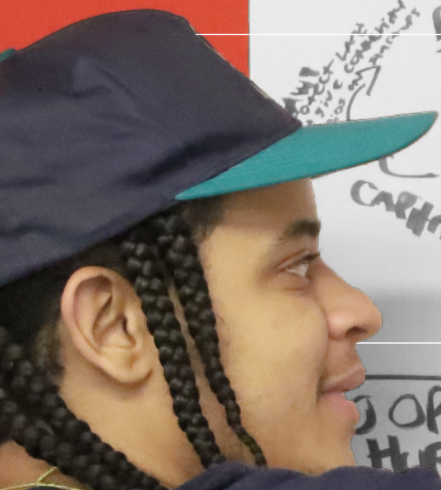


FY

'21

WORKING



TOGETHER

A Report on the Seventh Year of
the Worker Cooperative Business
Development Initiative (WCBDI)



NYC

Small Business
Services

Mayor's Office of
Contract Services

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INTRODUCTORY LETTERS



DEAR NEW YORKERS,

The City of New York is committed to addressing wealth disparities across the five boroughs and realizing a more prosperous future for its residents. Advancing innovative business models amongst the city's 230,000 enterprises is key to expanding economic opportunity, especially as we advance an equitable recovery from COVID-19.

Employee ownership is a powerful tool that generates wealth for workers, increases business resilience, and strengthens the economic, civic, and social fabric of our neighborhoods. Worker cooperatives are businesses that are owned and democratically controlled by their workers. In bringing practices of democracy into the workplace, worker cooperatives bolster worker voice and enable shared decision making while providing valuable asset-generating opportunities for entrepreneurial New Yorkers that enables a more democratic economy.

In its seventh year, the Worker Cooperative Business Development Initiative continues to cultivate a robust business development ecosystem. The initiative not only supports employee-owned businesses to start, operate, and grow, but also provides succession planning resources to support sole-proprietors sell their businesses to their employees for job preservation and business continuity. Through resource provision and innovation, the WCBDI is supporting NYC to realize a prosperous economy for all.

Sincerely,

J. PHILLIP THOMPSON
Deputy Mayor for Strategic Initiatives

DEAR NEW YORKERS,

The last 21 months have been challenging for our small businesses. COVID-19 has forced our city's small business owners to innovate and adapt by rethinking their business models and their approaches to staffing. Yet despite these efforts, COVID-19 has forced many businesses to choose closing as their last option. Here at the NYC Department of Small Business Services (SBS) we have been working with the small business community to ensure that there is a long-term future for small businesses here in New York City, especially for Black, Indigenous and People of Color (BIPOC), women, and immigrant entrepreneurs. One such way is through our support for the worker cooperative business model.

The Worker Cooperative Business Development Initiative (WCBDI) has connected New Yorkers with an innovative structure that is resilient and adaptive to challenging times. Worker Cooperatives are foundationally supportive workplaces that help to provide stability during economic uncertainty. Over the last seven years, WCBDI has built a strong network of cooperatives in NYC that have been able to thrive in the face of adversity. This work has helped to develop more worker cooperatives in our city than any other city in the country.

Working Together, WCBDI's annual report, provides an overview of this initiative, the partner organizations involved, and its accomplishments in Fiscal Year 2021. Through the support of this work, SBS has been able to create equitable pathways of economic opportunity for women, immigrants, and people of color.

In compliance with Local Law 22 of 2015, this report to the NYC Council outlines the worker cooperatives served by WCBDI in its seventh year and describes the support this administration has extended to worker cooperatives in New York City.

Sincerely,

JONNEL DORIS
Commissioner, NYC Department of Small Business Services

THE WORKER COOPERATIVE BUSINESS DEVELOPMENT INITIATIVE (WCBDI)

In partnership with the NYC Council and the Office of the Mayor, New York City agencies are working to build a more vibrant and inclusive city. The NYC Department of Small Business Services (SBS) contributes to this vision by connecting New Yorkers to good jobs, creating stronger businesses, and building thriving neighborhoods across the five boroughs.

WORKER COOPERATIVES — businesses that are owned and controlled by their workers — are an effective tool to achieve this mission. They give New Yorkers the opportunity to co-own a business, creating sustainable and dignified jobs while developing community wealth — particularly for people who lack access to traditional business ownership. Worker cooperatives are also run on democratic principles, giving New Yorkers the opportunity to practice democracy daily in their workplace.

Mayor Bill de Blasio and the NYC Council launched the Worker Cooperative Business Development Initiative (WCBDI) in Fiscal Year 2015 (FY2015) to support the positive impact worker cooperatives have on New York City. WCBDI was created to strengthen the existing ecosystem of cooperative developers in NYC, promote the creation of new cooperatives, and grow existing cooperatives.

Fiscal Year 2021 (FY2021) marks the seventh year of the initiative. Like all small businesses, worker cooperatives have been met with incredible challenges since the COVID-19 pandemic began. The WCBDI partners have reacted quickly to the restrictions brought on by COVID-19, offering tailored support to cooperatives as they have navigated the complex and rapidly changing business landscape. Worker-members demonstrated the resilience of the cooperative model by supporting each other through the shutdown and subsequent reopening, prioritizing safety and security.

SBS supported WCBDI throughout the year by collecting and analyzing program metrics, holding quarterly meetings, sharing up-to-date information on City resources, and connecting WCBDI partners to other agency initiatives. SBS also continued discussions with WCBDI partners to identify barriers and possible solutions to increase public contracting for worker cooperatives.

This is the seventh annual report in the “Working Together” series, which highlights the achievements of this initiative. SBS is committed to helping worker cooperatives thrive in New York City and proud to showcase the work of WCBDI throughout the past fiscal year.



NYC NOWC Event

Measuring Our Success FY21 ACCOMPLISHMENTS

The WCBDI measures its success using four metrics on worker cooperative development:



The cumulative outcomes listed above were reported by 12 WCBDI partners and summarize the activities conducted in the initiative’s seventh year.¹ WCBDI partners received a total of \$3.067 million in FY2021.

¹ A total of 13 partner organizations received funding through WCBDI in FY2021. City University of New York (CUNY)’s Main Street Legal Services received \$146,600; however, its involvement was not managed by SBS so details about its work are not included in this report.

WCBDI PARTNER ORGANIZATIONS

NYC DEPARTMENT OF SMALL BUSINESS SERVICES (SBS)

The NYC Department of Small Business Services helps unlock economic potential and create economic security for all New Yorkers by connecting New Yorkers to good jobs, creating stronger businesses, and building thriving neighborhoods across the five boroughs.

