
Department of Trade and Industry – CALABARZON

Mr. Alex Hinojosa

Department Manager
Land Bank Lending Center - Laguna

Objectives

The training-workshop aims to enhance awareness and knowledge of agri-based cooperatives on green growth practices and opportunities and capacitate them on building strategies in applying these practices into their goals, operations, and activities. Specifically, at the end of the training, participants are expected to:

1. have an understanding on the concepts of green growth and green growth pathways for cooperatives;
2. learn the benefits and opportunities in greening;
3. assess the need for green practices by identifying the present green practices and effective and realistic ways to make cooperatives become green or greener; and
4. develop a concrete plan for actual implementation of green practices.

Methodology

The training-workshop is composed of lecture presentations and three workshop activities among participants. PowerPoint presentations were used as the media for lectures and for delivering the mechanics of the workshop.

The following topics were covered in the lecture presentations:

- Green Growth Concepts and Framework
- Support to Green Economic Development: Department of Trade and Industries (DTI) Initiatives
- Climate Resilient Agriculture Financing Program of the Land Bank Lending Center

An open forum was held after the lecture presentations as an avenue for sharing of opinion, comments, suggestions, and clarifications between the participants and the resource persons.

Meanwhile, the workshop component was composed of three activities:

| | | |
|------------|---|--|
| Activity 1 | Green Audit Checklist | <u>Objective:</u> To assess the cooperatives' current green growth practices |
| Activity 2 | Creation of Green-inspired Vision and Mission statements | <u>Objective:</u> To encourage cooperatives to incorporate green growth in their vision and mission statements |
| Activity 3 | Prioritization of High-Impact Practices | <u>Objective:</u> To prioritize the green growth practice based on their importance and level of impact and value to cooperatives |

Participants

Participants were divided into four groups, two groups per cooperative. The participants were provided with meta-cards and writing materials for the workshop. At the end of each activity, representatives from each group presented their outputs. The outputs of the workshop shall be used by the cooperative in developing their green growth action plan.

A total of 18 participants attended and completed the training-workshop, 10 of which are from the Calamba Vegetable Growers Marketing Cooperative (CVGMC) while the rest are from the Green Beans Multipurpose Cooperative (GBMPC). The participants are composed of members (38.89%) and officers (61.11%), with an average of 3.19 years as members in the cooperative and 2.88 years as officers of the cooperative.

The age of the participants ranges from 36-64 years old with 52 years old as the average age. Half of the participants are male and the rest are female. Most of the participants are married (94.44%) and only one is widowed.

In terms of educational attainment, 38.89% finished high school while 33.33% finished college. Majority of the participants are farmers (61.11%).

Table 1 summarizes the profile of the participants of the training-workshop. The complete profile of the participants is presented in Appendix Table 1.

Duration and Venue

The training-workshop was conducted on May 10, 2017 at the ICOPED Auditorium, College of Economics and Management, University of the Philippines Los Baños. The activity is conducted from 8:30 AM to 5:00 PM. The morning session was composed of presentations on green growth concepts and framework and opportunities for greening cooperative enterprises. The workshop proper was held in the afternoon session. The program of activities is presented in Appendix A.

Self-Assessment on Greening Cooperatives

Prior to the conduct of the training-workshop, majority of the participants perceived to have high knowledge on green growth, are highly supportive to the promotion and practice of green growth, and highly believes that green growth is beneficial to cooperatives. At the end of the training-workshop, the number of participants who have high self-ratings on these three areas have increased (Table 2).

