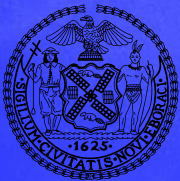


WORKING *Together*

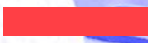
FY 20

A report on the sixth year of the Worker Cooperative
Business Development Initiative (WCBDI)



NYC Small Business
Services

Mayor's Office of
Contract Services



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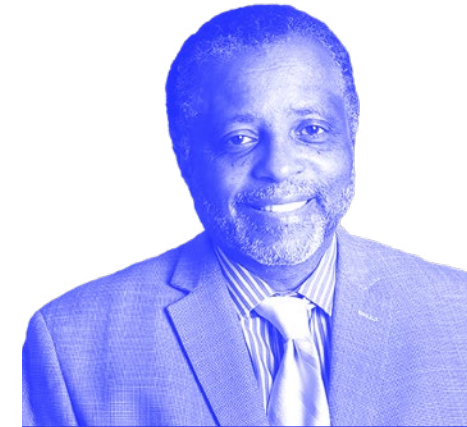
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SAMAMKĀYA YOGA BACK CARE & SCOLIOSIS

01

INTRODUCTORY *Letter*



Dear New Yorkers,

Small businesses are hurting right now. Many businesses have closed and workers have lost their jobs, and workers of color have been disproportionately affected. We are also facing a looming wave of potential closures from aging businesses owners. Few business owners have a succession plan, a reality made even tougher in this pandemic.

The Worker Cooperative Business Development Initiative (WCBDI) has connected New Yorkers with innovative strategies to address the issues of our time. The stories in this report demonstrate that cooperatives are resilient in the face of great challenges. Cooperatives are stronger together and have supported each other throughout this crisis. Over the last six years, WCBDI has built a strong ecosystem of support for cooperatives in NYC and despite the challenges, our city now has more worker cooperatives than any other city in the U.S.

This report also highlights Black-owned worker cooperatives after a summer of reckoning with the reality of racial inequality in our City. Black Americans have a long legacy of advocacy for cooperative ownership, from Marcus Garvey, to W.E.B. Du Bois, to Ella Baker. Black cooperative advocates recognize that the more workers and community members own, the more their communities will prosper. It is imperative that our strategy for recovery and support of cooperatives centers around racial justice and honors the legacy of Black cooperators.

Finally, building on the impressive work of WCBDI and responding to future closures from aging businesses owners, the City is launching Employee Ownership NYC. Through this program, we will offer legal, accounting, and business advice, facilitate connections to funding, and train employees on workplace management. It's a full suite of services to get businesses ready for this transition and the exciting future it can bring.

We have a chance to fundamentally break with the past and an economy where too much is owned by too few. Worker cooperatives can create a more equitable future, and it's time to give Black workers, immigrant workers, and workers of color a fair share of the extraordinary wealth they create.

Sincerely,

A handwritten signature in black ink that reads "J. Phillip Thompson". The signature is written in a cursive, slightly stylized font.

J. PHILLIP THOMPSON

Deputy Mayor for Strategic Initiatives



UPTOWN VILLAGE COOPERATIVE

02

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 2020 (FY2020) marks the sixth year of the initiative. Like all small businesses, worker cooperatives were met with incredible challenges this year. However, the WCBDI partners reacted quickly to the limitations brought on by COVID-19 and offered tailored support to cooperatives as they navigated the complex and rapidly changing business landscape. Also, 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 initiatives in the agency. SBS also continued discussions with the WCBDI partners to identify barriers and possible solutions to increase public contracting for worker cooperatives.

This is the sixth 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 last fiscal year.

MEASURING OUR SUCCESS

The cumulative outcomes listed below were reported by 12 WCBDI partners and summarize the activities conducted in the initiative's sixth year. WCBDI partners received a total of \$3.6 million in FY2020.

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



10
WORKER COOPERATIVES CREATED

A worker cooperative is a business owned and managed by its workers. In contrast to traditional companies, profits from worker cooperatives are distributed among “worker-members,” who make governance decisions using democratic principles on a one-member, one-vote basis.

WCBDI encourages both the creation of worker cooperatives and the conversion of traditional businesses into cooperatives through specialized trainings and one-on-one services. Since creating a cooperative takes significant time and resources, WCBDI partners often work with worker-members for more than a year to either incubate or convert their business into a cooperative.

25
WORKER COOPERATIVES IN THE PIPELINE

In FY2020, WCBDI partners helped 10 new worker cooperatives formally launch by helping them acquire a federal tax ID, formation documents, appropriate licenses and permits, and register as a New York State sales tax vendor when applicable.

WCBDI partners also assisted 25 worker cooperatives who are in the process of forming — or cooperatives “in the pipeline.” These worker cooperatives did not fully launch by completing the formal launch steps listed above but are in the process of registering their business and finding an appropriate legal structure. These businesses have tentatively determined their name, industry, and number of worker-members and non-member workers.



122
TOTAL HIRES

A worker-member is a person who owns a share of the worker cooperative, is a beneficiary of a trust, or controls the cooperative with other worker-members. A non-member worker is anyone who works for a worker cooperative but is not a worker-member. WCBDI helps worker cooperatives take on new worker-members and/or non-member workers through capacity-building services. Adding new worker-members to an existing business can be a long process but encourages personal investment in the success of the business.

This metric represents the total number of jobs created by WCBDI-supported cooperatives in FY2020 and reflects employment of worker-members and non-member workers.



1796
PROVIDED TO

159
BUSINESSES AND/OR COMMUNITY-BASED ORGANIZATIONS

WCBDI partner organizations provide one-on-one, specialized services focused on worker cooperative development to entrepreneurs planning to become worker cooperatives, businesses interested in converting to cooperatives, and existing worker cooperatives. These services cover a range of topics including bookkeeping, business plan development, financial planning, governance, marketing and market research, strategic planning, succession planning, and translation. One-on-one services allow cooperatives to continue growing and providing sustainable jobs for worker-members.

At the same time, WCBDI partners help other community-based organizations in New York City that provide business development services extend those services to worker cooperatives in their communities. These partnerships allow WCBDI to extend its impact and further strengthen New York City's worker cooperative ecosystem.



3332
EDUCATIONAL SERVICES PROVIDED

WCBDI hosts workshops, intensive academies, and networking events for current and prospective cooperative members. Educational services provided by WCBDI can be standalone workshops for anyone to attend, or a curriculum-based series of trainings that require an application. Events cover a wide range of business and cooperative management topics, such as bookkeeping, legal entity choice, computer skills, democratic decision making, and conflict resolution. Others aimed to connect worker-members and cooperative developers with their communities to teach them about the cooperative model.

This metric represents the number of individuals who were involved in a series of curriculum-based workshops, conferences, lectures, and group trainings hosted by WCBDI in FY2020

¹ A total of 13 partner organizations received funding through WCBDI in FY2020. City University of New York (CUNY) Main Street Legal Services received \$172,470; however, its involvement was not managed by SBS so details about its work are not included in this report.

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 BronXchange, 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 5-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.

WORKER'S JUSTICE PROJECT (WJP)

Worker's 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.

OSHA SOLUTIONS



GREENWORKER HEADQUARTERS

03

WORKER COOPERATIVES CREATED

WCBDI creates worker cooperatives through academies, incubation, and conversion. This section of the report highlights some success stories about worker cooperatives that were created in FY2020. Worker cooperatives in the pipeline in this fiscal year are expected to formally launch in the following fiscal year (FY2021).



RADIATE CONSULTING

LAUNCH METHOD:

Incubation

ASSISTING WCBDI PARTNER(S):

Democracy at Work Institute

BOROUGH:

Manhattan

This year, Democracy at Work Institute (DAWI) incubated Radiate Consulting, a worker-owned consulting firm that provides professional services support to non-profits and values-aligned organizations. First, DAWI collaborated with the Mexican Studies Program at CUNY to identify potential cooperative members. Then, DAWI interviewed, hired, and trained founding members in cooperative principles to formally launch the cooperative.

