FISCAL YEAR 2017

Working Together

A Report on the Third Year of the Worker Cooperative Business Development Initiative (WCBDI)
Dear New Yorkers:

The City of New York is working hard to ensure that the doors of economic opportunity are open to all. With this goal in mind, we help New Yorkers start, operate, and grow their businesses.

The vibrancy of New York City’s economy depends on the small businesses that make up our neighborhoods. When a New Yorker achieves their dream of opening a small business, the positive impact extends to the employees, the local neighborhood, and the City at large.

Worker cooperatives — businesses that are owned and operated by the workers — are an innovative business model that supports this administration’s commitment to overcoming income inequality. Worker cooperatives promote entrepreneurship among low-income New Yorkers, create meaningful and stable jobs, and improve New York City’s economic landscape.

In compliance with Local Law 22 of 2015, this report to the New York City Council outlines the worker cooperatives served by the Worker Cooperative Business Development Initiative (WCBDI) in its third year. In this report, we will detail the extensive support this administration has provided to worker cooperatives in New York City.

Sincerely,

Gregg Bishop
Commissioner
NYC Department of Small Business Services

Michael Owh
City Chief Procurement Officer
Mayor’s Office of Contract Services
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 owned and operated by the workers - provide meaningful employment and help improve the City’s economy. They allow New Yorkers to build businesses together, therefore allowing all the workers to gain access to upward mobility and better working conditions.

Through WCBDI, SBS helps New Yorkers start a worker cooperative or convert an existing business into one. This is the third annual report in the “Working Together” series, highlighting the achievements of WCBDI. Over the program’s three-year history, the City Council’s support has grown from $1.2 million to $2.2 million, and the number of partner organizations has grown from 11 to 13*.

In FY2017, SBS continued to support WCBDI by delivering business education services to the partners and the worker cooperatives they serve. Partners convened throughout the year to share their successes as a group and to learn more about services provided by SBS, including Women Entrepreneurs NYC (WE NYC), courses and one-on-one assistance provided at the NYC Business Solutions Centers, and a tailored course for New Yorkers interested in growing by selling to government. Additionally, SBS highlighted our services at an assortment of panels, workshops, and/or educational events hosted by WCBDI partners and other worker cooperative support organizations.

A detailed list of the worker cooperatives assisted by WCBDI in FY2017 appears in the Appendix. At SBS, we look forward to continuing to help worker cooperatives become thriving businesses in New York City.

* A total of 13 partner organizations received funding through WCBDI in FY2017. The Community and Economic Development Clinic at the City University of New York (CUNY) Law School received $35,000. However, this organization was not managed by SBS, and therefore details of their work will not be included in this report.
Measuring Our Success

The WCBDI developed four metrics on worker cooperative development against which to measure success in FY2017: worker cooperatives created, services provided to businesses and/or community-based organizations, education services provided, and total hires. The cumulative outcomes listed below were reported by WCBDI partners and are intended to summarize the activities conducted in the third year of the Initiative.

**WCBDI FY2017 Accomplishments**

**36**

**WORKER COOPERATIVES CREATED**

A worker cooperative is a business that is run and operated by the people who work in them, called worker-members. Available profits are distributed to worker-members, who make governance decisions democratically on a one-member, one-vote basis. WCBDI incubates worker cooperatives through specialized trainings and one-on-one services. WCBDI also helps traditional businesses convert to worker cooperatives. Creating a cooperative is a resource and time intensive process, requiring WCBDI partners to work closely with potential worker-members over a period that may span months or continue more than a full year.

WCBDI partners helped 18 new worker cooperatives hard 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.

Additionally, WCBDI helped the remaining 18 worker cooperatives soft launch. These worker cooperatives were on the path to launch and had a pre-determined industry and a set of committed worker-owners, but they did not acquire the documentation as listed above for hard launches.

**1769**

**ONE-ON-ONE SERVICES PROVIDED TO 180 BUSINESS AND/OR COMMUNITY-BASED ORGANIZATIONS**

WCBDI provides one-on-one, specialized services focused on worker cooperative development that cover the following topics: bookkeeping, business launch, business plan development, financial planning, governance and internal manuals, legal issues, marketing and market research, strategic planning, succession planning, and translation. These services are provided to worker cooperatives and businesses interested in converting into worker cooperatives.