Table 1. Summary of participants' profile

| PROFILE | n | % |
|---|-------------|-------|
| No. of Participants | | |
| CVMC | 10 | 55.56 |
| GBMPC | 8 | 44.44 |
| Age | | |
| Range | 36-64 | |
| Average | 52 | |
| Sex | | |
| Female | 9 | 50.00 |
| Male | 9 | 50.00 |
| Civil Status | | |
| Married | 17 | 94.44 |
| Widowed | 1 | 5.56 |
| Educational Attainment | | |
| Elementary | 1 | 5.56 |
| High School | 7 | 38.89 |
| College | 6 | 33.33 |
| Graduate Studies | 1 | 5.56 |
| Vocational | 1 | 5.56 |
| No Answer | 2 | 11.11 |
| Occupation | | |
| Farmer | 11 | 61.11 |
| Businessman/ Entrepreneur | 3 | 16.67 |
| Government Employee | 6 | 33.33 |
| Position in the Cooperative | | |
| Member | 7 | 38.89 |
| BOD | 3 | 16.67 |
| Chairperson | 1 | 5.56 |
| Vice Chairperson | 1 | 5.56 |
| Secretary | 2 | 11.11 |
| Treasurer | 1 | 5.56 |
| Auditor | 1 | 5.56 |
| Mediation and Conciliation Committee | 1 | 5.56 |
| Election Committee | 1 | 5.56 |
| No. of Years in the Cooperative | | |
| Range | 0.08 – 5.00 | |
| Average | 3.19 | |
| No. of Years as Officer in the Cooperative | | |
| Range | 1.00-4.00 | |
| Average | 2.88 | |

Table 2. Summary of self-assessment on greening cooperatives

| Score | Pre-Assessment | | | Post-Assessment | | |
|-----------------|----------------|--------|--------|-----------------|--------|--------|
| | A | B | C | A | B | C |
| 1.00-4.00 low | 22.22 | 5.56 | 0.00 | 5.56 | 0.00 | 0.00 |
| 4.01-7.00 fair | 27.78 | 22.22 | 16.67 | 22.22 | 16.67 | 0.00 |
| 7.01-10.00 high | 44.44 | 61.11 | 77.78 | 55.56 | 66.67 | 88.89 |
| No Answer | 5.56 | 11.11 | 5.56 | 16.67 | 16.67 | 11.11 |
| N | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 |

Legend

A – Knowledge on green practices

B – Support on the promotion and practices of green growth

C – Belief on the benefits of green growth on the cooperative

Table 3 shows the changes in the perceptions of the participants on green growth at the end of the training. It was observed that 33.33% of the participants perceived that they are less knowledgeable about green growth while 33.33% of the participants felt that they became more knowledgeable on green growth. Meanwhile, there were more participants who became more supportive on the promotion and practice of green growth (44.44%) while 33.33% of the participants reported that their belief on the benefits of green growth on the cooperative declined. It should be noted, however, that majority of those whose answers did not change for pre- and post-assessment has high ratings on the three areas.

Table 3. Summary of changes in the self-assessment on greening cooperatives

| Change | A | | B | | C | |
|-----------|-----|--------|-----|--------|-----|--------|
| | No. | % | No. | % | No. | % |
| Declined | 6 | 33.33 | 3 | 16.67 | 6 | 33.33 |
| Improved | 6 | 33.33 | 8 | 44.44 | 4 | 22.22 |
| No Change | 4 | 22.22 | 4 | 22.22 | 6 | 33.33 |
| No Answer | 2 | 11.11 | 3 | 16.67 | 2 | 11.11 |
| N | 18 | 100.00 | 18 | 100.00 | 18 | 100.00 |

Legend

A – Knowledge on green practices

B – Support on the promotion and practices of green growth

C – Belief on the benefits of green growth on the cooperative

Workshop Results

A. Green Audit Checklist

Two out of the three groups have green scores less than one-third of the perfect score namely: 27 and 32, respectively which is common for start-up cooperatives who have yet to incorporate greening in their business operation (Table 1). Also in Table 4, two groups belonging in the same cooperative (CVGMC) have shown different green scores. This implies an opportunity for CVGMC to improve on its information dissemination to its members to ensure that one common message is circulated to everyone.