BRONX COOPERATIVE DEVELOPMENT INITIATIVE (BCDI)

Bronx Cooperative Development Initiative is a community-led economic development organization that is building a network of community and labor organizations, anchor institutions, and small businesses working together to end generational poverty in the Bronx through shared wealth strategies and democratic ownership. BCDI projects include the BronxXchange, the Economic Democracy Learning Center, the Policy and Planning Lab, and the Bronx Innovation Factory.

BUSINESS OUTREACH CENTER (BOC) NETWORK

The Business Outreach Center (BOC) Network is a micro-enterprise and small business development organization that delivers customized business, financial, and legal assistance services to underserved entrepreneurs.

CAMBA

From homelessness prevention in Staten Island to supportive housing in the Bronx; from employment training in Manhattan to after school programs and college access in Brooklyn; from family shelter and support in Queens to increasing affordable housing across the city, CAMBA provides holistic services to help struggling New Yorkers stabilize their lives and become self-sufficient.

CENTER FOR FAMILY LIFE (CFL)/SCO FAMILY OF SERVICES

Center for Family Life, a program of SCO Family of Services, seeks to promote positive outcomes for children, adults, and families in the low-income immigrant neighborhood of Sunset Park through the provision of neighborhood-based family and social services including family counseling, foster care, school-based programs, youth employment, adult employment, and other community services.

COMMUNITY & ECONOMIC DEVELOPMENT CLINIC (CUNY SCHOOL OF LAW)

CUNY School of Law's Community & Economic Development (CED) Clinic partners with community-led organizations to address structural inequalities in New York City through transactional representation, strategic litigation, community legal education, and policy reform.

DEMOCRACY AT WORK INSTITUTE (DAWI)

Created by the U.S. Federation of Worker Cooperatives, the Democracy at Work Institute is a national organization that provides technical, financial, business development, and educational assistance to nonprofits that assist in the development of worker cooperatives as well as the worker cooperatives themselves.

GREEN WORKER COOPERATIVES (GWC)

Green Worker Cooperatives provides technical assistance and training to prospective and current worker cooperatives through a Co-op Academy, an intensive five-month long training and support program that helps teams of aspiring entrepreneurs develop worker-owned green businesses.

THE ICA GROUP (ICA)

The ICA Group is the oldest national organization dedicated to the development of worker cooperatives in the United States. ICA provides business development, strategic analysis, and industry-focused support for businesses interested in employee ownership.

NEW YORK CITY NETWORK OF WORKER COOPERATIVES (NYC NOWC)

The NYC Network of Worker Cooperatives, the trade association for New York City's worker cooperatives, is dedicated to sharing and cultivating the educational, financial, and technical resources of its members and supporting the growth of worker cooperatives for social and economic justice. NYC NOWC helps existing and new worker cooperatives in all communities within the New York City metropolitan area, with a focus on the development of cooperatives within marginalized communities. They offer programming, a basic training series, technical assistance, and limited financial support, as well as an initial consultation for those who want further support from other partners. NYC NOWC also advocates on behalf of New York City's worker cooperatives and hosts the annual NYC Worker Cooperative Assembly.

TAKEROOT JUSTICE

TakeRoot Justice provides legal, participatory research, and policy support to strengthen the work of grassroots and community-based groups in New York City to dismantle racial, economic, and social oppression.

THE WORKING WORLD (TWW)

The Working World provides non-extractive loans, financial education, and technical assistance specifically designed for worker cooperatives, building wealth in low-income communities.

URBAN UPBOUND (UU)

Urban Upbound is dedicated to breaking cycles of poverty in New York City public housing and other low-income neighborhoods. They provide underserved youth and adults with the tools and resources needed to achieve economic prosperity and self-sufficiency through five comprehensive, integrated programs: Employment Services, Financial Counseling, Income Support Services, Community Revitalization, and Financial Inclusion services anchored by the Urban Upbound Federal Credit Union.

WORKERS JUSTICE PROJECT (WJP)

Workers Justice Project is a community-based organization that promotes social, economic, and political conditions of low-wage workers and immigrant families in New York City. WJP runs a worker cooperative development program that provides training and technical assistance to low-wage workers that are venturing in building worker-owned cooperatives.





WORKER COOPERATIVES CREATED

WCBDI creates worker cooperatives through academies, incubation, and conversion. This section of the report highlights a success story about a worker cooperative that was created in FY2021. Worker cooperatives in the pipeline in this fiscal year are expected to formally launch in the following fiscal year (FY2022).

“

The pandemic forced all of us at Donna Cocktail Club to rethink everything. As Donna comes back, we are exploring innovative ways to survive and thrive with a flexible, resilient, and worker-friendly business model.”

LEIF HUCKMAN

Founder of Donna Cocktail Club

“

We have been given access to lots of resources by The Working World. The whole business side of things is new to me, and The Working World has broken everything down into bite size pieces, so we won't be overwhelmed.”

LAUREN RUIZ

Donna Cocktail Club employee on the path to worker-ownership

DONNA COCKTAIL CLUB

LAUNCH METHOD

Conversion

ASSISTING WCBDI PARTNER(S)

The Working World

BOROUGH

Brooklyn

This year, The Working World assisted Donna Cocktail Club to convert into a worker-owned business. Donna is a Williamsburg restaurant and cocktail bar, founded in 2012. Its founder and owner, Leif Huckman, became excited about the possibility of converting to worker ownership when he attended a webinar hosted by members of the Equitable Industrial Development Initiative in 2020.

In November 2020, Donna Cocktail Club was forced to close and leave their original space due to the pandemic and their landlord selling the building. However, this setback did not dampen their enthusiasm for reopening the beloved bar as a worker cooperative in a new space. After an initial consultation, The Working World provided financial planning and strategic planning to evaluate the viability of new locations and governance assistance to help eight workers prepare to become worker-owners. Starting in June, Donna Cocktail Club also participated in an eight-week training program run by The Working World, which brought cooperative businesses together to learn key tools for cooperative business management and to learn from each other. While they work to reopen, Donna Cocktail Club has remained in the public eye by speaking at a webinar hosted by the Owner to Owners initiative in May and catering the annual NYC NOWC fundraiser in June. They are now close to signing a lease for a new space and had multiple pop-up appearances over the summer, including a “Bar Buds Reunion” event at the top of the Box House Hotel in Greenpoint on August 17.

TOTAL HIRES

WCBDI helps newly created, converted, and/or existing worker cooperatives get new worker-members and/or non-member workers. WCBDI helped cooperatives hire 121 new workers in FY2021. This section of the report highlights a success story about a cooperative that was able to grow in FY2021.