Radiate Consulting faced many challenges this year. As a new business, the cooperative needed to develop and maintain a client base. Members found it challenging to find secure and well-paying work. In addition, many Radiate Consulting members were recent university graduates. This was their first job in their field of study, and members needed to build their workplace skills. Initially, some members struggled to secure clients and thought they might have to leave the business. But their struggles were overcome with support from DAWI and their fellow cooperative members.

DAWI provided professional coaching services to the cooperative members. They developed résumés, provided support on job applications and cover letters, and coached members on their business pitch. These professional services helped members build skills, support one another, and secure long-term contracts. DAWI also provided cooperative members with administrative, recruitment, and promotional support. DAWI connected the cooperative to potential clients within their network. Finally, DAWI supported facilitation at meetings and provided other wrap-around services to ensure the cooperative's success.

Now, the current worker-members at Radiate Consulting have found steady work with quality wages. Within the first year, Radiate Consulting achieved creditworthiness. Cooperative members are looking towards a bright future.



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. Before 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
Radiate Consulting

PARTNER & PARTNERS

LAUNCH METHOD:
Conversion

ASSISTING WCBDI PARTNER(S):
The ICA Group

BOROUGH:
Manhattan

Partner & Partners is a successful design studio focused on interactive, print, and exhibition work with a long list of socially conscious clients including the Green New Deal, the Catskills Visitor Center, and Immigration Equality. When brothers Greg and Zach Mihalko co-founded the business in 2013, they were committed to building a strong culture of collaboration and cooperation. The success of this approach led them to consider worker ownership as a model to foster inclusive and democratic management.

The ICA Group helped Partner & Partners formalize the democratic culture they had built over time by changing the structure of the business to a worker cooperative. ICA worked with Greg and Zach, the original owners of Partner & Partners, to help them understand the value of their business and what it would mean financially to transfer ownership from two people to five (and potentially more as the business grows). Greg and Zach decided to provide the capital for the transition themselves to prevent a delay in ownership change that might come as workers secure outside loans.

ICA also worked with a steering committee made up of three Partner & Partners employees to develop a new operating agreement and

governance structure. The steering committee decided to keep Partner & Partners' existing management structure, but now all the worker-members are on the Board of the business. They are empowered to make important business policy decisions together and share in the company's profits over time.

Since the transition, ICA has continued to support worker-members as they begin to operate as a cooperative. The shift to worker ownership has empowered employees to take on new responsibilities.

Lulu Johnson, a new worker-member, shared:



Now that it's real, I feel like I can do things that I wouldn't necessarily do as just an employee, like bring in new clients for the company."

Partner & Partners hopes to see more worker-owned businesses in New York City, particularly in the design industry. Greg believes that worker ownership can be a tool for significant change:



There's a lot of exploitation in the design industry towards young, or more junior, people. Having gone through that myself, I knew there was another way to do things. I've been purposeful and intentional from the beginning that our company is not about one person, but is about all of us, and becoming a cooperative is a natural extension of that approach."



PARTNER & PARTNERS

SUNLIGHT ECOSERVICES

LAUNCH METHOD:
Incubation (currently in development and expected to launch FY2021)

ASSISTING WCBDI PARTNER(S):
Urban Upbound, NYC Network of Worker Cooperatives

BOROUGH:
Queens

Sunlight Ecoservices is a cleaning business on its way to becoming a worker cooperative. They offer residential and commercial, environmentally friendly cleaning and disinfecting services that are in-line with CDC and EPA guidelines. They are in the process of becoming a cooperative and plan to formally launch in FY2021.

Sunlight Ecoservices started with an immigrant struggling to find traditional employment who visited Urban Upbound for assistance. Urban Upbound introduced the client to their worker cooperative development program. Together, they were able to recruit another member to start a cooperative.

The founding worker-owners are building a marketing plan and hope to hire more members as they increase their sales. Both members have experience in the cleaning industry. They decided to start a worker-owned cleaning business because they found that wages were too low and working conditions were unfair in a traditional business model with one owner. Sunlight Ecoservices received support from Urban Upbound to add more structure to their business, including a pricing structure, client contracts, and

formal marketing plan. Urban Upbound also connected the cooperative to the NYC Network of Worker Cooperatives, who connected them to funding from the Cooperative Sustainability Fund and Cooperative Accelerator Project mentorship program. With this funding, they were able to create a website and design business cards.

WCBDI partners will continue to support Sunlight Ecoservices on their journey to incorporation and beyond.



04
TOTAL HIRES

We offer guaranteed residential and commercial cleaning services with honesty and kindness. The satisfaction of our customers is our best reward. Brightly® East Harlem is a group of women who have come together to share our business and cleaning expertise while building economic justice. Our cooperative imagines a world with equality, respect, and solidarity; where there are opportunities for success, and there is no discrimination. To achieve this vision, we work hard and united, to change the future and turn our dreams and the dreams of our community into reality.

WORKER-MEMBERS
Brightly® East Harlem



WCBDI helps newly created, converted, and/or existing worker cooperatives get new worker-members and/or non-member workers. WCBDI helped cooperatives hire 122 new workers in FY2020. This section of the report highlights a success story about a cooperative that was able to grow in FY2020.

◀ BRIGHTLY® EAST HARLEM

ASSISTING WCBDI PARTNER:
Center for Family Life

BOROUGH:
Manhattan

Center for Family Life (CFL) has been incubating worker cooperatives since 2006. In 2018, CFL started the incubation of a new Brightly® cooperative in partnership with VIP Mujeres. Through CFL's incubation model, the women developed their business and became the third cooperative to join the Brightly® cooperative franchise. Since their launch in November 2019, 14 worker-members have started working, providing residential and commercial cleaning services across New York City.

ONPOINT SECURITY

ASSISTING WCBDI PARTNER:
Urban Upbound, TakeRoot Justice

BOROUGH:
Queens

OnPoint Security NYC is a worker cooperative private security firm that launched in July 2015. OnPoint provides corporate and commercial security, special event staffing and security, unoccupied property security, retail loss prevention, and concierge and residential community protection.

The cooperative was developed by Urban Upbound in partnership with a small group of security professionals

who are residents of public housing. They developed the cooperative to create wealth building opportunities, living wage jobs, and a path to ownership for traditionally underserved populations. OnPoint's management team has 25+ years of combined security experience, which they use to design and implement customized security plans for their clients.

In FY2020, OnPoint made nine new hires. Urban Upbound provided access to office space for recruiting events and referred job candidates to OnPoint. Additionally, Urban Upbound contracted OnPoint to provide security services at several of their locations, which increased their hiring capacity. OnPoint also provides security services to businesses in industries such as hospitality, medical facilities, and recreational spaces.

As the city begins to reopen and recover from COVID-19, OnPoint and Urban Upbound are committed to expanding their business in order to create quality jobs.

ACP SHARED SERVICES

ASSISTING WCBDI PARTNER:
The Working World

BOROUGH:
Queens

ACP Shared Services, a sister company to A Child's Place Day Care Center, brings Group Family Day Care providers together to be part of a supportive network to

share resources and services. This networking helps day care providers offer quality care for children and families in their communities and creates supportive avenues for programs to grow using cost-effective strategies.

This year, The Working World (TWW) helped ACP Shared Services identify and apply to be part of the NYC Department of Education (DOE)'s Family Child Care Network program. In February 2020, ACP Shared Services was awarded a contract to begin serving approximately 42 in-home day cares in Brooklyn and Queens. As the cooperative began outreach to day care providers, TWW helped with project management and marketing. In addition, TWW facilitated a consulting relationship with Bright Learning Stars, a cooperative Group Family Day Care in Brooklyn, so that ACP Shared Services could pilot their service provision model in advance of launching the broader network.

The partnership between TWW and ACP Shared Services will build a cooperative network to foster solidarity and cooperation between in-home day care providers throughout the city who usually find themselves isolated from each other and struggling to survive in a competitive market.

This spring, ACP Shared Services was able to hire two additional staff members who have already helped the cooperative start recruiting member day cares for its Family Child Care Network.



05

Celebrating BLACK-OWNED COOPERATIVES

The summer of 2020 brought renewed energy and attention to the racial injustice experienced by Black communities in our city and our nation. Activists and other community members are pushing for the *divestment* from institutions and systems that have harmed Black people for generations.