Table 4: Summary of self-assessed Green score rating per group

| Cooperative | Yes (3 points) | Partially (1 point) | Add to Plan (0 point) | Total Green Score |
|---------------|----------------|---------------------|-----------------------|-------------------|
| CVGMC Group A | 36 | | | 36 |
| CVGMC Group B | 27 | 5 | | 32 |
| GBMPC Group | 21 | | | 21 |

B. Incorporation of Green in Vision and Mission

Both cooperatives, CVGMC and GBMPC, have no well-defined vision and mission statements. During this activity where the groups are asked to develop green-inspired vision and mission statements, the following were the group's outputs:

Calamba Vegetable Growers Marketing Cooperative

Group A

- “Mataas na produkto at may kalidad at **organic** na mga gulay” (High-quality products and organic vegetables)
- “Makilala ang coop sa matagalang panahon sa larangan ng agrickultura” (To be known in the agricultural sector for a long time)
- Ang coop natin ay umunlad at matagumpay na makamit ang mga hangarin” (For our coop to succeed and meet all its objectives)

Group B

- To become more popular Calamba Vegetable Growers Marketing Coop in the Philippines.
- “Makilala kami kundi lamang sa pagsasaka maging sa pangngisda especially “pangsius” cream dory” (To be known not just in the field of agriculture but also in fishery especially in [the production and processing] of “pangsius” cream dory.
- “Makilala sa paggawa ng feeds na pakain sa baboy sa pamamagitan ng pinaghalo-halong dahon at gulay” (To be known in feeds production using compost and vegetable by-products as inputs)
- “Tumagal ng mahabang panahon hanggang sa kaapuapuhan” (For our cooperative to be passed on to the next generations)
- “Makilala ang aming kooperatiba sa organic, pati sa mga native na pig” (To be known in organic farming and native hog processing)

Green Beans Multipurpose Cooperative

Group A

- Vision: Active stakeholder for the success of government sponsored-project [in pursuing the] national coffee roadmap.
- Mission: Help the coffee industry to increase their harvest by providing reliable and quality planting materials.

Group B

- “Hinahangad ng Green Beans MPC na maitaas ang antas ng pamumuhay ng bawat miyembro at makatulong sa pamayanan sa pamamagitan ng resposableng paggamit ng mga likas na yaman” (Green Beans MPC aims to uplift the welfare of the members and help the community by being responsible steward of the natural resources)
- “Makilala at mapaunlad ang “Green Beans” na may kalidad sa buong mundo upang makatulong sa karagdagang kita ng bawat mamamayan sa responsableng paggamit ng likas na yaman” (For Green Beans to be known and promoted as cooperative producing world-class quality products in order to help improve the income of the members by their responsible use of natural assets)
- Self-reliant production and reduce poverty.

C. Prioritization of High-Impact Practices: A Prioritization Matrix

The whole group was divided into 3 small groups with all members per group belonging in the same cooperative. Making and using compost ranked number 1 in the two groups of CVGMC whose line of business is in vegetable production. Waste segregation, on the other hand, was the top list of GBMPC and the second most-impactful practice for CVGMC-A. Incorporating greening in the vision and mission statements was identified the 3rd most relevant practice for 2 groups while the conduct of training on greening was deemed equally important by the same 2 groups with 5th ranking.

Table 5: Summary of Identified Green Practices and corresponding Priority Score Per Group

| CVGMC – A | Priority Score | CVGMC – B | Priority Score | GBMPC | Priority Score |
|------------------------------|-----------------------|---|-----------------------|--|-----------------------|
| Make & Use compost | 2.71 | Make & Use Compost | 4.29 | Waste segregation | 4.23 |
| Waste segregation | 2.60 | Publicize green accreditation & certification | 3.88 | Waste reduction | 3.33 |
| Record & collect energy data | 2.24 | Green-inspired vision & mission | 3.79 | Green-inspired vision & mission | 3.15 |
| Check Lighting | 2.18 | Limit chemical fertilizer | 3.45 | Save paper; communicate electronically | 2.58 |
| Limit chemical fertilizer | 2.11 | Conduct Green Training | 3.43 | Conduct Green Training | 1.63 |

Resource Person Evaluation

Prof. Karen P. Quilloy, the project leader and a faculty of ICOPED, presented the overview of the training-workshop and on the concept of green growth and green growth framework and pathways for cooperatives. Prof. Liezel S. Cruz, the project staff and a faculty of ICOPED, presented a brief background and the mechanics of the workshop activities.