RADIATE CONSULTING

ASSISTING WCBDI PARTNER(S)

Democracy at Work Institute (DAWI)

BOROUGH

Manhattan

Radiate Consulting NYC, launched in 2019 with DAWI's support, is a diverse group of professionals providing a variety of reliable services to nonprofit organizations and small businesses to achieve their goals. Their work encompasses administrative, branding, and programming needs, and is driven by a social justice and community-focused lens.

In FY2021, Radiate Consulting grew by four new members with recruiting and hiring support from DAWI. The four new members increased the business' capacity to provide bookkeeping services and new services like grant writing and development. The cooperative was also

able to provide worker-owners with access to vision and dental care. As a result, the cooperative is now profitable and able to be a stronger asset for New York City's ecosystem of nonprofits.

Through DAWI's support, the cooperative has been able to independently manage its democratic workplace while accessing services as needed to improve operations and grow as individual professionals and as a business.

“

Being a worker owner has given me the ability to use and expand my skills while also giving me the opportunity to work along with other people with the same entrepreneurial mindset. Previous to even considering being a member owner, there was uncertainty about my professional career. DAWI has supported me to overcome this situation in every step of the way. Their team and their constant support had made the process an enjoyable experience.”

MARCELINO MARTINEZ

Worker Owner



ONE-ON-ONE SERVICES PROVIDED

WCBDI provides specialized one-on-one services to business entities and community-based organizations to strengthen the city’s worker cooperative ecosystem. These one-on-one services focus on worker cooperative development. Technical assistance is critical to the success of new and established cooperatives, helping mitigate risk for cooperative worker-members and the institutions that invest in them. In FY2021, WCBDI provided 1,785 one-on-one services to 197 unique entities.

This section of the report highlights some success stories for one-on-one services provided by WCBDI partners.

OSHA SOLUTIONS

ASSISTING WCBDI PARTNER(S)

Urban Upbound

BOROUGH

Queens

Launched in 2017, OSHA Solutions is a cooperative of trainers authorized to provide occupational safety and health courses for construction and other industries. The cooperative is one of the first to offer OSHA safety training classes in Spanish. The business currently consists of four immigrant Latinx worker-owners that call Queens home. They are also the first immigrant-led cooperative to be certified as a Minority-owned Business Enterprise (MBE) by the City of New York, an achievement that resulted from the partnership with Urban Upbound.

OSHA Solutions was negatively impacted by the economic downturn resulting from the COVID-19 lockdown. During those months, the cooperative and Urban Upbound continued working together to help them transition to digital classes and apply for small business relief grants. Urban Upbound created and implemented trainings to familiarize the co-op members with Zoom for virtual classes. They also worked with the co-op to provide translation and interpretation services in the application process for the grant.

Urban Upbound also helped OSHA Solutions win a \$10,000 small business grant from Local Initiatives Support Corporation (LISC). This crucial grant, offered in collaboration with the Long Island City Partnership, has allowed OSHA Solutions to cover rent, payroll, and expand their customer base by upskilling their worker-members and allowing them to offer new services such as scaffolding safety training.

GREEN MOUNTAIN GRAPHICS

ASSISTING WCBDI PARTNER(S)

The ICA Group

Green Mountain Graphics is a multigenerational manufacturing business based in Long Island City. It has more than 50 years of sign-making experience. Eric Greenberg bought the business from his parents in 1994 and plans to retire soon. Eric wanted to reward long-tenured employees who helped to make the business successful. People of color, women, and immigrants make up most of his workforce. He also wanted to get a fair market price and have a phased retirement.

After considering many potential options for the succession of his business, Eric attended a forum sponsored by Long Island City Partnership and Deputy Mayor Thompson’s office to learn about employee ownership in 2019. The event

BOROUGH

Queens

panel included the ICA Group’s Executive Director Dave Hammer, and several months later, Eric started the conversion process with ICA.

ICA completed an assessment of Green Mountain Graphics and found that converting to a worker cooperative matched Eric’s retirement goal. Green Mountain Graphics’ business operations, finances, and readiness would also support a successful conversion. ICA Group assisted the business with understanding and documenting cooperative governance, financial planning, and organizational planning to prepare for conversion. Green Mountain Graphics will complete its conversion later in 2021.

“Employee ownership is an option worth exploring for any business owner looking to retire. My employees know the business best and are motivated to keep it running successfully. The support I received from the ICA Group helped me evaluate my options and find a solution that will meet both my financial needs on my timeline and allow for a transition that benefits me, my employees, and our customers.”