At the same time, leaders in the Movement for Black Lives (M4BL) are calling for *investment* into “Black alternative institutions” including cooperatives.^{2,3} Black-led worker cooperatives are living examples of an economy that is based

on shared prosperity and community control, rather than extraction and exploitation. Investing in Black cooperatives helps to build a future of self-determination, safety, and joy.

WCBDI seeks to serve and celebrate Black cooperators. Below are descriptions of some of the Black-led cooperatives in New York City that WCBDI partners assisted in FY2020. To read about other Black-owned cooperatives and learn how you can support these businesses, visit nycworker.coop/blackcoopsmatter.

FASHION THAT WORKS PRODUCTION

is a worker-owned sewn-goods cooperative in Manhattan. The worker-owners at Fashion That Works are graduates of the Custom Collaborative Training Institute, a workforce development program that trains and supports women from low-income and immigrant communities to launch fashion careers and businesses.

GREEN FEEN

is an environmental consulting firm using hip-hop to inspire a sustainable culture based in the Bronx. Through partnerships, zero waste events, and organic collection, Green Feen uses the triple bottom line of sustainability to teach a holistic lifestyle.

REBELLIOUS ROOT

is a worker-owned cooperative dedicated to equity, social justice, and collective liberation based in Brooklyn. As multi-racial, feminist facilitators and creatives, they work towards justice and social change through trainings, curriculum design, and intentional conversations. Rebellious Root participated in the 2019 Green Worker Co-op Academy.

REBELLIOUS ROOT (SADÉ S.)



REBELLIOUS ROOT (BRITTANY B.)



REBELLIOUS ROOT (MICKEY F.)



SOLAR UPTOWN NOW (SUN)

offers solar panel installation services for residential and commercial properties in uptown Manhattan. SUN installs solar units on affordable housing cooperatives. The solar installations reduce operating costs for co-ops, increasing their savings that can be used to address maintenance issues. SUN also offers education and flexible financing options for residents.

WOKE FOODS

is a food service and food justice worker-owned cooperative in the Bronx focused on innovating Dominican and Afro-Caribbean plant-based foods. They are currently supporting mutual aid efforts by offering prepared meals to communities in Northern Manhattan and the South Bronx. They are prioritizing cooking and offering food to Black and Indigenous People of Color, specifically elders, essential workers, and formerly incarcerated folks returning home.

² Learn more about the M4BL demands for Economic Justice at m4bl.org/policy-platforms/economic-justice

³ Jessica Gordon Nembhard's *Collective Courage* chronicles the history of Black cooperative business ownership and its place in the movement for civil rights and economic justice.



06

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 FY2020, WCBDI provided 1,796 one-on-one services to 159 unique entities.

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



BKLN CLEAN

ASSISTING WCBDI PARTNER(S):

The Working World

BOROUGH:

Brooklyn

BKLN Clean is a cleaning product distribution cooperative run by immigrant women in Brooklyn. The Working World (TWW) supported BKLN Clean to develop and launch their new and improved green cleaning formula. The launch of this product represents the culmination of their collective dreams: to own their own business, creating a high-quality product that is good for the planet and, most importantly, safe for domestic workers to use. TWW supported BKLN Clean to develop a marketing plan, research logistics for sales and shipping, and plan a virtual launch strategy once COVID-19 hit. In addition, they provided management coaching and helped the cooperative build their customer base.





▲ UPTOWN VILLAGE COOPERATIVE

ASSISTING WCBDI PARTNER(S):
Business Outreach Center Network, Green Worker Cooperatives, The Working World, NYC NOWC

BOROUGH:
Manhattan

Uptown Village Cooperative is a certified M/WBE and multicultural community of highly trained childbirth professionals who provide continuous emotional, physical, informational, and educational support to an individual who is expecting/gestating, is experiencing labor, or has recently given birth (postpartum/recovery period). The cooperative's professional doulas are there to support a variety of births – hospital, birth centers, homebirths, C-sections, vaginal births after cesareans, and more.

The idea for Uptown Village started in the spring of 2015 when LaShanda Dandrich started organizing a monthly potluck for birth professionals from Harlem, Washington Heights, and the Bronx. Along with other birth and family topics, the group often discussed their collective vision of growing a strong community of multicultural birth professionals in the Uptown area. They wanted to mobilize their community of doulas and educators supporting gentle birth and breastfeeding, confident families, and overall reproductive health justice, particularly for women of color in their communities.

In the fall of 2015, a collective decision was reached that two members of the group – LaShanda Dandrich and Myla Flores – would attend the Green Worker Co-op Academy. Since 2017, they have been working out of the Business Outreach Center (BOC) Network South Bronx business incubator, and they have benefited

from extensive business assistance. This assistance allowed them to obtain “patient” financing from The Working World in 2018, which they do not have to repay until the business is profitable.

Since BOC began assisting the cooperative, they have seen a significant increase in revenue, and they have been able to add an additional worker-member to the team of two original founders. All three worker-members are women of color. In FY2020, BOC helped Uptown Village Cooperative write a business plan for a birthing center in the Bronx, which will use the cooperative for educational programming. Finally, BOC provided grant and loan information to the cooperative when they saw a decrease in revenue due to COVID-19.



▲ OSHA SOLUTIONS

ASSISTING WCBDI PARTNER(S):
Urban Upbound

BOROUGH:
Queens

OSHA Solutions is a worker cooperative that provides occupational safety and health courses in construction and general industry. FY2020 had an exciting beginning for OSHA Solutions. With Urban Upbound's assistance, OSHA Solutions became the first Spanish speaking worker cooperative to receive Minority Business Enterprise (MBE) certification from the City of New York in August 2019. The certification makes OSHA Solutions more competitive and allows the firm to take advantage of contracting opportunities reserved for MBE certified businesses. Throughout the year, Urban Upbound supported OSHA Solutions in becoming proficient in bookkeeping.

The worker-members are now able to record their financials in a web-based bookkeeping app, perform their own reconciliations, and run financial reports. Through this work, Urban Upbound also trained the worker-members in password security. Additionally, Urban Upbound supported OSHA Solutions in their search for a better bank.

To expand their business, OSHA Solutions began preparing to provide a 10-hour Site Safety Training (SST) course. Unfortunately, as preparation for the course was underway, the COVID-19 pandemic struck. Due to the pandemic, the trainers could no longer conduct their OSHA classes, which were all designed to be held in person. OSHA Solutions reached out to Urban Upbound for support. Urban Upbound helped the worker-members learn to use virtual conference software and supported them in designing virtual classes that are in accordance with OSHA and SST guidelines.

BIO CLASSIC CLEANING SERVICES

ASSISTING WCBDI PARTNER(S):
Green Worker Cooperatives, Business Outreach Center Network

BOROUGH:
Bronx

Bio Classic Cleaning Services is a group of worker-members and mothers who are committed to creating healthy living and workspaces. The founders, graduates of Green Worker Cooperatives' (GWC) 2014 Co-op Academy, wanted to provide ownership and independence to immigrant women with years of cleaning experience working for others. Their members have more than 10 years of experience in residential and commercial cleaning work in all boroughs of New York City.

Bio Classic Cleaning was off to a good start in 2020, earning more revenue than previous months. Their strong momentum was stopped short in March when their business clients closed, and their residential clients stopped their services. When the Paycheck Protection Program (PPP) opened, Bio Classic applied for funds directly with their bank. However, their application was rejected. Bio Classic reached out to GWC and requested assistance.

GWC was able to help Bio Classic determine their loan amount and collect documentation required for the loan. After re-submitting the application, Bio Classic was approved for a \$11,000 PPP loan. Bio Classic Cleaning is hoping to continue to improve on the momentum they had built in the winter as things open up.



07

Solidarity & Resiliency:
**THE WORKER
COOPERATIVE COMMUNITY
RESPONDS TO COVID-19**

Like any small business, cooperatives have been deeply affected by the compounding health and economic crises brought on by the outbreak of COVID-19. However, WCBDI has grown and strengthened the New York City cooperative ecosystem. WCBDI partners provided cooperatives with technical assistance and education tailored to their unique business structure throughout the stay-at-home orders and reopening processes. In addition, cooperatives are built on trust and mutual support. Members help each other through crises, and this difficult period has demonstrated the resiliency of the cooperative model.