Additionally, WCBDI partners help community-based organizations in New York City that provide separate worker cooperative development to the communities they serve. As a result, WCBDI helps strengthen New York City’s worker cooperative ecosystem.

**2272**

**EDUCATION SERVICES PROVIDED**

WCBDI hosts workshops, intensive academies, and networking events for cooperative members and prospective cooperative members.

This metric represents the number of individuals who engaged in a series of curriculum-based workshops, conferences, lectures, and group trainings hosted by WCBDI in FY2017.

**185**

**TOTAL HIRES**

A worker-member is a person who owns a share of the worker cooperative, is a beneficiary of a trust, or is a person who controls the cooperative with other worker-members. A non-member worker is anyone who is not a worker-member and who works for a worker cooperative. WCBDI provides capacity-building services to worker cooperatives, helping them increase their ability to take on new worker-members and/or non-member workers.

This metric represents the total number of jobs created in FY2017 and reflects employment of worker-members and non-member workers.
This organization was not managed by SBS.

School received $35,000 as part of the WCBDI.

Economic Development Clinic at CUNY Law

*As mentioned previously, the Community and Labor Organizations Network is a micro-enterprise anchor institution that delivers democratic ownership. Bronx Cooperative Development Initiative (BCDI)

CommonWise Education Inc. operates the Bronx Cooperative Development Initiative, a network of community and labor organizations, anchor institutions, and small businesses working together to end generational poverty in the Bronx through shared wealth and democratic ownership.

Business Outreach Center Network (BOC)

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

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.

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.

FPWA

FPWA is an anti-poverty, policy, and advocacy nonprofit with a membership network of close to 200 human services and faith-based organizations. FPWA strives to build a city of equal opportunity for children, youth, individuals, families, and neighborhoods through reducing poverty, advancing upward mobility, and creating shared prosperity.

Green Worker Cooperatives (GWC)

Green Worker Cooperatives provides technical assistance and training to prospective and current worker cooperatives through a Co-op Academy, comprised of a 16-week series of workshops on worker cooperative business development.

ICA Group (ICA)

ICA Group provides business development, research and strategy, and specialized industry sector services to prospective and existing worker cooperatives, and particularly businesses looking to convert to the cooperative structure.

New York City Network of Worker Cooperatives (NYCNOWC)

The New York City Network of Worker Cooperatives is the trade association for New York City’s worker cooperatives and offers educational, outreach, marketing, and legal services. NYCNOWC also advocates on behalf of New York City’s worker cooperatives and hosts the annual NYC Worker Cooperative Conference.

Worker’s Justice Project (WJP)

The Working World provides loans, financial education and technical assistance specifically for worker cooperatives, which require specialized services due to their organizational structure.

Other Services: Start a Worker Cooperative; Worker Cooperative Business Assistance; Convert a Business Into a Worker Cooperative

The Working World (TWW)

The Working World offers employment services, financial counseling, youth development/college access, access to the Urban Upbound Federal Credit Union, and community revitalization services to residents of public housing neighborhoods.

Urban Upbound (UU)

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Urban Justice Center (UJC)

The Community Development Project of the Urban Justice Center 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.

Worker Cooperatives Created

Education Services Provided

One-on-One Services Provided

Total Hires

As mentioned previously, the Community and Labor Organizations Network is a micro-enterprise anchor institution that delivers democratic ownership. 

*This organization was not managed by SBS.
Worker Cooperatives Created

Worker cooperatives that were soft launched in this fiscal year will require additional time in the following fiscal year to hard launch. WCBDI creates worker cooperatives through academies, incubation, and conversion. This section of the report highlights some success stories for the Worker Cooperatives that were created.

Staten Island Cleaning LLC

Staten Island Cleaning LLC (Staten Island Cleaning) offers residential and commercial eco-friendly cleaning services. Staten Island Cleaning was incubated by the Center for Family Life (CFL) in partnership with La Colmena, a community job center in Staten Island. The members of Staten Island Cleaning were the first to participate in CFL’s new incubation model, and chose the most intensive program pathway in order to launch their business within six months. The incubation model offered the members of Staten Island Cleaning an opportunity to create a national cooperative cleaning brand by being the first business within the brand family. Staten Island Cleaning members participated in an advisory council for the development of the national brand strategy.