ERIC GREENBERG
Owner, Green Mountain Graphics





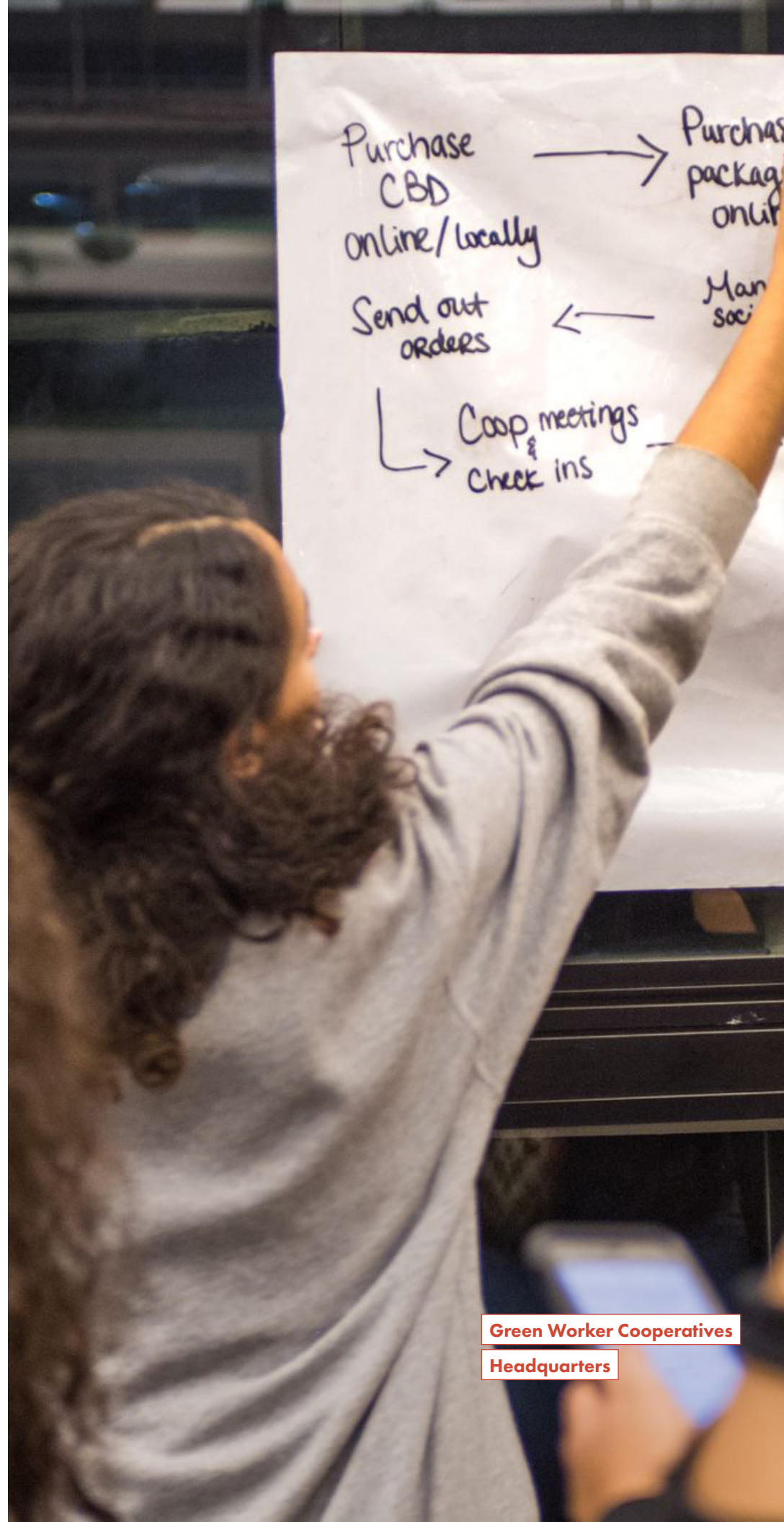
EDUCATIONAL SERVICES PROVIDED

WCBDI offers workshops and events open to the public, as well as intensive trainings specifically meant for prospective and/or current worker cooperatives. Educational services provided by WCBDI can be standalone workshops for anyone to attend, or a curriculum-based series of trainings that require an application.

“

GWC helped me and my team gain the knowledge needed to start up our co-op. GWC walked us through the steps of how to create a business model canvas, research potential customers, and make connections with other coops and potential partners... Learning how to do market research and conduct potential customer interviews was an invaluable experience for us. We were able to collect enough data to understand our future customers and how (to) create products and services that better meet their needs.”

JOSELINA TEJADA
Coop Member of We Are Earth



Green Worker Cooperatives

Headquarters

GREEN WORKER CO-OP ACADEMY

ASSISTING WCBDI PARTNER(S)

Green Worker Cooperatives, in collaboration with TakeRoot Justice

In FY2021, Green Worker Cooperatives (GWC) successfully transitioned their Co-op Academy program into an online course. To encourage the same sense of community they achieve in-person, they used a digital platform to host discussions, post questions, and keep participants up-to-date on coursework between class sessions.

Meeting weekly from October 2020 through March 2021, groups were trained in topics such as:

- cooperatives and cooperative principles
- consensus decision-making
- governance
- costs and revenues
- market research
- developing a business model canvas

Eight successful new co-ops graduated from the 20th cohort of the Green Worker Co-op Academy in March:

A HEALER'S TOUCH

promotes holistic wellness practices as a pathway for harm reduction, mental health, and addiction recovery through complementary and alternative medicine and health education.

GROOVEVSN

is a Black queer-led, worker-owner communications cooperative supporting organizations, businesses, and individuals with brand strategies, web design, social media, and marketing.

BREADFRUIT

is a woodworking worker cooperative that brings refurbished furniture, home goods, and carpentry skill shares to low-income Black and Indigenous communities in NYC and beyond.

SWALLOWTAIL HEALING

is a consulting cooperative and a network of healers providing support and alternative services to people impacted by the criminalization of sex work.

BRONX CLAY

provides pottery classes to Black and Brown communities in the South Bronx. They offer accessible and affordable sliding scale options and scholarships to attend classes.

TECH SAVVY CITIZENS COLLECTIVE

offers remote technology coaching to clients of all ages. They provide training using the client's own technology while connecting across communities by hosting events via tech demos and supporting community-based organizations to transition to paperless systems and online tools.

GREEN APPLE TECH

is a consultant cooperative that designs and implements cloud, on-premises, and hybrid technology solutions for small-medium business clients to streamline security, backup, and data flows. They offer on-call support for clients to demystify tech tools to create an effortless experience and peace of mind.

WE ARE EARTH

offers a marketplace for people who grow and make food and medicinal plants and vegetables. They offer fair trade, ethically made goods, made affordable by a convenient community supported agricultural model.

FY21 Worker Cooperatives ASSISTED BY THE WCBDI

In FY2021, WCBDI helped 107 worker cooperatives and an additional 118 business entities and/or CBOs that applied for services.

Below is the business information of the worker cooperatives served in FY2021 and the services they received, as reported by WCBDI partners. The following is not an exhaustive list of worker cooperatives in New York City.

#

3T Tech

1690 Watson Avenue, Bronx, NY 10472

COMMUNITY DISTRICT: 9 Bronx

INDUSTRY: Manufacturing

Green Worker Cooperatives provided product and market strategy support, and helped the firm consider how to launch.

A

A Bookkeeping Cooperative

540 President Street, 3rd Floor, Brooklyn, NY 11215

COMMUNITY DISTRICT: 6 Brooklyn

INDUSTRY: Bookkeeping

NYCNOWC discussed membership opportunities with the business.

A.C.T.O. for Safety LLC (OSHA Solutions)

2 Court Square, Long Island City, NY 11101

COMMUNITY DISTRICT: 2 Queens

INDUSTRY: Educational Services

Urban Upbound assisted with financial planning and relocation services.

ACP Shared Services Corporation

32-20 108th Street, East Elmhurst, NY 11269

COMMUNITY DISTRICT: 3 Queens

INDUSTRY: Educational Services

The Working World provided financial planning and governance structure support.

Action O.S.H. LLC

83-17 34th Street, Jackson Heights, NY 11372

COMMUNITY DISTRICT: 4 Queens

INDUSTRY: Educational Services

Urban Upbound, NYCNOWC and BOCNet helped the business receive PPE to continue safe operations of business and receive a PPP loan with BOCNet's help.

Akachi Studios LLC

2357 Crotona Avenue, Bronx, NY 10458

COMMUNITY DISTRICT: 6 Bronx

INDUSTRY: Technology Services

GWC provided launch support through their Coop Academy.

Algarabia Language Teaching Cooperative

657 Woodward Avenue, Ridgewood, NY 11385

COMMUNITY DISTRICT: 5 Queens

INDUSTRY: Educational Services, Translation

GWC provided business planning support. The Working World assisted with marketing. NYCNOWC discussed membership benefits and business development opportunities.