Ms. Irish Joy M. Inciong, a Trade and Industry Specialist of DTI, and Mr. Alex Hinojosa, the Department Head of Land Bank Lending Center – Laguna served the resource speakers for the training-workshop particularly on opportunities for greening cooperatives. Ms. Inciong presented the concept of green economic development (GED) and DTI initiatives supporting and promoting GED. Mr. Hinojosa discussed the financing program extended to climate resilient agriculture

Majority of the participants rated the resource persons as “Best” in terms of competency/mastery of the subject matter, method of presentation, enthusiasm/dynamism, and effectiveness in bringing out concepts while half of the participants rated the resource persons in terms of time management as “Best” (Table 4). The ratings given to the resource persons ranged from “Good” to Best”.

Table 6. Summary of ratings on the resource persons

| CRITERIA | RATING (in %) | | | |
|---|---------------|--------|-------|------|
| | BEST | BETTER | GOOD | FAIR |
| Competency/mastery of the subject matter | 66.67 | 11.11 | 22.22 | - |
| Method of presentation | 61.11 | 16.67 | 22.22 | - |
| Organization and clarity of presentation | 72.22 | 16.67 | 11.11 | - |
| Time management | 50.00 | 33.33 | 16.67 | - |
| Enthusiasm/dynamism | 55.56 | 22.22 | 16.67 | - |
| Effectiveness in bringing out concepts during the session | 55.56 | 27.78 | 16.67 | - |

Post Training Evaluation

More than half of the respondents rated the training in terms of content and physical and social environment as “Better” to “Best”.

A. Content

In terms of content, majority of the respondents rated the timeliness/relevance of the topic, knowledge imparted, coverage of the topics, and materials used as “Better” to “Best”. In terms of knowledge/intellectual challenge, and materials/handouts, the participants’ ratings ranged from “Fair” to “Best” (Table 5).

Table 7. Summary of ratings on the training-workshop in terms of content

| CRITERIA | RATING (in %) | | | |
|------------------------------------|---------------|--------|-------|------|
| | BEST | BETTER | GOOD | FAIR |
| Timeliness/relevance of the topics | 50.00 | 27.78 | 22.22 | |
| Knowledge/intellectual challenge | 61.11 | 16.67 | 16.67 | 5.56 |
| Coverage | 44.44 | 27.78 | 22.22 | |
| Materials/handouts | 38.89 | 27.78 | 22.22 | 5.56 |

B. Physical and Social Environment

Majority of the participants rated the physical and social environment as “Best” specifically in terms of opportunities in discussions, quality of interaction, venue, facilities, coordinators and staff, and time allotment. Among the said criteria, ratings on coordinators and staff, and time allotment ranged from “Fair” to “Best”.

Table 8. Summary of ratings on the training-workshop in terms of physical and social environment

| CRITERIA | RATING (in %) | | | |
|--|---------------|--------|-------|------|
| | BEST | BETTER | GOOD | FAIR |
| Opportunities in discussions | 77.78 | 11.11 | 11.11 | |
| Quality of interaction | 66.67 | 16.67 | 11.11 | |
| Venue | 66.67 | 16.67 | 16.67 | |
| Facilities | 72.22 | 11.11 | 16.67 | |
| Coordinators and staff | 72.22 | 11.11 | 11.11 | 5.56 |
| Time allotment for the workshop activities | 55.56 | 27.78 | 11.11 | 5.56 |

C. Overall Ratings

9 out of 18 respondents provided their overall rating for the training workshop. Out of these respondents, 22.22% rated the training-workshop as “Best”, 16.67% as “Better”, and 11.11% as “Good”.