With limited business experience, resources, and support networks, the members of Staten Island Cleaning, like many individuals organizing worker cooperative businesses, faced challenges and needed support to build these capacities. After the incubation process, the worker-members of Staten Island Cleaning demonstrated success in areas including business development — having launched their business through a six-month intensive program, marketing — having secured ongoing residential and commercial cleaning jobs within their first month of business, and cooperation and innovation — having taken on advisory and leadership roles.

Staten Island Cleaning also joined Up & Go, a new web application for marketing and booking home cleaning services from worker-owned businesses. Up & Go was created by CFL with support from the Robin Hood Foundation. Staten Island Cleaning was able to accept cleaning jobs through Up & Go a month before their official business launch, and as a result, earned approximately $2,000 in revenue and secured repeat customers. Staten Island Cleaning members took an active role in financial analysis and strategic planning of the Up & Go app.

Black Women Artists LLC

Black Women Artists LLC (BWA) is a worker cooperative comprised of artists who create and present artwork that speak out against racial and gender-based discrimination. Prior to becoming a worker cooperative, BWA was already a business but was interested in converting into a worker cooperative. With the help of the ICA Group, BWA converted into a worker cooperative by formalizing their internal organizational structure.

Before converting into a worker cooperative, BWA was already working for various recognized museums and studios. However, as demand for their business grew, converting into a worker cooperative helped create an organizational structure that would allow the members of BWA to better handle their operational needs.

Woke Foods

Woke Foods is a worker cooperative that taps into the healing traditions of plant-based Dominican food to create recipes, host cooking classes, offer meal planning, and cater events. Woke Foods was launched through the Green Worker Cooperatives’ (GWC) “Co-op Academy,” which is an intensive, five-month long program that trains, coaches, and provides one-on-one services to prospective entrepreneurs looking to launch worker cooperatives.

GWC connected Woke Foods to community partners to help them get a vehicle for their business, apply for a business loan, gain access to a commercial kitchen, and receive a grant to do free cooking demonstrations for community members in the South Bronx.

QUICK FACTS

CO-DEVELOPERS: IT TAKES TWO — OR MORE

WCBDI partners collaborate to co-develop worker cooperatives. A majority of the worker cooperatives created were helped by one or more WCBDI partner organizations.

475 ONE-ON-ONE SERVICES PROVIDED TO WORKER COOPERATIVES CREATED

WCBDI works intensively with the worker cooperatives they help to create. In FY2017, WCBDI provided 475 one-on-one services to help create worker cooperatives. Services provided range in topic from legal assistance to business plan development.

ONE-ON-ONE SERVICES PROVIDED

<table>
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</tr>
<tr>
<td>Translation Services</td>
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<td>Succession Planning</td>
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<tr>
<td>Web Development and Support</td>
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<tr>
<td>Initial Consultation</td>
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<td>Organizational Planning</td>
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<td>Strategic Planning</td>
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<tr>
<td>Governance Consultation</td>
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<tr>
<td>Market Research</td>
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<tr>
<td>Internal Manuals</td>
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<tr>
<td>Strategic Planning</td>
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<td>Financial Planning</td>
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<tr>
<td>Coaching</td>
<td>63</td>
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<tr>
<td>Business Plan Development</td>
<td>67</td>
</tr>
</tbody>
</table>
One-on-One Services Provided

WCBDI provides specialized one-on-one services to business entities and community-based organizations (CBOs), increasing the impact of the city’s worker cooperative ecosystem.

These one-on-one services all focus on worker cooperative development. In FY2017, WCBDI provided 1769 one-on-one services to 180 unique entities. This section of the report highlights some success stories for one-on-one services provided.

Beyond Care Childcare Cooperative

Beyond Care Childcare Cooperative (Beyond Care) was incubated by Center for Family Life (CFL) in 2008. After being in business for almost 10 years, Beyond Care was looking to open a new line of business in order to have another source of revenue. As a result, Beyond Care and CFL approached the Business Outreach Center Network (BOC) with a request for an industry analysis comparing the feasibility of starting a commercial day care versus starting a play space. The analysis contained information about regulations for both industries, extensive market research on the local area, and detailed financial projections for each line of business.