Ampled

231 Bowery, Floor 2, New York, NY 10002

COMMUNITY DISTRICT: 3 Manhattan

INDUSTRY: Music Publishing

DAWI helped facilitate a focus group with worker-members.

Apple Eco-Cleaning

42-72 80th Street, Queens, NY 11373

COMMUNITY DISTRICT: 4 Queens

INDUSTRY: Cleaning

NYCNOWC provided support on bookkeeping.

B

Beautifully Fed

4811 Tilden Avenue, Brooklyn, NY 11203

COMMUNITY DISTRICT: 17 Brooklyn

INDUSTRY: Educational Services

NYCNOWC assisted with networking and TakeRoot Justice assisted with governance.

Beauty Marked

1492 Hicks Street, Bronx, NY 10469

COMMUNITY DISTRICT: 12 Bronx

INDUSTRY: Beauty Salon and Childcare

GWC provided launch support through their Coop Academy.

Beyond Care Child Care Cooperative

P.O. Box 320657, Brooklyn, NY 11232

COMMUNITY DISTRICT: 7 Brooklyn

INDUSTRY: Childcare

Urban Upbound assisted with COVID-19 relief and training. CFL provided marketing and business planning assistance.

Bio-Classic Cleaning

2431 Morris Avenue, Bronx, NY 10468

COMMUNITY DISTRICT: 5 Bronx

INDUSTRY: Cleaning

BIDC provided support on bookkeeping, contracting, and operations.

Bits and Bites, LLC

172 Allen Street, New York, NY 10002

COMMUNITY DISTRICT: 3 Manhattan

INDUSTRY: Professional, Scientific, and Technical Services

BOCNet provided coworking space and business planning assistance.

BKLN CLEAN LLC

445 56th Street, Brooklyn, NY 11220

COMMUNITY DISTRICT: 7 Brooklyn

INDUSTRY: Manufacturing

CFL and The Working World assisted with business planning, marketing, and sales strategy and operations.

Bluestockings Cooperative

116 Suffolk Street, New York, NY 10002

COMMUNITY DISTRICT: 3 Manhattan

INDUSTRY: Bookstore

ICA Group, BOCNet and TakeRoot Justice provided financing and legal services to convert to a worker-owned cooperative.

Breadfruit

18 East 199th Street, Bronx, NY 10468

COMMUNITY DISTRICT: 7 Bronx

INDUSTRY: Manufacturing

GWC, The Working World, TakeRoot Justice, BOCNet, and NYCNOWC provided business planning, market research, governance, legal services, and financing services to prepare the business for launch.

Bright Learning Stars

129 Vanderbilt Street, Brooklyn, NY 11218

COMMUNITY DISTRICT: 7 Brooklyn

INDUSTRY: Daycare

The Working World provided financial planning and management services. BOCNet assisted with a PPP application.

Brightly (Carroll Gardens)

201 Columbia Street, Brooklyn, NY 11231

COMMUNITY DISTRICT: 6 Brooklyn

INDUSTRY: Cleaning

Urban Upbound provided business planning, financial planning, and contract management support. The Working World provided business planning and financing assistance support to obtain a PPP loan. BOCNet provided COVID-19 assistance.

Brightly (East Harlem)

P.O. Box 1161, Triborough Station, New York, NY 10035

COMMUNITY DISTRICT: 11 Manhattan

INDUSTRY: Cleaning

CFL, NYCNOWC, and GWC provided business planning, operations, and governance support.

Brightly (Port Richmond)

774 Port Richmond Avenue, Staten Island, NY 10302

COMMUNITY DISTRICT: 1 Staten Island

INDUSTRY: Cleaning

CFL and Urban Upbound provided business planning, contracting, financial planning, and governance assistance.

Brightly Washington Heights (Washington Heights Cleaning LLC)

443 39th Street, 4th Floor, Brooklyn, NY 11232

COMMUNITY DISTRICT: 1 Staten Island

INDUSTRY: Cleaning

CFL provided support on financial management, organizational planning, and marketing.

Bronx Clay

1291 Sheridan Avenue, Bronx, NY 10456

COMMUNITY DISTRICT: 4 Bronx

INDUSTRY: Arts, Entertainment, and Recreation

BOCNet assisted with business strategy and planning. GWC provided business development, organizational planning, financial planning, and marketing assistance. TakeRoot Justice provided assistance on business formation. NYCNOWC assisted with financial management.

Bronx Messenger

N/A

COMMUNITY DISTRICT: Bronx

INDUSTRY: Bicycle Repair, Retail and Services

GWC consulted the business on how to adapt to COVID-19 restrictions and market.

Brooklyn Packers

210 Patchen Avenue, Brooklyn, NY 11233

COMMUNITY DISTRICT: 3 Brooklyn

INDUSTRY: Food Services

NYCNOWC provided education on worker cooperatives.

Brooklyn Stone & Tile

63 Flushing Avenue, Brooklyn Navy Yard Building 12, Brooklyn, NY 11205

COMMUNITY DISTRICT: 2 Brooklyn

INDUSTRY: Manufacturing

The Working World provided business planning and financial planning assistance. BOCNet assisted with applying for a PPP loan.

C

CanPanada

2110 1st Avenue, New York, NY 10029

COMMUNITY DISTRICT: 11 Manhattan

INDUSTRY: Food Services

GWC provided launch support through their Coop Academy.

Caracol Interpreters

128 Linden Boulevard, Brooklyn, NY 11226

COMMUNITY DISTRICT: 17 Brooklyn

INDUSTRY: Interpretation

ICA Group provided assistance in conversion planning.

Comelonaz

213 West 238th Street, Bronx, NY 10463

COMMUNITY DISTRICT: 8 Bronx

INDUSTRY: Food Services

GWC provided launch support through their Coop Academy.

Concrete Green

1058 Southern Boulevard, Bronx, NY 10459

COMMUNITY DISTRICT: 2 Bronx

INDUSTRY: Building Management Services

The Working World provided financial planning, financing, and business planning support. TakeRoot Justice provided legal support for coop formation and governance.

Consultants of Color Unite!

414 E. 120th Street, New York, NY, 10035

COMMUNITY DISTRICT: 11 Manhattan

INDUSTRY: Educational Services

GWC assisted with business planning and strategy and managing worker-owner staff. TakeRoot Justice assisted with legal entity selection.

Cooperative Home Care Associates

400 E. Fordham Road, Bronx, NY 10458

COMMUNITY DISTRICT: 2 Bronx

INDUSTRY: Health Care and Social Assistance

The ICA Group provided business growth and strategy planning and financial planning services.