RAPID RESPONSE & MUTUAL AID

Just days after the COVID-19 stay-at-home orders, NYC NOWC organized an event describing the emergency financial and health resources available for worker cooperatives. More than 150 individuals attended. NYC NOWC continued their rapid response programming throughout the spring by providing information sessions for cooperatives applying for federal funding and partnered with BOC Network to provide individualized grant and loan support. In addition, NYC NOWC raised more than \$96,000 in relief funds and has already distributed grants to 160 immigrant worker-owners.

The Center for Family Life (CFL) was also able to adjust their services to meet their community's greatest needs. CFL worked with local foundations to direct \$146,000 in cash assistance to worker-members in their coop programs. In addition, CFL convened cooperatives to make crucial, collective decisions about the future of their business. A cooperative is more than a business, it is a place where people come together and support one another. Up & Go, a cleaning cooperative, adjusted their price structure, added a new line of business, and implemented new safety measures during the business pause. Domestic work includes a lot of personal risk, but members of the cooperative found it comforting to talk about safety and risk in a supportive, committed network of individuals who want to succeed together.

Finally, CFL assisted worker-members stay safe as they re-opened for business. A group of cooperatives in the CFL network came together to engage in joint purchasing of personal protective equipment (PPE). Together, they decided to buy masks from a cooperative in North Carolina. CFL cooperatives also contracted with an occupational safety and health training worker cooperative, ActionOSH, to learn how to protect themselves at work.

Despite the current crises, none of the businesses in The Working World (TWW) network have closed. TWW aims to help every cooperative hibernate, rather than close permanently. Their approach to the COVID-19 crisis has been threefold:

Relief: First, TWW raised more than \$250,000 in rapid response relief grants and distributed 100% of the funds directly to businesses and workers. Then, they helped worker-owners apply for unemployment and supported cooperatives in accessing more than \$2 million in Federal support through the Paycheck Protection Program (PPP) and Economic Injury Disaster Loan (EIDL).

Rebuild: TWW sees that cooperatives can play a key role in rebuilding the economy. They have developed a pivot planning tool that helps businesses partially reopen and/or change their business plan. More than a third of the businesses in their network have found new ways to safely begin producing at different levels.

A crisis creates vacuums in the economy that will be filled by large capital if smaller funds like TWW do not fill it. They have raised almost \$5 million in "patient capital," or long-term capital, that will be invested to both support pivoting businesses and buy out businesses whose owners are retiring early due to the crisis.

Reimagine: The COVID-19 crisis is already changing how we organize our society. Today's public policy and spending will shape our economy for the next decade. TWW has collaborated with City agencies and participated in national policy convenings to share ideas about a just recovery. By describing their local work with cooperatives, they are helping policy makers reimagine the economy and reorient us toward a more just and equitable future.

KEEP THE DOORS OPEN

With WCBDI funding, the ICA Group was able to launch the Keep the Doors Open business resilience program one month into the pandemic. This program supports NYC businesses facing an unprecedented risk of closure by transitioning them to employee ownership — helping save jobs, build community wealth, and preserve owners' retirement savings. Keep the Doors Open is designed to prevent businesses from closing or laying off their workers, while helping owners secure a fair price and successfully retire without taking on additional debt. Out of the total number of applications to the Keep the Doors Open program, 79% were minority, women, or immigrant-owned businesses, and 83% had a majority workforce of minorities, women, or immigrants. Existing racial and gender wealth gaps mean that business closures disproportionately impact BIPOC business owners and workers already experiencing disinvestment, displacement, and decreased or limited access to capital.

ICA conducts a financial and operational feasibility analysis for businesses interested in converting to an employee-owned firm. If the business is a good fit for employee ownership, ICA offers a package of services including connections to financing, assistance executing the sale of the business to the employees, and ongoing training for managers and key staff following the sale.

The ICA Group looks forward to working with partners in the coming year to increase awareness of employee ownership for conventionally structured businesses as a strategy for preservation and economic recovery. Employee ownership can preserve Black-owned businesses and increase their access to capital; facilitate wealth transfer to BIPOC, women, LGBTQ, and immigrant future employee-owners; and root and grow shared wealth and ownership among low-income and communities of color experiencing real estate pressures and gentrification.



ONPOINT SECURITY NYC



08

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.



CONTINUITY PLANNING WITH LONG ISLAND CITY PARTNERSHIP (LICP)

ASSISTING WCBDI PARTNER:
The ICA Group, in collaboration with The Working World and BOC Network

In FY2020, The ICA Group educated local business communities on employee ownership as an exit strategy for small business owners looking to retire. Small business owners who want to secure their retirement while maintaining their businesses' legacy can explore the idea of converting their business to a worker cooperative with the help of WCBDI. ICA reached more than 100 business owners through two events: a panel sponsored by the Long Island City Partnership (LICP) and in collaboration with the Deputy Mayor's Office for Strategic Policy Initiatives; and an information table at the Black Veterans Appreciation Breakfast sponsored by Council Members Richard Donovan, Daneek Miller and Adrienne Adams.

One small business owner was introduced to the idea of worker cooperative conversions at the LICP event. He was excited to learn about the work of ICA and other WCBDI partners, and he decided that employee ownership might be

a good fit for his business. Prior to attending the event, the only form of employee ownership he knew of was an ESOP,⁴ which he could not effectively use to pass on his business to his employees. He realized a worker cooperative would be a better vehicle for selling his business to his employees. His business is now in the process of converting to a worker cooperative; ICA hopes to complete the conversion in FY2021.

AFRICAN COMMUNITIES TOGETHER EXPLORES WORKER OWNERSHIP

ASSISTING WCBDI PARTNER:
The ICA Group, subcontracting African Communities Together

Since its creation in 2013, African Communities Together (ACT) has been fighting for language access for African communities in New York City. Many of their community members are unable to access City services due to language barriers, and they rely on ACT for interpretation to access these services.

In 2017 after years of interpretation work, ACT members decided to create a language cooperative. The cooperative's benefits will be twofold: it will support their highly skilled community members who face barriers to traditional business ownership by offering them a

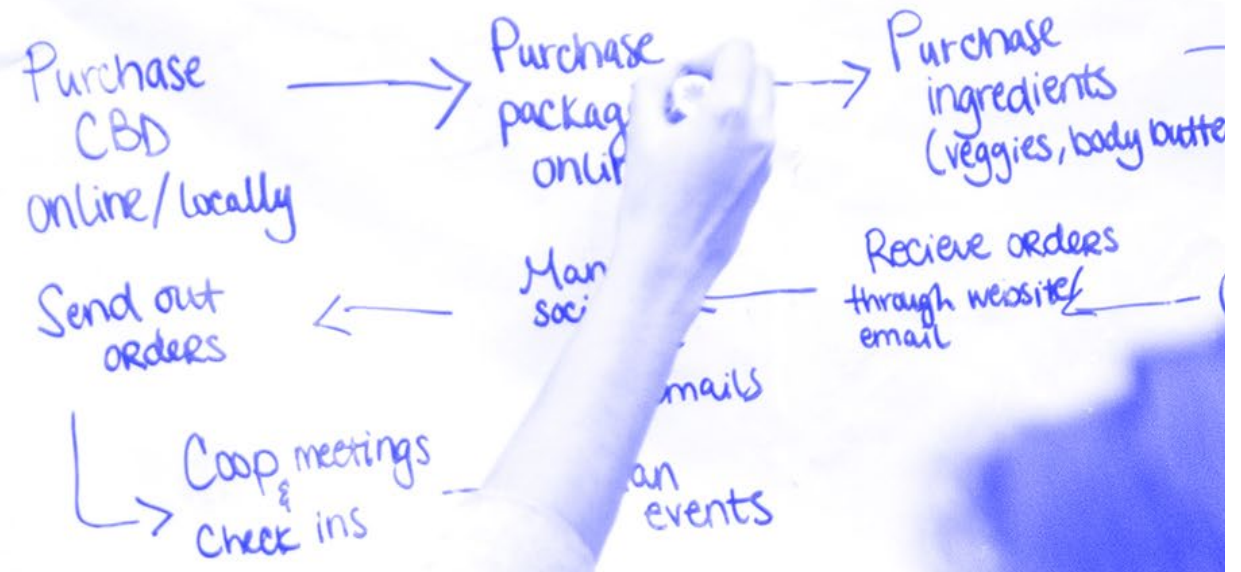
path towards worker-ownership, and it will provide interpretation to the large African communities in New York City.