BKLN Clean

The worker-members of BKLN Clean, a woman-run cleaning products manufacturing and distribution worker cooperative, met through being involved with another longstanding worker cooperative in Brooklyn called Si Se Puede Cleaning Cooperative. After a years-long process of community organizing, and with the help of The Working World (TWW), the nine worker-members of BKLN Clean signed a cooperative operating agreement and incorporated their business with the State of New York.

Urban Justice Center’s Legal Services

The Community Development Project at the Urban Justice Center (UJC) is a WCBDI partner organization that provides legal consultation for worker cooperatives. UJC 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. UJC lawyers take a client-centered, community lawyering approach to their work, where the lawyers prioritize informed decision-making among their clients. In FY2017, UJC lawyers partnered with worker cooperative developers to ensure that worker cooperative members understood legal concepts that are important to the development of worker cooperatives. UJC helped worker cooperative members assess the pros and cons of each decision point so that members could fully participate in building and running their business.
The Working World’s Worker Owned Rockaway Cooperatives Program

**TYPE**
WCBDI Partner

**EDUCATION SERVICE METHOD**
Application- & Curriculum-Based Courses

**QUICK FACTS**

**Accountability Workshop**
HOST(S): UU
Two sessions, the first one covered what accountability means and the second one was spent designing a business accountability system

**Getting Investment for Growth**
HOST(S): DAWI
Workshop on sources of funding and financing, and how to create a "sources and uses" plan for a co-op and financing, and how to create a Workshop on sources of funding

**HOST(S):**

**WORKING TOGETHER: FISCAL YEAR 2017**

**Education 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. Education services provided by WCBDI can be standalone workshops for anyone to attend, or a curriculum-based series of trainings that require an application.

Worker cooperatives that were launched from WORCs have the added advantage of returning to TWW for financing assistance. Luv Custom Prints, a screen-printing and apparel worker cooperative, launched through WORCS, and received help from TWW to secure large contracts with Park Slope Food Co-op and the New York City Network of Worker Cooperatives. TWW approved a $6,000 loan that allowed the company to purchase raw materials in bulk and respond to these orders. These large contracts created new visibility for the company, where local demand for their services grew substantially.

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The Working World (TWW) is a WCBDI partner organization that offers financing, technical assistance, and educational services to worker cooperatives. In particular, TWW offers a five-week cooperative business training program in Far Rockaway, Queens, as part of their Worker Owned Rockaways Cooperatives (WORCs) program. In total, WORCs has helped more than 60 Rockaway residents learn about the worker cooperative business model, and three worker cooperatives have launched. TWW also added local capacity to the program by hiring two community members and graduates of the WORCs program to coordinate the program and provide on-the-ground assistance to its cooperatives.

Worker cooperatives that were launched from WORCs have the added advantage of returning to TWW for financing assistance. Luv Custom Prints, a screen-printing and apparel worker cooperative, launched through WORCS, and received help from TWW to secure large contracts with Park Slope Food Co-op and the New York City Network of Worker Cooperatives. TWW approved a $6,000 loan that allowed the company to purchase raw materials in bulk and respond to these orders. These large contracts created new visibility for the company, where local demand for their services grew substantially.
The New York City Network of Worker Cooperatives (NYCNOWC) is a WCBDI partner organization and is the trade association for worker cooperatives in the New York City metropolitan region. NYCNOWC provides one-on-one services for worker cooperatives and helps them find clients and vendors within the cooperative ecosystem. Additionally, NYCNOWC hosts an annual worker cooperative conference, which includes panels, group sessions, and networking events. In FY2017, NYCNOWC introduced a new educational service for worker-members, called the Worker-member Leadership Council.

The Worker-member Leadership Council gives worker-members access to decision-making and advocacy opportunities within the city’s worker cooperative network. NYCNOWC asked interested worker-members to submit an application, and selected five individuals. The first Leadership Council cohort worker-members were from Trusty Amigos Dog Walking and Pet Care Cooperative, ACTION Health and Safety, Bikes & Humans, Skedaddle Pest Management, and Ecomundo Cleaning.