CUSP (Cooperatives United for Sunset Park)

204 25th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT: 7 Brooklyn

INDUSTRY: Secondary Cooperative

CFL provided support in financial planning, governance, and COVID-19 recovery and relief.

Custom Collaborative

118 East 124th Street, New York, NY, 10035

COMMUNITY DISTRICT: 11 Manhattan

INDUSTRY: Educational Services

DAWI assisted with marketing, contracting, and governance.

E

Ecomundo Cleaning

612 West 182nd Street, New York, NY 10033

COMMUNITY DISTRICT: 12 Manhattan

INDUSTRY: Cleaning

NYCNOWC and The Working World assisted with financial planning and management.

Eternile

3320 Barker Avenue, Bronx, NY 10467

COMMUNITY DISTRICT: 12 Bronx

INDUSTRY: Retail Trade

GWC provided launch support through their Coop Academy.

F

Fashion That Works

110 East 123rd Street, New York, NY 10035

COMMUNITY DISTRICT: 11 Manhattan

INDUSTRY: Apparel

DAWI provided business planning and governance services.

FOSCO Farms

1857 Gleason Avenue, Bronx, NY 10472

COMMUNITY DISTRICT: 11 Bronx

INDUSTRY: Farming

GWC and TakeRoot Justice provided assistance with navigating tax filings and legal documentation.

Free Association World

940 Fulton Street, Brooklyn, NY 11238

COMMUNITY DISTRICT: 2 Brooklyn

INDUSTRY: Professional Services

TakeRoot Justice provided legal services and assisted in drafting bylaws.

G

Golden Steps Elder Care Cooperative

204 25th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT: 7 Brooklyn

INDUSTRY: Elder Care

ICA Group, CFL, and TakeRoot Justice provided taxation, legal, and COVID-19 assistance.

Green Apple Tech

250 Ashland Place, Brooklyn, NY 11217

COMMUNITY DISTRICT: 2 Brooklyn

INDUSTRY: Technology Services

GWC provided assistance with business model development, market research, and marketing. TakeRoot Justice provided legal assistance on incorporation.

Green Feen, LLC

1827 Mohegan Avenue, Bronx, NY 10460

COMMUNITY DISTRICT: 6 Bronx

INDUSTRY: Professional, Scientific, and Technical Services

GWC assisted with product planning, market research, and connecting to legal services.

GrooveVsn

2248 Valentine Avenue, Bronx, NY 10457

COMMUNITY DISTRICT: 5 Bronx

INDUSTRY: Branding and Marketing Services

GWC and NYCNOWC assisted with business formation through business model development, organizational planning, financial planning, and market research.

H

Happy Family Night Market LLC

365 Onderdonk Avenue, Ridgewood, NY 11385

COMMUNITY DISTRICT: 5 Queens

INDUSTRY: Arts, Entertainment, and Recreation

NYCNOWC provided information on membership benefits and grant opportunities.

Harlem 1951

122 Alexander Avenue, Bronx, NY 10454

COMMUNITY DISTRICT: 1 Bronx

INDUSTRY: Retail Trade

GWC provided launch support through their Coop Academy.

High Mi Madre

434 East 105th Street, New York, NY 10029

COMMUNITY DISTRICT: 11 Manhattan

INDUSTRY: Cannabis

NYCNOWC provided support through workshops on worker coop management.

HiGro Group

433 Broadway, New York, NY 10013

COMMUNITY DISTRICT: 2 Manhattan

INDUSTRY: Financial Services

The ICA Group provided assistance with an impact investing proposal.

Hopewell Care: Child Care Cooperative

201 Columbia Street, Brooklyn, NY 11231

COMMUNITY DISTRICT: 6 Brooklyn

INDUSTRY: Educational Services

The Working World provided business planning, financial management, financing, and governance assistance. NYCNOWC provided assistance in managing workplans.

I

IceStone

63 Flushing Avenue, Building 12, Brooklyn, NY 11205

COMMUNITY DISTRICT: 2 Brooklyn

INDUSTRY: Manufacturing

The Working World assisted with worker-owner training and financial planning for conversion.

Innatus Birth

43-10 53rd Street, Woodside, NY 11377

COMMUNITY DISTRICT: 2 Queens

INDUSTRY: Healthcare

GWC assisted with business planning, development, and contract signing.

It Takes a City, LLC

646 Lafayette Avenue, Brooklyn, NY 11216

COMMUNITY DISTRICT: 3 Brooklyn

INDUSTRY: Childcare

ICA Group and TakeRoot Justice assisted with governance structuring and planning.

Ityopia

1035 Anderson Avenue, Bronx, NY 10452

COMMUNITY DISTRICT: 4 Bronx

INDUSTRY: Food Services

GWC provided product planning support.

L

L&S Printing

188 Beach 116th Street, Far Rockaway, NY 11691

COMMUNITY DISTRICT: 14 Queens

INDUSTRY: Manufacturing

The Working World provided financial planning and assistance in applying for PPP loan.

Laticosina

743 Coster Street #2, Bronx, NY 10474

COMMUNITY DISTRICT: 2 Bronx

INDUSTRY: Food Services

TakeRoot Justice provided assistance on loan funding application.

Latino Film Market

1850 Amsterdam Avenue, New York, NY 10031

COMMUNITY DISTRICT: 9 Manhattan

INDUSTRY: Arts, Entertainment, and Recreation

GWC provided launch support through their Coop Academy.

Lofty Heights Wellness

1231 Lafayette Avenue, 2nd Floor, Bronx, NY 10474

COMMUNITY DISTRICT: 2 Bronx

INDUSTRY: Healthcare and Wellness

TakeRoot Justice provided legal services for incorporation and entity formation.

Love & Learn Childcare

774 Port Richmond Avenue, Staten Island, NY 10302

COMMUNITY DISTRICT: 1 Staten Island

INDUSTRY: Childcare

NYCNOWC provided a COVID-19 workshop with relief resources and assisted with seeking loan options.

M

MaComère Consulting Firm

602 W. 157th Street, New York, NY 10032

COMMUNITY DISTRICT: 12 Manhattan

INDUSTRY: Management of Companies and Enterprises

TakeRoot Justice provided legal support for contracting.

Maharlika

43-10 53rd Street, Woodside, NY 11327

COMMUNITY DISTRICT: 2 Queens

INDUSTRY: Cleaning

BOCNet assisted with obtaining a PPP loan and business planning. Urban Upbound assisted with COVID-19 safety planning for staff.

Manos Artesanales Corp.

365 Broadway, Brooklyn, NY 11211

COMMUNITY DISTRICT: 1 Brooklyn

INDUSTRY: Arts, Entertainment, and Recreation

The Worker's Justice Project assisted with launching services.