One respondent suggested holding a similar activity on “*more information and other techniques to process*”. Other comments/suggestions include the following:

- “*Salamat po at kami’y binahagian ninyo kami ng kaalaman*” (Thank you for sharing with us information / knowledge)
- “*Sana malit pa uli ang seminar na ito*” (We hope that there will be more seminar like this)
- “*Lakbay aral for the coop best practice*” (Study Tour for coop best practice)
- *Training materials for the participants*
- *Presentation of coop implementation*

APPENDICES

Appendix A

PROGRAM OF ACTIVITIES

Training-Workshop on
**GOING GREEN: STRATEGIES, PRACTICES,
 AND OPPORTUNITIES FOR COOPERATIVES**

May 10, 2017
 ICOPED Auditorium, CEM, UP Los Baños
 College, Laguna

Morning Session (Training)

| | | |
|---------------|--|---|
| 8:30 – 9:00 | REGISTRATION | |
| 9:00 – 9:15 | Opening Program | |
| | Invocation and National Anthem | Ms. Arminga B. Peria University Researcher |
| | Welcome Remarks | Dr. Isabelita M. Pabuayon Dean, CEM |
| | Introduction of Participants | Ms. JP Roma D. Domingo University Extension Specialist |
| 9:15 – 9:30 | Overview of the Training-Workshop | Prof. Karen P. Quilloy Project Leader and ICOPED Faculty |
| 9:30 – 10:00 | The Green Growth Concept and Framework | Prof. Karen P. Quilloy |
| 10:00 – 10:15 | COFFEE/TEA BREAK | |
| 10:15 – 11:35 | Exploring Opportunities for Greening Cooperative Enterprises | |
| 10:15 – 10:20 | Introduction of Speakers | Ms. JP Roma D. Domingo |
| 10:20 – 10:40 | DTI Programs/Projects Supporting Green Initiatives | Ms. Irish Joy Inciong Trade and Industry Specialist DTI-CALABARZON |
| 10:40 – 10:50 | Video Presentation: Promotion of Green Economic Development (Pro-GED) Project of DTI and GIZ | |
| 10:50 – 11:05 | OPEN FORUM | |
| 11:05 – 11:25 | Climate-Resilient Agriculture Financing Opportunities | Mr. Alex Hinojosa Department Manager Land Bank Lending Center- Laguna |
| 11:25 – 11:35 | OPEN FORUM | |
| 11:35 – 11:45 | Giving of Tokens of Appreciation and Photo-Ops | |
| 11:45 – 1:00 | LUNCH BREAK | |

Afternoon Session (Workshop)

| | | |
|-------------|--|---|
| 1:00 – 1:20 | Sharing of Cooperative Green Practices: Calamba Rice Growers Multipurpose Cooperative (CRGMPC) | Ms. Marivic Hardillo CRGMPC Staff |
| 1:20 – 1:30 | OPEN FORUM | |
| 1:40 – 2:20 | The Green Growth Strategy and Green Practices | Prof. Liezel S. Cruz Project Staff and ICOPED Faculty |
| 2:20 – 4:00 | Workshop on Cooperative Green Audit and Operationalization of Green Practices | Prof. Liezel S. Cruz |
| 2:30 – 2:45 | Mechanics of the workshop | |
| 2:45 – 3:30 | Group activity by cooperatives | |
| 3:30 – 4:00 | Presentation of cooperative outputs | |
| 4:00 – 4:15 | Synthesis and Next Steps | Prof. Karen P. Quilloy |
| 4:15 – 4:30 | Closing Remarks | Dr. Zenaida M. Sumalde ICOPED Director |