The Center for Family Life (CFL), a WCBDI partner organization, has helped worker cooperatives since 2006. In total, CFL has incubated 15 worker cooperatives that were still operating in FY2017. After building up a significant amount of experience in incubating worker cooperatives, CFL decided to launch an educational training program for staff members from other community-based organizations (CBOs), teaching them how to incubate worker cooperatives within their own organizations.

In FY2017, CFL hosted a total of 11 sessions for 27 CBOs. Session topics covered cooperative development, the solidarity economy, how to assess the need for cooperatives, cooperative principles and values, steps to starting a worker cooperative, and incubation models inspired by CFL’s social group work methodology.

“Through the BronXchange, Fordham University Campus Ministries was able to locally source a number of its back-to-school giveaway items for the first time.”

Maggie Tishman
Managing Director BronXchange

The Bronx Cooperative Development Initiative (BCDI), a WCBDI partner organization, launched BronXchange, an online platform that connects Bronx institutions and nonprofits to high-road local vendors so they can do business. Local purchasing increases investment in surrounding neighborhoods and allows Bronx-based businesses to buy and hire locally. In order to launch BronXchange, BCDI conducted a series of workshops and events with local institutions informing them of opportunities to purchase from local businesses, paying close attention to Bronx-based worker cooperatives. Additionally, BCDI conducted educational sessions for worker cooperatives informing them of local contracting opportunities. On the BronXchange online platform, buyers and sellers can access a sortable database of local businesses and a suite of e-commerce services and financing tools to ease the purchasing process.

Fordham University receives t-shirts from the youth-run, screen-printing co-op, Syllable Cooperative.
**Total Hires**

WCBDI helps newly created, converted, and/or existing worker cooperatives attain new worker-members and/or non-member workers.

WCBDI helped create 185 new hires. This section of the report highlights some success stories for the total hires.

**Love and Learn Child Care Cooperative**

*CFL incubated Love and Learn Child Care Cooperative in partnership with a community job center called La Colmena in FY2016. The first worker cooperative in Staten Island, Love and Learn provides child care services to families not only in Staten Island, but also in Manhattan and Brooklyn. CFL conducted extensive educational training programs in Staten Island on the definition of worker cooperatives and the benefits and challenges involved in starting one. The cooperative members of Love and Learn worked together with CFL to start this business from scratch. CFL also collaborated with Cornell University to provide nanny training to the cooperative members. UJC, a WCBDI partner organization, provided legal assistance to Love and Learn.*

Since its founding, Love and Learn has become a member of NYCNWOC, the trade association for worker cooperatives. The members of Love and Learn have acquired jobs with various community-based organizations across the city, and engaged city officials, foundations, and the press on the trajectory of their business. The capacity-building services provided by CFL, allowed Love and Learn to add 10 cooperative members to their business in FY2017.

**New Deal Home Improvement Company**

*New Deal Home Improvement Company (New Deal) is a converted worker cooperative focusing on construction. Prior to being converted, New Deal sought assistance from GWC and ICA, and attended ICAs “Entity Choice and Tax Liability for Co-ops” workshop. They received valuable information on the tax liabilities faced by worker cooperatives, which allowed them to successfully navigate an often confusing area for small businesses, and particularly difficult for worker cooperatives.*

*Experienced construction professionals formed New Deal Home Improvement to build a business, try to push the home improvement industry to more “high road” employment practices, and serve as a means of training and integrating younger workers into this industry. ICA helped the cooperative design its administrative, client service, finance, and budgeting operations so that their operations would be transparent to all members and ensure that the business continued to be profitable.*

*New Deal then attended and completed GWC’s five-month Co-op Academy, where members developed a new business model for the cooperative, interviewed almost 100 potential customers, learned communication and conflict management skills, and created accountability structures for the co-op. With the help of ICA and GWC, New Deal converted 11 employees into cooperative members.*

*“From the very first consultations through to the end of a gut renovation of our kitchen, New Deal listened carefully to each of our instructions and concerns and kept us abreast of every detail. This, coupled with honesty, integrity and knowledge, they foster trust. They are skilled craftsmen and women, each with a strong work ethic. They worked safely, quickly, and cleanly. They took pride in a gorgeous final product. We enthusiastically recommend New Deal Home Improvement Co-op.”*  

*Customer of New Deal Home Improvement Company*  

![Members of New Deal Home Improvement Company](image1)  

![New Cooperative Members](image2)  

**QUICK FACTS**

**TOTAL HIRE DISTRIBUTION: WORKER-MEMBERS AND/OR NON-MEMBER WORKERS IN NEWLY CREATED, CONVERTED, AND/OR EXISTING WORKER CO-OPS**

WCBDI helps entrepreneurs obtain business ownership and/or employment in newly created, converted, and/or existing worker cooperatives.