In FY2020, The ICA Group subcontracted part of their WCBDI award to ACT.⁵ This contract gave ACT the capacity to put their plans for a cooperative into action. ACT held their first cooperative development session in September 2019. Members came in very excited to finally see their dream come to reality, and most members mentioned how happy they were to finally put their language abilities to use. Other members of the cooperative are professional interpreters who worked for agencies where they felt exploited because they were being paid less than half of the money charged to the clients.

The cooperative also provides an opportunity to build leadership skills and strengthen community bonds. ACT members saw this effect at a coop event one Saturday in December. A young mother and cooperative member was struggling to settle down her two-month-old daughter. Another member of the cooperative who is an experienced mother of four took the baby and carried her on her back so that the young mother could focus. These small acts of solidarity remind the cooperative members that they are stronger together.

⁴ ESOP stands for Employee Stock Ownership Plan. In an ESOP, employees own shares of the company where they work. Plans in public companies generally limit the total amount of the company's stock that may be acquired by employees. Unlike worker cooperatives, ESOPs often do not require worker participation in management.

⁵ WCBDI Partners can subcontract out 30% of their Discretionary awards. Subcontracting allows partners to seek out expertise outside their staff to support worker cooperative development. Subcontracting can also provide new CBOs and business development organizations the opportunity to develop cooperatives, widening and strengthening the worker cooperative ecosystem in New York City.



GREEN WORKER HEADQUARTERS

GREEN WORKER'S 19TH CO-OP ACADEMY

ASSISTING WCBDI PARTNER:
Green Worker Cooperatives

Every year, Green Worker Cooperatives (GWC) runs a Co-op Academy, an intensive 5-month long training and support program that helps teams of aspiring entrepreneurs develop worker-owned green businesses. Think of it as a business boot camp for cooperative startups.

In FY2020, GWC ran its 19th cohort of the Co-op Academy, providing in-depth training and support to cooperative entrepreneurs in the development of their ideas and formation of their cooperatives. The course ran for 22 three-hour sessions from September through January. This resulted in five new cooperatives completing the academy.

1. **APOTECA CAFE**
is a cafe and medicinal apothecary using locally sourced herbs
2. **LATICOSINA**
is a cooperative restaurant owned by domestic violence survivors cooking traditional Latinx cuisine
3. **LOFTY HEIGHTS WELLNESS STUDIO**
is an affordable and LGBTQ-friendly Bronx Healing Space for yoga, reiki, and other modalities
4. **REBELLIOUS ROOT**
is a cooperative of multi-racial, feminist facilitators teaching curriculum design, experiential workshops and tools that support educators, youth workers, and community members
5. **SOLAR UPTOWN NOW SERVICES**
provides solar panel installation services for residential and commercial properties in northern Manhattan

Three of the five cooperatives were able to complete their legal formation within five months of completing the Co-op Academy.

SLIDING SCALE WORKSHOP

ASSISTING WCBDI PARTNER:
NYC NOWC, hosted at TakeRoot Justice

The New York City Network of Worker Cooperatives (NYC NOWC) hosted a workshop on the use of "sliding scale" as a price structure in the fall of 2019. NYC NOWC chose that topic for a workshop after their members voted on it at their Annual Worker Cooperative Assembly in June 2019. The purpose was to help businesses think about how to incorporate effective sliding scale prices into their businesses so they could be profitable and adhere to their values.

NYC NOWC collaborated with Hadassah Damien of Ride Free Fearless Money, an organization that seeks to empower progressive communities by stabilizing their relationship to money. Damien facilitated the workshop and added content to her blog ahead of the workshop that NYC NOWC included in their promotions. Participants from 10 different cooperatives attended and found the program very engaging. We know of at least one cooperative (Revolutionary Fitness) that changed their entire pricing scheme based on the program.



09

FY20
**WORKER COOPERATIVES
 ASSISTED BY WCBDI**

In FY2020, WCBDI helped 83 worker cooperatives and an additional 76 business entities and/or CBOs that applied for services.

WCBDI partners reported the information listed in this section, which summarizes the business information of the worker cooperatives served in FY2020 and the services they received. The following is not an exhaustive list of worker cooperatives in New York City.

#

3RD EYE STUDIO

681 Courtland Avenue, Bronx, NY 10451

COMMUNITY DISTRICT:

1 Bronx

INDUSTRY:

Photography

CAMBA and GWC provided free space in the BXL Incubator and discussed cost mitigation methods during COVID-19.

A

A BOOKKEEPING COOPERATIVE

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

COMMUNITY DISTRICT:

6 Brooklyn

INDUSTRY:

Bookkeeping

ICA provided financial research support surrounding EIDL. TakeRoot reviewed contracts. TWW provided financial progress reviews.

ACP SHARED SERVICES CORPORATION

32-20 108th Street, Queens, NY 11269

COMMUNITY DISTRICT:

3 Queens

INDUSTRY:

Childcare

3 WORKER-OWNERS ADDED IN FY20

TWW provided a variety of services including strategy support, recruitment, funding, and project planning.

ACTION O.S.H.

8317 34th Avenue, Queens, NY, 11372

COMMUNITY DISTRICT:

3 Queens

INDUSTRY:

Occupational Safety Education

2 WORKER-OWNERS ADDED IN FY20

Urban Upbound provided strategic planning, support applying for COVID-19 relief funds, and legal referrals.

ADORN MIX INC.

304 Rogers Avenue, Brooklyn, NY 11225

COMMUNITY DISTRICT:

9 Brooklyn

INDUSTRY:

Jewelry Making

GWC provided mediation support.

AGRI-ENVIRONMENTAL CONSULTING

55 Linden Boulevard, Brooklyn, NY 11226

COMMUNITY DISTRICT:

14 Brooklyn

INDUSTRY:

Business Services

BOC Network provided a variety of services including Excel support, referrals, financial projections, and information about available grants. TWW provided project planning and financial model development. TakeRoot provided operating agreement and business registration support.

ALGARABIA LANGUAGE TEACHING COOPERATIVE

657 Woodward Avenue, Queens, NY 11385

COMMUNITY DISTRICT:

5 Queens

INDUSTRY:

Educational Services, Translation

TakeRoot assisted with business formation. GWC discussed cost mitigation methods during COVID-19. BOC Network connected the coop to grant funds.

AMPLED

231 Bowery, Floor 2, New York, NY 10002

COMMUNITY DISTRICT:

3 Manhattan

INDUSTRY:

Music Publishing

DAWI consulted the cooperative on governance needs and facilitated a focus group for Ampled users. TWW assisted with tax preparation and filing.

APOTECA CAFÉ

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

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Food Services, Wellness

GWC provided a checklist for developing a strong cooperative business.

APPLE ECO-CLEANING

42-72 80th Street, Queens, NY 11373

COMMUNITY DISTRICT:

4 Queens

INDUSTRY:

Cleaning

NYC NOWC provided bookkeeping assistance, Quickbooks training, and connected the cooperative to emergency funds during COVID-19. CFL connected worker-owners to cash assistance during COVID-19.

B

BEYOND CARE CHILD CARE COOPERATIVE

443 39th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Childcare

9 WORKER-OWNERS ADDED IN FY20

CFL facilitated negotiations between Beyond Care and CUSP regarding the services they receive.

BIO-CLASSIC CLEANING

2431 Morris Avenue, Bronx, NY 10468

COMMUNITY DISTRICT:

5 Bronx

INDUSTRY:

Cleaning

BCDI drafted contracts, processed invoices, and generated service reports. GWC helped prepare their PPP loan application. NYC NOWC provided website and appointment system development. BOC Network provided information about government grants and loans.

