WORKING
Together

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

J. Phillip Thompson
Deputy Mayor for Strategic Initiatives
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.
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:

- **Worker Cooperatives Created**: 10
- **Total Hires**: 122
- **One-on-One Services Provided to businesses and/or community-based organizations**: 1796
- **Educational Services Provided**: 3332

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.

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.

WCBDI partners 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 wide 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.

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.

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 wide 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.

At the end of FY2020, WCBDI had 13 partner organizations. City University of New York (CUNY) Main Street Legal Services received $172,470; however, its involvement was not managed by SBS so its work is not included in this report.

**FY20 ACCOMPLISHMENTS**

**MEASURING OUR SUCCESS**
FISCAL YEAR 2020
Working Together

WCBDI

PARTNER ORGANIZATIONS

The Economic Democracy Learning 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. BCDD projects include the BronXchange, the Economic Democracy Learning Center, the Policy and Planning Lab, and the Bronx Innovation Factory.

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. BCDD 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.

DEMONSTRATING 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 UPLIFT (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, self-sufficiency 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.
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

"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
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.”

Lulu Johnson, a new worker-member, shared: 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 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 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 Mihalke 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.”

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.
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.

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 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.
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.

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.
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/posting, 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 then, 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.

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.

**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.
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 leverage 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.
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, 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. 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.
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.
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.
B

BEYOND CARE CHILD CARE COOPERATIVE
643 39th Street, Brooklyn, NY 11232
COMMUNITY DISTRICT: 7 Brooklyn
INDUSTRY: Childcare
5 WORKER-OWNERS ADDED IN FY20
CFL facilitated negotiations between Beyond Care and CUSP regarding the services they receive.

BIODIGESTIVE CLEANING
5101 Morris Avenue, Bronx, NY 10468
COMMUNITY DISTRICT: 5 Bronx
INDUSTRY: Biocycle
BCCD drafted contracts, processed invoices, and generated service reports. GWC helped prepare their PPP loan application. NYC NOHC provided website and appointment system development. BCCD Network provided information about government grants and loans.

BIIGHTLY® (CARRIE SARENS)
201 Columbus Street, Brooklyn, NY 11211
COMMUNITY DISTRICT: 6 Brooklyn
INDUSTRY: Cleaning
CFL provided a variety of services including: financial review, budgeting, membership manual assistance, Venmo support, and general financial management.

BROOKLYN STONE & TILE
63 Flushing Ave, Brooklyn Navy Yard Building 12
COMMUNITY DISTRICT: 1 Brooklyn
INDUSTRY: Manufacturing
4 NON-MEMBER WORKERS ADDED IN FY20
CFL 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 NOHC supported the cooperative’s worker-owner’s through their COVID-19 Employee Retention Fund.

C

CARACOL INTERPRETERS
129 Linden Boulevard, Brooklyn, NY 11226
COMMUNITY DISTRICT: 11 Manhattan
INDUSTRY: Interpretation
BCCD Network provided tax planning and incentives information, accounting support, cash flow analysis, and tax projections. CFL provided tax prep support. NYC NOHC provided COVID-19 grant and loan information. ICA provided financial and tax analysis.

CARDS BY DE
1058 Southern Boulevard, Bronx, NY 10459
COMMUNITY DISTRICT: 694 Courtlandt Avenue, Bronx, NY 10451
COMMUNITY DISTRICT: 17 Bronx
INDUSTRY: Computer Related Services
TWW provided a variety of services that include: accounting support, bookkeeping and Quickbooks training. NYC NOHC provided additional assistance. ICA provided tax prep support. NYC NOWC provided business English and grant application support.

Cooperative home care associates
400 Costerman Road, Bronx, NY 10468
COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Home Health Care
ICA provided outreach support, expansion strategy, economic relief support research.

EXCELSIOR GREEN CLEANING SERVICES
1231 Lafayette Avenue, 2nd Floor, Bronx, NY 10472
COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Cleaning
GWC provided cooperative education and general business plan development through their 2019 Co-op Academy.

FASHION THAT WORKS COOPERATIVE
105 East 132nd 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: financial and tax assistance, 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 10472
COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Delivery Services
GWC provided cooperative education and general business plan development through their 2019 Co-op Academy.

CARINGLY CLEANING
5050 Broadway, New York, NY 10033
COMMUNITY DISTRICT: 9 Manhattan
INDUSTRY: Healthcare and Wellness
GWC advised on all legal services, troubleshooting, and operating agreement support.

CARINGLY CLEANING
5050 Broadway, New York, NY 10033
COMMUNITY DISTRICT: 9 Manhattan
INDUSTRY: Healthcare and Wellness
GWC advised on all legal services, troubleshooting, and operating agreement support.

COOPERATIVE HOME CARE ASSOCIATES
400 Costerman Road, Bronx, NY 10468
COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Home Health Care
ICA provided outreach support, expansion strategy, economic relief support research.

CUSTOM COLLABORATIVE
1058 Southern Boulevard, Bronx, NY 10459
COMMUNITY DISTRICT: 694 Courtlandt Avenue, Bronx, NY 10451
COMMUNITY DISTRICT: 17 Bronx
INDUSTRY: Computer Related Services
TWW provided a variety of services that include: accounting support, bookkeeping and Quickbooks training. NYC NOHC provided additional assistance. ICA provided tax prep support. NYC NOWC provided business English and grant application support.