Meerkat Media

140 58th Street, Brooklyn, NY 11220

COMMUNITY DISTRICT: 7 Brooklyn

INDUSTRY: Media Production

NYCNOWC discussed membership opportunities with the business.

Mi Oh My Hydroponic Farms LLC

2425 Yates Avenue, Bronx, NY 10469

COMMUNITY DISTRICT: 11 Bronx

INDUSTRY: Farming

NYCNOWC provided assistance on governance and organizational management.

Mirror Trans Beauty

4 Bedford Avenue, Brooklyn, NY 11222

COMMUNITY DISTRICT: 1 Brooklyn

INDUSTRY: Beauty Salon

NYCNOWC provided financing assistance and TakeRoot Justice provided support on contracting.

MoFya

123 William Street, New York, NY 10038

COMMUNITY DISTRICT: 1 Manhattan

INDUSTRY: Food Services

GWC assisted with business formation, organizational management, and training. TakeRoot Justice provided legal support on their coop bylaws.

N/O

NannyBee

45 Wadsworth Avenue, New York, NY 10033

COMMUNITY DISTRICT: 12 Manhattan

INDUSTRY: Childcare

NYCNOWC provided education on worker cooperatives.

New Deal Home Improvement Company

164 West 79th Street, New York, NY 10024

COMMUNITY DISTRICT: 7 Manhattan

INDUSTRY: Construction

BOCNet and ICA Group provided guidance on legal considerations, staff management, and business strategy for converting into worker coop.

Nuestra Mesa BK

300 Weirfield Street, #2 Brooklyn, NY 11237

COMMUNITY DISTRICT: 4 Brooklyn

INDUSTRY: Food Services

NYCNOWC provided assistance with governance.

On Point Security

12-11 40th Avenue, Queens, NY 11101

COMMUNITY DISTRICT: 1 Queens

INDUSTRY: Security

Urban Upbound assisted with financial planning, human resources, COVID-19 assistance, and procurement strategy. TakeRoot Justice provided assistance with governance documentation.

P

Pa'lante Forward Green Cleaning LLC

92-10 Roosevelt Avenue, Jackson Heights, NY 11372

COMMUNITY DISTRICT: 4 Queens
INDUSTRY: Cleaning

Urban Upbound provided COVID-19 relief support to receive PPE. BOCNet assisted with obtaining a PPP loan and financial planning. NYCNOWC and TakeRoot Justice assisted with legal and governance support.

Paw Partners

4-25 Astoria Boulevard, Astoria, NY 11102

COMMUNITY DISTRICT: 1 Queens
INDUSTRY: Pet Care

Urban Upbound provided COVID-19 relief and financial planning services.

PohCreation LLC

587 5th Avenue, 2nd Floor, New York, NY 10017

COMMUNITY DISTRICT: 5 Manhattan
INDUSTRY: Retail Trade

NYCNOWC provided education on decision making for coops.

Pottery for the People

1291 Sheridan Avenue, Bronx, NY 10456

COMMUNITY DISTRICT: 4 Bronx
INDUSTRY: Arts, Entertainment, and Recreation

GWC provided business planning services to refine business vision and values.

Progressive Cleaning Solution

545 W. 158th Street, New York, NY 10032

COMMUNITY DISTRICT: 12 Manhattan
INDUSTRY: Cleaning

Urban Upbound provided assistance with financial planning, marketing, training, website/technology, and governance. NYCNOWC provided information on member benefits.

Push Forward Realty, Cooperative Corp.

7 Marcus Garvey Boulevard #403, Brooklyn, NY 11206

COMMUNITY DISTRICT: 3 Brooklyn
INDUSTRY: Real Estate and Rental and Leasing

NYCNOWC provided assistance and information on worker cooperative formation.

R

Radiate Consulting

115 5th Avenue, New York, NY 10003

COMMUNITY DISTRICT: 5 Manhattan
INDUSTRY: Consulting, Professional Services

DAWI supported with membership management and financial planning.

Rebellious Root

1665 Bedford Avenue, Brooklyn, NY 11225

COMMUNITY DISTRICT: 9 Brooklyn
INDUSTRY: Educational Services, Consulting

GWC provided launch support through their Coop Academy.

Rewired LLC

410 Lorimer Street, Brooklyn, NY 11206

COMMUNITY DISTRICT: 1 Brooklyn
INDUSTRY: Technology Services

NYCNOWC and ICA Group assisted with conversion planning.

Roca Mia Construction Inc.

335 Edgecombe Avenue, New York, NY 10031

COMMUNITY DISTRICT: 9 Manhattan
INDUSTRY: Construction

BOCNet assisted business with COVID-19 relief and applying for a PPP loan.

Roqui

850 Bryant Avenue, Bronx, NY 10474

COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Retail Trade

GWC provided launch support through their Coop Academy.

Rude Creatives

2334 Tiebout Avenue, Bronx, NY 10458

COMMUNITY DISTRICT: 5 Bronx
INDUSTRY: Branding and Marketing Services

GWC provided market research and business planning services.

S

Samamkāya Yoga Back Care & Scoliosis

119 West 23rd Street, Suite 406, New York, NY 10011

COMMUNITY DISTRICT: 3 Manhattan
INDUSTRY: Yoga and Wellness

NYCNOWC assisted with governance and networking. The Working World provided strategic planning services.

Sésé Community Health and Wellness Center

801 Tilden Street, Bronx, NY 10467

COMMUNITY DISTRICT: 12 Bronx
INDUSTRY: Health Care and Social Assistance

GWC assisted with business development and planning. TakeRoot Justice provided legal assistance on business taxes.

Sisters 3 Tea

126 Ridgewood Avenue, Ridgewood, NY 11208

COMMUNITY DISTRICT: 5 Queens
INDUSTRY: Food and Beverage Services

TakeRoot Justice supported with incorporation and entity formation. NYCNOWC provided networking assistance.

Skedaddle Pest Management

7014 13th Avenue, Brooklyn, NY 11228

COMMUNITY DISTRICT: 10 Brooklyn
INDUSTRY: Exterminating and Pest Control

BCDI assisted with contract management, bookkeeping, and business operations.

Solar Uptown Now

1854 Amsterdam Avenue, 2nd Floor, New York, NY 10031

COMMUNITY DISTRICT: 9 Manhattan
INDUSTRY: Solar Panel Construction Services

GWC provided organizational planning, financial planning, and financing assistance.

Sous Sous: Spirits & Tonics Apothecary

1373 Pacific Street, Brooklyn, NY 11216

COMMUNITY DISTRICT: 8 Brooklyn
INDUSTRY: Healthcare and Wellness

GWC provided business planning, market research, and incorporation assistance.