Appendix B

PARTICIPANTS' PROFILE

Appendix Table 1. Participants' Profile

| Name | Nick name | Address | Age | Sex | Civil Status | Educational Attainment | Occupation | Position in the Cooperative | Number of Years in the Cooperative | Number of Years as Officer | Contact Details |
|--|----------------|--------------------------------------|-----|-----|--------------|-------------------------|--|-----------------------------|------------------------------------|----------------------------|---|
| CALAMBA VEGETABLE GROWERS MARKETING COOPERATIVE | | | | | | | | | | | |
| Garcia, Tiburcio C. | | Sampiruhan, Calamba City | 55 | M | Married | Elementary | Farmer | Member | 4 | | |
| Lanzas, Jose Nestor T. | Nestor | Sampiruhan, Calamba City | 49 | M | Married | High School | Farmer | Chairperson | 4 | | |
| Logo, Juan | Johnny | Sampiruhan, Calamba City | 60 | M | Married | Vocational | Farmer | BOD | 4 | | 09105032970 |
| Mane, Juanito | Jong | Narra St., Looc, Calamba City | 52 | M | Married | | Farmer | Election Committee | 4 | 1 | |
| Manguiat, Ernesto M. | | Sanggumay St., Looc, Calamba City | 60 | M | Married | | Farmer | Member | 4 | | |
| Matanguihan, Julieta A. | Baby | Narra St., Looc, Calamba City | 53 | F | Married | High School | Farmer | Treasurer | 4 | 4 | 09187155246 |
| Napukaw, Fausta A. | Poneng | Looc, Calamba City | 64 | F | Married | High School | Farmer | BOD | 4 | 4 | 09395218049 |
| Respuesto, Evelyn A. | Lyn | 0465 Apitong St., Looc, Calamba City | 51 | F | Married | High School | Farmer | Secretary | 4 | 4 | 09124407821 |
| Timagos, Francisco G. | Boy | Sampiruhan, Calamba City | 44 | M | Married | High School | Farmer | Member | 4 | | 09213028498 |
| Villaceran, Anastacia A. | Rizza | Sanggumay St., Looc, Calamba City | 44 | F | Married | High School | Farmer Businessman/ Entrepreneur | Member | | | 09193534354 |
| GREEN BEANS MULTIPURPOSE COOPERATIVE | | | | | | | | | | | |
| Alcabasa, Tomas M. | Tom | 47 Palo-Alto, Calamba City | 58 | M | Married | High School | Government Employee | Member | 1 | | 09281824886 |
| Apeccionado, Louie | Louie | Brgy. Manili, Calamba City | 48 | M | Married | College AB Sociology | Government Employee | Vice Chairperson | 5 | 2 | 09213752528 luisiitoma9322@gmail.com |
| Elizon, Florendia Lupig | Flor | 73 P Burgos St., Calamba City | 49 | F | Married | College | Government Employee | Member | .08 | | 09286233610 floreizon@yahoo.com |
| Marasigan, Margin Garcia | Marge | Purok 8, Brgy Maaunong, Calamba City | 36 | F | Widowed | College | Government Employee | Secretary | 2 | 2 | 09479516631 |
| Pedrera, Julieta E. | Jaja/ Jules | Purok 5 Pansol, Calamba City | 55 | F | Married | College Economics- | Government Employee | Member | 1 | | 09263464221 |

| Name | Nick name | Address | Age | Sex | Civil Status | Educational Attainment | Occupation | Position in the Cooperative | Number of Years in the Cooperative | Number of Years as Officer | Contact Details |
|---|-----------|---|-----|-----|--------------|--|--|---|------------------------------------|----------------------------|---|
| GREEN BEANS MULTIPURPOSE COOPERATIVE | | | | | | | | | | | |
| Simborio, Fernando C. | Bertz | Barangay Mabato, Calamba City Bucu, Talisay, Batangas | 53 | M | Married | College BS Electrical Engineering | Businessman/ Entrepreneur | BOD | 3 | 3 | 09097014385 lmagsinosimberio@yahoo.com |
| Simborio, Ligaya M. | Guy | Barangay Mabato, Calamba City Bucu, Talisay, Batangas | 56 | F | Married | College BSBA Accounting | Farmer Businessman/ Entrepreneur | Auditor | 3 | 3 | 09195754320 lsimberio@gmail.com |
| Name | Nick name | Address | Age | Sex | Civil Status | Educational Attainment | Occupation | Position in the Cooperative | Number of Years in the Cooperative | Number of Years as Officer | Contact Details |
| Taniola, Angelina | Angie | 045 Don Bosco St., Mayapa, Calamba City | 56 | F | Married | Graduate Studies MS Social Administration | Government Employee | Mediation and Conciliation Committee | | | 09997295781 angelinadioqui no@yahoo.com |