In newly created worker cooperatives, the hires were all new to the cooperative. In FY2017, 58 individuals became cooperative members of newly created worker cooperatives. In converted worker cooperatives, the hires were either previously employees or owners of the businesses, but now are all cooperative members. In FY2017, 58 individuals became cooperative members of converted worker cooperatives.

In existing worker cooperatives, the hires joined a group of preexisting cooperative members. In FY2017, 94 individuals became cooperatives of existing worker cooperatives.

**NUMBER OF TOTAL HIRES**

- **NEWLY CREATED WORKER COOPERATIVES**: 33
- **CONVERTED WORKER COOPERATIVES**: 58
- **EXISTING WORKER COOPERATIVES**: 94
In FY2017, WCBDI assisted 64 worker cooperatives and an additional 116 business entities and/or CBOs. WCBDI helped all 180 entities that applied for services WCBDI.

WCBDI partners reported the information listed in this section, which WCBDI summarizes the business information of the worker cooperatives served in FY2017 and the services they received.

### INDUSTRY BREAKDOWN: TOP FOUR INDUSTRIES OF WORKER COOPERATIVES ASSISTED

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<thead>
<tr>
<th>INDUSTRY</th>
<th>NUMBER OF WORKER-MEMBERS</th>
<th>NUMBER OF NON-MEMBER WORKERS</th>
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<td>Caterers</td>
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<tr>
<td>Child Day Care Services</td>
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<td>0</td>
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<tr>
<td>Commercial &amp; Institutional Building Construction</td>
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### SUMMARY OF SERVICES PROVIDED BY WCBDI

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</tbody>
</table>

The top four industries of the worker cooperatives assisted by WCBDI are Janitorial Services, Caterers, Child Day Care Services, and Commercial Institutional Building Construction.
SUMMARY OF SERVICES PROVIDED BY WCBDI

BCC provided Diaspora Destination with six one-on-one services, which covered the topics of business plan development and launch consultation.

SUMMARY OF SERVICES PROVIDED BY WCBDI

BCC provided Diaspora Destination with six one-on-one services, which covered the topic of market research.

SUMMARY OF SERVICES PROVIDED BY WCBDI

BCC provided Diaspora Destination with six one-on-one services, which covered the topics of coaching, financial planning, internal manuals, launch consultation, and organizational planning.

SUMMARY OF SERVICES PROVIDED BY WCBDI

BCC provided Diaspora Destination with six one-on-one services, which covered the topic of strategic planning.

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BCC provided Diaspora Destination with six one-on-one services, which covered the topics of business plan development, marketing consulting, and strategic planning.

SUMMARY OF SERVICES PROVIDED BY WCBDI

BCC provided Diaspora Destination with six one-on-one services, which covered the topics of coaching, financial planning, internal manuals, and support and troubleshooting.

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SUMMARY OF SERVICES PROVIDED BY WCBDI

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provided this cooperative with a TA service, which covered the topic of bookkeeping.

OSHA Solutions
PO Box 8005, Jackson Heights, NY 11372
COMMUNITY DISTRICT 7 BROOKLYN INDUSTRY Educational Support Services
NUMBER OF WORKER-MEMBERS: 5
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with 30 one-on-one services, which covered the topics of business plan development, coaching, initial consultation, launch consultation, training, and support and troubleshooting, and translation services, and web development and support. ICA provided this cooperative with four one-on-one services, which covered the topic of coaching, financial planning, internal manuals, and strategic planning.

Position Development LLC
333 West 33rd Street, Brooklyn, NY 11226
COMMUNITY DISTRICT 2 BROOKLYN INDUSTRY Software Publishers
NUMBER OF WORKER-MEMBERS: 4
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with three one-on-one services, which covered the topic of coaching and financial planning.