BITS AND BITES

1231 Lafayette Avenue, 2nd Floor, Bronx, NY 10473

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Computer Related Services

BOC Network provided financial planning assistance. GWC provided market research advice.

BKLN CLEAN

445 56th Street, Brooklyn, NY 11220

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Manufacturing

TWW provided a variety of services including identifying potential customers, developing meeting structure, product testing and fieldwork, website configuration, bulk purchasing, business strategy counseling, grant identification and application support, and financing.

BLACK CONFERENCE TOURING COMPANY

125 West 138th Street, New York, NY 10030

COMMUNITY DISTRICT:

9 Manhattan

INDUSTRY:

Theater

GWC provided advice and a referral for legal services and troubleshooted ways for a large to meet and make decisions.

BODEGA WELLNESS

5060 Broadway, New York, NY 10463

COMMUNITY DISTRICT:

12 Manhattan

INDUSTRY:

Healthcare and Wellness

TakeRoot provided governance, bylaws, and operating agreement support.

BRIGHT LEARNING STARS

129 Vanderbilt Street, Unit 1, Brooklyn, NY 11218

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Childcare

TWW provided a variety of services including cash flow analysis, general assembly facilitation, marketing coaching, digital advertising, strategic planning, payroll processing, license inspection preparation, legal services referral, tax preparation, EIDL application support, and other coronavirus relief programming.

BRIGHTLY®

(CARROLL GARDENS)

201 Columbia Street, Brooklyn, NY 11231

COMMUNITY DISTRICT:

6 Brooklyn

INDUSTRY:

Cleaning

CFL provided a variety of services including a financial report audit, insurance renewal, governance coaching, membership manual advice, Venmo support, and general financial management.

BRIGHTLY®

(EAST HARLEM)

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

COMMUNITY DISTRICT:

11 Manhattan

INDUSTRY:

Cleaning

14 WORKER-OWNER ADDED IN FY20

CFL provided a variety of services including Google Calendar support, membership manual updates, back office training, sales tax management, Venmo support, supply purchasing support, ITIN registration, bookkeeping, marketing strategy, goal setting, cash assistance during coronavirus, and more. TakeRoot Justice provided franchise agreement negotiation support, contract review, and DBA form change assistance. NYC NOWC supported the cooperative's worker-owners through their COVID Employee Retention Fund.

BRIGHTLY®

(PORT RICHMOND)

443 39th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Cleaning

CFL provided conflict resolution support, payments processing, financial reporting, organizational goal setting, and direct deposit systems support.

BRIGHTLY®

(WASHINGTON HEIGHTS)

216 Fort Washington Avenue, New York, NY 10032

COMMUNITY DISTRICT:

12 Manhattan

INDUSTRY:

Cleaning

CFL provided Google Drive training, referrals to filmmakers for a fundraising video, virtual meeting training, committee setup and training, membership manual support, meeting agenda support, and cash assistance during coronavirus. NYC NOWC supported the cooperative's worker-owners through their COVID Employee Retention Fund.

BROOKLYN STONE & TILE

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

COMMUNITY DISTRICT:

2 Brooklyn

INDUSTRY:

Manufacturing

6 NON-MEMBER WORKERS ADDED IN FY20

TWW provided tax prep, financing, cash flow review, bookkeeping, payroll support, sales plan development, financial modeling, job description support, unemployment application support, and various COVID-19 loan and grant application support. NYC NOWC supported the cooperative's worker-owners through their COVID-19 Employee Retention Fund.

C

CARACOL INTERPRETERS

128 Linden Boulevard, Brooklyn, NY 11226

COMMUNITY DISTRICT:

17 Brooklyn

INDUSTRY:

Interpretation

BOC Network provided tax planning and incentives information, accounting support, cash flow analysis, and financial projections. TWW provided tax prep support. NYC NOWC provided COVID-19 grant and loan information. ICA provided financial and tax analysis.

CARDS BY DE

694 Courtlandt Avenue, Bronx, NY 10451

COMMUNITY DISTRICT:

17 Bronx

INDUSTRY:

Arts, Greeting Cards

NYC NOWC provided design and production of marketing materials. TWW provided marketing strategy support.

CONCRETE GREEN

1058 Southern Boulevard, Bronx, NY 10459

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Building Management Services

6 WORKER-OWNERS ADDED IN FY20

ICA provided internal documentation support, connections with contractors, outreach support, budgeting, and growth and expansion strategy.

COOPERATIVE HOME

CARE ASSOCIATES

400 East Fordham Road, Bronx, NY 10458

COMMUNITY DISTRICT:

15 Bronx

INDUSTRY:

Home Health Care

ICA provided outreach support, expansion strategy, economic relief support research.

CUSP (COOPERATIVES UNITED FOR SUNSET PARK)

204 25th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Secondary Cooperative

CFL provided back office training, leadership support, bookkeeping, negotiation mediation, grant application support, and committee support.

CUSTOM COLLABORATIVE

102 Bradhurst Avenue, New York, NY 10039

COMMUNITY DISTRICT:

10 Manhattan

INDUSTRY:

Clothing Manufacturing, Educational Services

DAWI provided strategic planning, marketing and sales training, and meeting facilitation support. TWW provided business English training. NYC NOWC provided business English and grant application support.

D/E

DAMAYAN WORKERS

406 West 40th Street, New York, NY 10018

COMMUNITY DISTRICT:

3 Manhattan

INDUSTRY:

Cleaning

TakeRoot provided services contract negotiation support, contract renewal negotiation, and governance documentation amendments.

ECOMUNDO CLEANING

45 Wadsworth Avenue, New York 10033

COMMUNITY DISTRICT:

12 Manhattan

INDUSTRY:

Cleaning

CAMBA provided website development and marketing video planning and production. Urban Upbound provided support switching bank accounts, tax burden analysis, and a review of costs and income. TWW providing bookkeeping and Quickbooks training. NYC NOWC provided a needs assessment and action plan and supported the worker-owners through their COVID Employee Retention Fund. TakeRoot provided bank compliance support. ICA provided PPP and EIDL consulting and Spanish general cooperative education.

EXCELSIOR GREEN CLEANING SERVICES

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

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Cleaning

GWC provided coopeartive education and general business plan development through their 2019 Co-op Academy.

F

FASHION THAT WORKS COOPERATIVE

110 East 123rd Street, New York, NY 10035

COMMUNITY DISTRICT:

11 Manhattan

INDUSTRY:

Cleaning

7 WORKER-OWNERS ADDED IN FY20

DAWI provided a variety of services that include facilitation and organizational skill support, membership manual assistance, committee training, technology surveying, leadership training, marketing and sales training, email and website development, governance structure development, and more.

FLYING SHOES ENTREES DE PAQUETES

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

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Delivery Services

GWC provided cooperative education and general business plan development through their 2019 Co-op Academy.

FOSCO FARMS

1857 Gleason Avenue, Bronx, NY 10472

COMMUNITY DISTRICT:

9 Bronx

INDUSTRY:

Farming

GWC provided cost mitigation advice during COVID-19 and start up plan strategy.

FREE ASSOCIATION WORLD

940 Fulton Street, Brooklyn, NY 11238

COMMUNITY DISTRICT:

2 Brooklyn

INDUSTRY:

Professional Services

TakeRoot provided governance and bylaws drafting support.

G/H/I

GOLDEN STEPS ELDER CARE COOPERATIVE

204 25th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Elder Care

2 WORKER-OWNERS ADDED IN FY20

CFL provided a variety of services including leadership support, governance consulting, tax advice, website domain support, budget support, OSHA training coordination, emergency funding dispersal, personal fundraising support, and more. ICA provided general business strategy support, COVID-19 impact analysis, and free PPE applications support. TakeRoot provided client services contract and new member documentation support. NYC NOWC supported the cooperative's worker-owners through their COVID Employee Retention Fund.

GREEN FEEN

1827 Mohegan Avenue, Bronx, NY 10460

COMMUNITY DISTRICT:

6 Bronx

INDUSTRY:

Waste Management, Educational Services

GWC provided workplan development support for a grant; communication and facilitation advice; and marketing, pricing, and customer service advice after an increase in demand.