Appendix C

SELF-ASSESSMENTS ON GREENING COOPERATIVES

Appendix Table 2. Participants' Self-Assessment on Greening Cooperatives

| Respondent | Pre-Assessment | | | Post-Assessment | | | % Change | | |
|--|----------------|----|----|-----------------|----|----|----------|---------|---------|
| | A | B | C | A | B | C | A | B | C |
| Calamba Vegetable Growers Marketing Cooperative | | | | | | | | | |
| Garcia, Tiburcio C. | 1 | 10 | 10 | - | - | - | - | - | - |
| Lanzas, Jose Nestor T. | 10 | 9 | 10 | 9 | 10 | 9 | (11.11) | 10.00 | (11.11) |
| Logo, Juan | 10 | 9 | 10 | 9 | 10 | 10 | (11.11) | 10.00 | 0.00 |
| Mane, Juanito | 9 | 8 | 7 | 10 | 10 | 10 | 10.00 | 20.00 | 30.00 |
| Manguiat, Ernesto M. | 6 | 6 | 6 | 10 | 10 | 10 | 40.00 | 40.00 | 40.00 |
| Matanguihan, Julieta A. | 10 | 10 | 10 | 8 | 9 | 9 | (25.00) | (11.11) | (11.11) |
| Napukaw, Fausta A. | 10 | - | 10 | 10 | - | 8 | 0.00 | - | (25.00) |
| Respuesto, Evelyn A. | 10 | 10 | 10 | 9 | 9 | 9 | (11.11) | (11.11) | (11.11) |
| Timagos, Francisco G. | 10 | 10 | 10 | 9 | 10 | 10 | (11.11) | 0.00 | 0.00 |
| Villaceran, Anastacia A. | 8 | 6 | 7 | 8 | 9 | 10 | 0.00 | 33.33 | 30.00 |
| Green Beans Multipurpose Cooperative | | | | | | | | | |
| Alcabasa, Tomas M. | 5 | 4 | 10 | 5 | 7 | 9 | 0.00 | 42.86 | (11.11) |
| Apeccionado, Louie | 7 | 7 | 10 | 7 | 7 | 10 | 0.00 | 0.00 | 0.00 |
| Elizon, Florencia Lupig | 3 | 7 | 8 | 5 | 8 | 9 | 40.00 | 12.50 | 11.11 |
| Marasigan, Margin Garcia | 4 | 8 | 10 | 5 | 5 | 9 | 20.00 | (60.00) | (11.11) |
| Pedraera, Julieta E. | - | - | - | - | - | - | - | - | - |
| Simborio, Fernando C. | 5 | 8 | 8 | 3 | 8 | 8 | (66.67) | 0.00 | 0.00 |
| Simborio, Ligaya M. | 7 | 8 | 8 | 8 | 8 | 8 | 12.50 | 0.00 | 0.00 |
| Taniola Dioquino, Angelina | 1 | 8 | 10 | 10 | 10 | 10 | 90.00 | 20.00 | 0.00 |

Legend

A - Knowledge on green growth

B - Support on the promotion and practice of green growth

C - Belief on the benefits of green growth on the cooperative

Appendix D
TRAINING MATERIALS
(see separate files)

Appendix E

PHOTO DOCUMENTATION