Sunlight Ecoservices, LLC

37-63 81st Street, Jackson Heights, NY 11372

COMMUNITY DISTRICT: 3 Queens
INDUSTRY: Administrative and Support and Waste Management and Remediation Services.

Urban Upbound assisted with business planning, business operations and marketing.

Swallowtail Healing

147 Sunnyside Avenue, Brooklyn, NY 11207

COMMUNITY DISTRICT: 5 Brooklyn
INDUSTRY: Healthcare and Wellness

GWC assisted with business planning, website development, and grant writing.

SWEETco

1158 Intervale Avenue, Bronx, NY 10459

COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Construction

The Working World provided business strategy, planning, resiliency, and incorporation assistance.

T

Tech Savvy Citizens Collective

1291 Hoe Avenue, Bronx, NY 10459

COMMUNITY DISTRICT: 3 Bronx
INDUSTRY: Educational Services

GWC provided business planning assistance with business structure, model, and coop membership. TakeRoot Justice provided incorporation and entity formation assistance.

The Bronx Parlor

1213 Woodycrest Avenue, Bronx, NY 10452

COMMUNITY DISTRICT: 3 Bronx
INDUSTRY: Food Service

GWC provided launch support through their Coop Academy.

The Driver's Cooperative (TDC)

2400 Davidson Avenue, Bronx, NY 10468

COMMUNITY DISTRICT: 7 Bronx
INDUSTRY: Transportation/Ride Sharing

The Working World provided launch assistance. NYCNOWC assisted with connecting to WCBDI network and grant opportunities.

Tribe Co-Create Cooperative

349 East 138th Street, Bronx, NY 10454

COMMUNITY DISTRICT: 1 Bronx
INDUSTRY: Co-working

GWC provided business strategy assistance to adapt business model to realities of COVID-19. BOCNet provided co-working space.

U

Up & Go

443 39th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT: 7 Brooklyn

INDUSTRY: Cleaning, Platform Cooperatives
CFL assisted with financial planning, marketing and market development, and business development. GWC advised on business strategy to adapt to COVID-19.

Uptown Village Cooperative

559 W. 158th Street, #27, New York, NY 10032

COMMUNITY DISTRICT: 12 Manhattan
INDUSTRY: Health Care and Social Assistance

Green Worker Cooperatives and BOCNet supported the business in contracting, financing, financial planning, and business strategy.

Urban Projects Collaborative

434 W. 33rd Street, 7th Floor, New York, NY 10001

COMMUNITY DISTRICT: 4 Manhattan
INDUSTRY: Consulting, Professional Services

ICA Group provided guidance on governance, financial planning, organizational planning, and legal structure and documentation for conversion into a worker-owned cooperative.

V

Veggie Mijas

80-86 59th Street, Jackson Heights, NY 11385

COMMUNITY DISTRICT: 5 Queens
INDUSTRY: Food Education

GWC and TakeRoot Justice assisted with business planning, financial planning, market research, and legal services to launch.

Vokashi Inc.

380 Classon Avenue, Brooklyn, NY 11238

COMMUNITY DISTRICT: 2 Brooklyn
INDUSTRY: Administrative and Support and Waste Management and Remediation Services

The Working World assisted with contract signing and planning.

W

We Are Earth

234 Glenmore Avenue, Brooklyn, 11207

COMMUNITY DISTRICT: 5 Brooklyn
INDUSTRY: Urban Farming

GWC provided market research and business planning services.

White Pine Community Farm

1231 Lafayette Avenue, 2nd Floor, Bronx 10474

COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Farming

BOCNet provided coworking space, financial planning to apply for PPP, and business planning assistance.

Wipe Me Down

957 Kelly Street, Bronx, NY 10459

COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Cleaning

GWC provided launch support through their Coop Academy.

Woke Foods

1231 Lafayette Avenue, 2nd Floor, Bronx, NY 10474

COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Food Services

BOCNET provided coworking space, CFL provided business planning, and TakeRoot Justice provided legal advice on governance.

Workers Transport

1360 Fulton Street, Suite 104, Brooklyn, NY, 11216

COMMUNITY DISTRICT: 3 Brooklyn
INDUSTRY: Transportation and Warehousing
NYCNOWC provided a workshop on worker ownership and economic democracy.

Y

YAS Farm

2878 Valentine Avenue, Bronx, NY 10458

COMMUNITY DISTRICT: 7 Bronx
INDUSTRY: Farming

GWC provided launch support through their Coop Academy. TakeRoot Justice provided COVID-19 training to coop worker-owners.

LOOKING FORWARD

The NYC Council awarded \$3.8 million to WCBDI in FY2022 to support worker cooperatives and to invest in worker ownership as a strategy for equitable recovery from COVID-19. This funding supports 13 partner organizations and provides centralized program management through SBS.



Uptown Village Cooperative

CONTACT INFORMATION

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2431 Morris Avenue, Bronx, NY 10468
bcdi.nyc

BUSINESS OUTREACH CENTER (BOC) NETWORK

85 South Oxford Street, 2nd Floor, Brooklyn, NY 11217
bocnet.org

CAMBA

1720 Church Avenue, 2nd Floor, Brooklyn, NY 11226
camba.org

CENTER FOR FAMILY LIFE

443 39th Street, Brooklyn, NY 11232
centerforfamilylife.org

DEMOCRACY AT WORK INSTITUTE

c/o Purpose, 115 5th Avenue, Floor 6, New York, NY 10011
institute.coop

GREEN WORKER COOPERATIVES

1231 Lafayette Avenue, 2nd Floor, Bronx, NY 10474
greenworker.coop

THE ICA GROUP

c/o ALIGN, 50 Broadway, 29th Floor, New York, NY 10004
icagroup.org

MAIN STREET LEGAL SERVICES

2 Court Square, Long Island City, NY 11101
law.cuny.edu/academics/clinics/ced

NYC NETWORK OF WORKER COOPERATIVES

P.O. Box 800028, Elmhurst, NY 11380
nycworker.coop

TAKEROOT JUSTICE

123 William Street, 16th Floor, New York, NY 10038
takerootjustice.org

URBAN UPBOUND (EAST RIVER DEVELOPMENT ALLIANCE)

4-25 Astoria Boulevard, Astoria, NY 11102
urbanupbound.org

WORKERS JUSTICE PROJECT

365 Broadway, Brooklyn, NY 11211
workersjustice.org

THE WORKING WORLD

116 Nassau Street, Suite 513, New York, NY 10038
theworkingworld.org

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Commissioner

NYC Department of Small Business Services

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Cover Photo

NYC NOWC EVENT

* Most photos taken prior to COVID-19 pandemic