Radix Media
322 Bergen Street, Brooklyn, NY 11217
COMMUNITY DISTRICT 4 BROOKLYN INDUSTRY Commercial Printing (except Screen and Bookbinding)
NUMBER OF WORKER-MEMBERS: 3
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with four one-on-one services, which covered the topics of financial planning, governance consultation, internal manuals, and strategic planning.

Solidarity Inc.
551 W 160th Street, New York, NY 10032
COMMUNITY DISTRICT 4 QUEENS INDUSTRY Professional and Management Development
NUMBER OF WORKER-MEMBERS: 3
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of market research.

Roca Mia Construction, Inc.
2304 Calumet Avenue, Far Rockaway, NY 11691
COMMUNITY DISTRICT 14 QUEENS INDUSTRY Commercial and Institutional Building Construction
NUMBER OF WORKER-MEMBERS: 5
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with six one-on-one services, which covered the topics of coaching, financial planning, governance consultation, internal manuals, and strategic planning.

Si Se Puede Women’s Cleaning Cooperative
4522 3rd Avenue, Brooklyn, NY 11232
COMMUNITY DISTRICT 7 BROOKLYN INDUSTRY Janitorial Services
NUMBER OF WORKER-MEMBERS: 12
NUMBER OF NON-MEMBER WORKERS: 4
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of legal assistance.

Skadoddle Pest Management
7136 13th Avenue, Brooklyn, NY 11228
COMMUNITY DISTRICT 10 BROOKLYN INDUSTRY Pest Control Services
NUMBER OF WORKER-MEMBERS: 4
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with four one-on-one services, which covered the topic of coaching, FFPA provided this cooperative with a TA service, which covered the topic of market research.

SUMMARY OF SERVICES PROVIDED BY WCBDI
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of legal assistance.

Sunset Scholars
433 39th Street, Brooklyn, NY 11232
COMMUNITY DISTRICT 7 BROOKLYN INDUSTRY Tutoring
NUMBER OF WORKER-MEMBERS: 0
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of market research.

Sydelle Cooperative
1950 Lafayette Avenue, Bronx, NY 10473
COMMUNITY DISTRICT 6 BRONX INDUSTRY Consumer Goods
NUMBER OF WORKER-MEMBERS: 12
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of strategic planning and support and troubleshooting.

Tru Blend Catering Inc.
343 39th Street, Brooklyn, NY 11232
COMMUNITY DISTRICT 7 BROOKLYN INDUSTRY Caterers
NUMBER OF WORKER-MEMBERS: 0
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of market research.

United Handyman
433 39th Street, Brooklyn, NY 11232
COMMUNITY DISTRICT 7 BROOKLYN INDUSTRY Professional and Institutional Building Construction
NUMBER OF WORKER-MEMBERS: 3
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of legal assistance.

The House of Sport Collective
200 15th Avenue, Brooklyn, NY 11211
COMMUNITY DISTRICT 2 BROOKLYN INDUSTRY Consumer Goods
NUMBER OF WORKER-MEMBERS: 4
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of strategic planning and support and troubleshooting.

Tru Blend Catering Inc.
295 Duell Hollow Road, Wingdale, NY 12594
COMMUNITY DISTRICT 10 BROOKLYN INDUSTRY Pest Control Services
NUMBER OF WORKER-MEMBERS: 3
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of legal assistance.

TWW provided this cooperative with three one-on-one services, which covered the topic of strategic planning.

TWW provided this cooperative with a TA service, which covered the topic of coaching.

United Handymen
433 39th Street, Brooklyn, NY 11232
COMMUNITY DISTRICT 7 BROOKLYN INDUSTRY Caterers
NUMBER OF WORKER-MEMBERS: 3
NUMBER OF NON-MEMBER WORKERS: 0
SUMMARY OF SERVICES PROVIDED BY WCBDI
IC provided this cooperative with a TA service, which covered the topic of market research.

Tru Blend Catering Inc.
343 39th Street, Brooklyn, NY 11232
COMMUNITY DISTRICT 7 BROOKLYN INDUSTRY Caterers
NUMBER OF WORKER-MEMBERS: 0
NUMBER OF NON-MEMBER WORKERS: 0
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The NYC Council funded WCBDI in FY2018 to help create and support more worker cooperatives. This funding supports 13 partner organizations and provides centralized program management through SBS.
Cover photo: Love and Learn Child Care Cooperative