HIGH MI MADRE

434 East 105th Street, New York, NY 10029

COMMUNITY DISTRICT:

11 Manhattan

INDUSTRY:

Cannabis

6 WORKER-OWNERS ADDED IN FY20

GWC provided a variety of services including governance and systems development, retreat planning, insurance support, group mediation, and advice selecting a bank. TakeRoot provided operating agreement and LLC formation support.

HOPEWELL CARE

201 Columbia Street, Brooklyn, NY 11231

COMMUNITY DISTRICT:

6 Brooklyn

INDUSTRY:

Childcare

TWW provided a variety of services including coaching on interviewing with employers, facilitation and agenda support, invoice and payroll processing, ACH system setup, PPP and grant research, and tax filing. NYC NOWC supported the cooperative's worker-owners through their COVID Employee Retention Fund.

INNATUS BIRTH

4648 Broadway, New York, NY 10040

COMMUNITY DISTRICT:

12 Manhattan

INDUSTRY:

Healthcare

TakeRoot provided business incorporation support.

IT TAKES A CITY

133-44 84th Street, Jamaica, NY 11417

COMMUNITY DISTRICT:

10 Queens

INDUSTRY:

Childcare

ICA provided business strategy, member handbook support, broker referral, hiring referral, feedback around website. CAMBA provided website development. NYC NOWC provided membership manual support. TWW provided new member onboarding, program development, membership manual creation, and hiring protocols. BOC Network provided strategic business planning and financial projections. TakeRoot provided operating agreement drafting and insurance advice.

ITYOPIA

1035 Anderson Avenue, Bronx, NY 10452

COMMUNITY DISTRICT:

4 Bronx

INDUSTRY:

Food Services

4 WORKER-OWNER ADDED IN FY20

GWC provided customer service support, catering prep, COVID-19 cost mitigation strategies, and mediation. TakeRoot provided Operating Agreement drafting and LLC formation support.

J/K/L

JKS PRINTING

188 Beach 116th Street, Rockaway Park, NY 11694

COMMUNITY DISTRICT:

14 Queens

INDUSTRY:

Commercial Printing

TWW provided a variety of services including business growth consultation, strategy coaching, client review and analysis, sales analysis, website content development, daily operations workflow support, brochure design, lease timeline strategy, unemployment insurance application support, EIDL and PPP loan application support, and more.

KHAO'NA KITCHEN

159 20th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Catering

NYC NOWC provided COVID-19 disaster relief program education.

LATICOSINA

743 Coster Street, Bronx, NY 10474

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Food Services

BOC Network provided private, city, and federal loan/grant application support.

LOFTY HEIGHTS WELLNESS

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

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Healthcare and Wellness

GWC provided cooperative education and general business plan development through their 2019 Co-op Academy.

LOVE & LEARN CHILDCARE

774 Port Richmond Avenue, Staten Island, NY 10302

COMMUNITY DISTRICT:

1 Staten Island

INDUSTRY:

Childcare

NYC NOWC provided website content training, transition planning, emergency loan information, and returning-to-work safety coaching.

LUV CUSTOM PRINTS

5012 3rd Avenue, Brooklyn, NY 11220

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Screen Printing

DAWI provided customer support and outreach. NYC NOWC supported the cooperative's worker-owners through their COVID Employee Retention Fund.

M/N

MAHARLIKA CLEANING COOPERATIVE

43-10 53rd Street, Woodside, NY 11377

COMMUNITY DISTRICT:

2 Queens

INDUSTRY:

Cleaning

CFL provided conflict resolution support, grant application assistance, and emergency cash distribution coordination. NYC NOWC provided technology training, marketing material production, and decision-making process advice. NYC NOWC also supported the cooperative's worker-owners through their COVID Employee Retention Fund. BOC Network provided PPP information and loan application assistance. TWW provided an assessment of office management processes. TakeRoot provided workers compensation insurance information and new member documentation.

MEERKAT MEDIA

140 58th Street, Brooklyn, NY 11220

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Media Production

ICA provided tailored PPP information and application assistance. TakeRoot provided a governance consultation.

MOFYA

123 William Street, New York, NY 10038

COMMUNITY DISTRICT:

1 Manhattan

INDUSTRY:

Food Services

7 WORKER-OWNERS ADDED IN FY20

GWC provided invoicing, catering prep, cost sharing advice, legal formation assistance, strategic visioning, and mission statement development for outreach and marketing. TakeRoot provided incorporation support.

NEW DEAL HOME

IMPROVEMENT COMPANY

164 West 79th Street, New York, NY 10024

COMMUNITY DISTRICT:

7 Manhattan

INDUSTRY:

Construction

TWW provided strategic coaching and graphic design and print production support. ICA provided financing advice. NYC NOWC provided strategic planning of partner pipeline and production of marketing materials. GWC provided advice on City funding. BOC Network provided billing support.

NANNYBEE UPPER MANHATTAN

45 Wadsworth Avenue, New York, NY 10033

COMMUNITY DISTRICT:

12 Manhattan

INDUSTRY:

Childcare

NYC NOWC provided transition planning. CFL provided web development support.

NY MUSIC COOPERATIVE

243 13th Street, Brooklyn, NY 11215

COMMUNITY DISTRICT:

6 Brooklyn

INDUSTRY:

Music Education

TWW provided budget projections. ICA provided membership structure advice. TakeRoot provided contract drafting support.

O/P

ONPOINT SECURITY NYC

12-11 40th Avenue, Long Island City, NY 11101

COMMUNITY DISTRICT:

1 Queens

INDUSTRY:

Security

9 NON-MEMBER WORKERS ADDED IN FY20

Urban Upbound provided a variety of services including customer relations support, marketing support, research on RFPs, research on workers compensation insurance, supplies purchasing, COVID-19 safety guidelines, M/WBE certification application support, and PPP application assistance. TakeRoot provided governance and bylaws support.

OSHA SOLUTIONS

41-19 48th Street, Long Island City, NY, 11104

COMMUNITY DISTRICT:

2 Queens

INDUSTRY:

Occupational Safety Education

Urban Upbound provided a variety of services including technology training, PPP application support, review of local laws relevant to the industry, bookkeeping training, market outreach, billing support, translation, M/WBE certification application support, and resume support.

OURTURNATIVES

1629 Walton Avenue, Bronx, NY 10452

COMMUNITY DISTRICT:

4 Bronx

INDUSTRY:

Herbal Medicine

GWC provided support preparing for a large event.

PA'LANTE FORWARD GREEN CLEANING

92-10 Roosevelt Avenue, Jackson Heights, NY 11372

COMMUNITY DISTRICT:

4 Queens

INDUSTRY:

Cleaning

Urban Upbound provided M/WBE certification application support, bookkeeping review, workflow management, and PPP application support. NYC NOWC provided marketing material design and supported the cooperative's worker-owners through their Employee Retention Fund. BOC Network provided PPP application support.

PARKWAYS

63 Flushing Avenue, Brooklyn, NY 11205

COMMUNITY DISTRICT:

2 Brooklyn

INDUSTRY:

Urban Design

TakeRoot provided operating agreement support.

PARTNER AND PARTNERS

134 West 26th Street, New York, NY 10001

COMMUNITY DISTRICT:

4 Manhattan

INDUSTRY:

Design

5 WORKER-OWNERS ADDED IN FY20

ICA provided a variety of services including financial modeling, ownership transfer planning, strategic visioning, feasibility reporting, referrals to capital, line of credit counseling, EIDL and PPP advising, and relief grant information.

PAW PARTNERS

4-25 Astoria Boulevard, Astoria, NY 11102

COMMUNITY DISTRICT:

1 Queens

INDUSTRY:

Pet Care

Urban Upbound provided a variety of services including marketing material production, grant application support, strategic marketing planning, web development and support, digital marketing support, and tax preparation.

PRISM COLLABORATIVE

620 Wilson Avenue, Brooklyn, NY 11207

COMMUNITY DISTRICT:

4 Brooklyn

INDUSTRY:

Arts and Apparel

DAWI provided startup support.

R

RADIATE CONSULTING COOPERATIVE

115 5th Avenue, New York, NY 10003

COMMUNITY DISTRICT:

5 Manhattan

INDUSTRY:

Consulting, Professional Services

6 WORKER-OWNERS ADDED IN FY20

DAWI provided a variety of services including meeting facilitation; client intake and contract support; launch support; new member onboarding; outreach, resume, and work coaching; and administrative training.

RADIX MEDIA

522 Bergen Street, Brooklyn, NY 11217

COMMUNITY DISTRICT:

8 Brooklyn

INDUSTRY:

Publishing

Urban Upbound provided marketing and market research and expansion impact analysis. CAMBA provided M/WBE certification application support and financial assistance. NYC NOWC provided information about PPP. TWW provided workflow process improvement consulting.

REBELLIOUS ROOT

1665 Bedford Avenue, Brooklyn, NY 11225

COMMUNITY DISTRICT:

9 Brooklyn

INDUSTRY:

Educational Services, Consulting

3 WORKER-OWNERS ADDED IN FY20

GWC provided cooperative education and general business plan development through their 2019 Co-op Academy.

RESTORATIVE HEALING NETWORK

531 Hancock Street, Brooklyn, NY 11233

COMMUNITY DISTRICT:

3 Brooklyn

INDUSTRY:

Social Assistance

GWC provided branding and marketing training.

S

SAMANKĀYA YOGA BACK CARE & SCOLIOSIS

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

COMMUNITY DISTRICT:

3 Manhattan

INDUSTRY:

Yoga and Wellness

BOC Network provided marketing assistance, technology training, financial coaching, and legal assistance referral.

SI SE PUEDE WOMEN'S CLEANING COOPERATIVE

4202 3rd Avenue, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Cleaning

CFL provided online application training.

SKEDADDLE PEST MANAGEMENT

7014 13th Avenue, Brooklyn, 11228

COMMUNITY DISTRICT:

10 Brooklyn

INDUSTRY:

Exterminating and Pest Control

BCDI provided a variety of services including scheduling support, client feedback facilitation, contract negotiation, invoicing, software testing, bookkeeping, outreach, marketing, and operational cost analysis.

SOLAR UPTOWN NOW SERVICES

335 Edgecombe Avenue, New York, NY 10031

COMMUNITY DISTRICT:

9 Manhattan

INDUSTRY:

Solar Panel Installation

11 WORKER-OWNERS ADDED IN FY20

GWC provided a variety of services including advice on key tasks to starting a new cooperative, M/WBE certification application support, PPP application support, operating agreement review, legal formation support, and deliverable and timeline strategic planning. GWC also provided cooperative education and general business plan development through their 2019 Co-op Academy.

SUNLIGHT ECOSERVICES

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

COMMUNITY DISTRICT:

3 Queens

INDUSTRY:

Cleaning

Urban Upbound provided a variety of services including mission statement and values drafting, digital training and support, web development, registration support, naming advice, and banking advice. TWW provided website and appointment system development. NYC NOWC provided production and design of marketing materials.

SWEETCO

1158 Intervale Avenue, Bronx, NY 10459

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Construction

2 WORKER-OWNERS ADDED IN FY20

ICA provided a variety of services including budget support, capital referrals, business plan outlining, sales projections, market research, Opportunity Zone research, revenue stream analysis, business filing and registration support, COVID-19 marketing strategy, and more.

T

THIRD ROOT COMMUNITY HEALTH CENTER

380 Marlborough Road, Brooklyn, NY 11226

COMMUNITY DISTRICT:

14 Brooklyn

INDUSTRY:

Healthcare and Wellness

TWW provided a variety of services including financing, financial analysis, sliding scale price advice, event support, cost and cash flow strategizing, industry research, COVID-19 emergency budgeting and assistance, and insurance implementation.

TRIBE CO-CREATE COOPERATIVE

349 East 138th Street, Bronx, NY 10454

COMMUNITY DISTRICT:

1 Bronx

INDUSTRY:

Co-working

GWC provided a variety of services including business plan and timeline drafting, financial planning, sliding scale policy advice, storefront acquisition support, and alternative revenue during COVID-19 strategizing. TakeRoot provided contract drafting and marketing advice. BOC Network provided information about COVID-19 relief grants available.

TRUSTY AMIGOS

443 39th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Pet Care

1 WORKER-OWNER ADDED IN FY20

NYC NOWC provided bookkeeping consulting and training and COVID-19 disaster relief advice. NYC NOWC also supported the cooperative's worker-owners through their COVID Employee Retention Fund. CFL supported the distribution of cash assistance. TWW provided accounting services.

U

UMBEL LANDSCAPING

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

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Landscaping

GWC provided workplan drafting support. Urban Upbound provided market research. NYC NOWC provided a needs assessment for business plan development.

UNITED & TRAINED WORKERS

365 Broadway, Brooklyn, NY 11211

COMMUNITY DISTRICT:

1 Brooklyn

INDUSTRY:

Construction Site Safety

WJP provided online marketing support, conflict mediation, and back office support.

UP & GO

443 39th Street, Brooklyn, NY 11232

COMMUNITY DISTRICT:

7 Brooklyn

INDUSTRY:

Cleaning, Platform Cooperatives

CFL provided back office support and process optimization, pricing advice, business performance analysis, franchise support, outreach and orientation to new members, candidacy evaluation support, tax advice, intellectual property filing, COVID-19 emergency meeting facilitation, and cash assistance application support. TakeRoot provided operating agreement support.

UPTOWN VILLAGE COOPERATIVE

559 West 158th Street, New York, NY 10032

COMMUNITY DISTRICT:

12 Manhattan

INDUSTRY:

Birthing Services, Educational Services

GWC provided branding and marketing training; goals, partnerships, and workplan visioning; and grant deliverables support. BOC Network provided strategic development of business expansion, financial projections, EIDL and PPP information, and free desk space at the BXL Incubator. TWW provided timeline development and research on COVID-19 relief programs. NYC NOWC provided COVID-19 disaster relief information.

W

WHITE PINE COMMUNITY FARM

295 Duell Hollow Road, Wingdale, NY 12594

COMMUNITY DISTRICT:

N/A

INDUSTRY:

Farming

BOC Network provided financial planning and projections, cost analysis, financial statement support, banking support, strategic planning, grant application support, EIDL and PPP information, and free desk space at the BXL Incubator. GWC provided membership manual support, onboarding new members assistance, and cash flow and working capital analysis.

WISHWAS SEWING

37-03 62nd Street, Woodside, NY 11377

COMMUNITY DISTRICT:

2 Queens

INDUSTRY:

Clothing Manufacturing

NYC NOWC provided general information about a collective model and referred the cooperative to other WCBDI resources.

WOKE FOODS

1231 Lafayette Avenue, 2nd Floor, Bronx 10474

COMMUNITY DISTRICT:

2 Bronx

INDUSTRY:

Food Services

GWC provided business transition strategic support, client research and outreach, M/WBE certification application support, fundraising advice, contract feasibility research, workplan support, and relocation support. TWW provided research on business licensing, loan repayment process overview, unemployment research, grant application support, and PPP information. TakeRoot provided membership fee advice and joinder agreement drafting.



UPTOWN VILLAGE COOPERATIVE

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LOOKING FORWARD

The NYC Council awarded \$3.07 million to WCBDI in FY2021 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.

CONTACT INFORMATION

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2431 Morris Avenue
Bronx, NY 10468
bcdi.nyc

BUSINESS OUTREACH CENTER NETWORK

85 S. Oxford Street
Brooklyn, NY 11217
bocnet.org

CAMBA

1720 Church Avenue
Brooklyn, NY 11226
camba.org

CENTER FOR FAMILY LIFE (SCO FAMILY OF SERVICES)

443 39th Street
Brooklyn, NY 11232
sco.org/featured-programs/center-for-family-life

DEMOCRACY AT WORK INSTITUTE

115 5th Avenue, 6th Floor
New York, NY 10003
institute.coop

GREEN WORKER COOPERATIVES

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

THE ICA GROUP

244 Fifth Avenue, Suite C230
New York, NY 10001
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

WORKER'S JUSTICE PROJECT (THIRD SECTOR NEW ENGLAND)

365 Broadway
Brooklyn, NY 11211
workersjustice.org

THE WORKING WORLD

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

FY
20

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