DAMAYAN WORKERS
400 East Fordham Road, Bronx, NY 10458
COMMUNITY DISTRICT: 400 East Fordham Road, Bronx, NY 10458
COMMUNITY DISTRICT: 1058 Southern Boulevard, Bronx, NY 10459
COMMUNITY DISTRICT: 1058 Southern Boulevard, Bronx, NY 10459
COMMUNITY DISTRICT: 11 Manhattan
INDUSTRY: Computer Related Services
TWW provided tax planning and incentives information, accounting support, cash flow analysis, and tax projections. CFL provided tax prep support. NYC NOHC provided COVID-19 grant and loan information. ICA provided financial and tax analysis.

CARINGLY CLEANING
5050 Broadway, New York, NY 10033
COMMUNITY DISTRICT: 9 Manhattan
INDUSTRY: Healthcare and Wellness
GWC advised on all legal services, troubleshooting, and operating agreement support.

CONCRETE GREEN
1056 Southern Boulevard, Bronx, NY 10459
COMMUNITY DISTRICT: 3 Manhattan
INDUSTRY: Cleaning
TakeRoot provided services contract negotiation support, contract renewal negotiation, and governance documentation amendments.

ECOMUNDO CLEANING
65 Wadsworth Avenue, New York, NY 10033
COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Cleaning
GWC provided cooperative education and general business plan development through their 2019 Co-op Academy.
FISCAL YEAR 2020  Working Together

FISCAL YEAR 2020
Working Together

worker-owners through their COVID Employee services contract and new member documentation applications support. TakeRoot provided operating agreement and LLC formation support.

HOPEWELL CARE
201 Columbia Street, Brooklyn, NY 11231
COMMUNITY DISTRICT: 2 Brooklyn
INDUSTRY: Elder Care
2 WORKER-OWNERS ADDED IN FY20
CFL provided a variety of services including leadership support, governance and systems development, retreat planning, insurance support, group mediation, and advice seeking a bank. TakeRoot provided operating agreement and LLC formation support.

GOLDEN STEPS ELDER CARE COOPERATIVE
251 79th Street, Brooklyn, NY 11232
COMMUNITY DISTRICT: 1 Brooklyn
INDUSTRY: Elder Care
2 WORKER-OWNERS ADDED IN FY20
CFL provided a variety of services including working 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
958 Broadway, New York, NY 10010
COMMUNITY DISTRICT: 12 Manhattan
INDUSTRY: Healthcare
TakeRoot provided business incorporation support.

ITALIANAT A COMPANY
133-14 68th Street, Jamaica, NY 11437
COMMUNITY DISTRICT: 10 Queens
INDUSTRY: Catering
ICA provided general business strategy support, COVID-19 impact analysis, and free PPP application support. TakeRoot provided client services contract and new member documentation support. NYC NOCS provided the cooperative’s worker-owners through their COVID Employee Retention Fund.

KAHO'NA KITCHEN
199 83rd Street, Brooklyn, NY 11232
COMMUNITY DISTRICT: 7 Brooklyn
INDUSTRY: Catering
NYC NOWC provided COVID-19 disaster relief program education.

LATICOSINA
762 Center Street, Bronx, NY 10467
COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Food Services
BCD Network provided private, city, and federal loan/grant application support.

LOFTY HEIGHTS WELLNESS
1231 Lafayette Avenue, 2nd Floor, Bronx, NY 10452
COMMUNITY DISTRICT: 17 Bronx
INDUSTRY: Healthcare and Wellness
GWC provided cooperative education and general business plan development through their 2019 Co-op Academy.

MYCROBEANS
5012 3rd Avenue, Brooklyn, NY 11220
COMMUNITY DISTRICT: 4 Brooklyn
INDUSTRY: Food Services
ICO provided COVID-19 relief assistance through their COVID Employee Retention Fund.

NEW DEAL HOME
1629 Walton Avenue, Bronx, NY 10452
COMMUNITY DISTRICT: 16 Bronx
INDUSTRY: Construction
ICO provided strategic coaching and graphic design and print production support. ICO provided financing advice. NYC NOCS provided strategic planning of partner pipeline and production of marketing materials. GWC provided advice on City funding. BOC network provided billing support.

O N M A H N E E D B E F O R E G R E E N C L E A N I N G
2-10 Roosevelt Avenue, Jackson Heights, NY 11372
COMMUNITY DISTRICT: 6 Queens
COMMUNITY DISTRICT: 12 Manhattan
INDUSTRY: Cleaning
Urbana Upbound provided a variety of services including leadership, 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.

OURTAINATIVES
157 Walton Avenue, Bronx, NY 11361
COMMUNITY DISTRICT: 4 Bronx
INDUSTRY: Social Services
GWC provided support preparing for a large event.

PA L A N T E F O R W A R D G R E E N C L E A N I N G
9-10 Roosevelt Avenue, Jackson Heights, NY 11372
COMMUNITY DISTRICT: 6 Queens
COMMUNITY DISTRICT: 4 Brooklyn
INDUSTRY: Music Education
ICO provided budget projections. ICO provided membership structure advice. TakeRoot provided contract drafting support.

ONPOINT SECURITY NYC
12-11 64th Avenue, Long Island City, NY 11101
COMMUNITY DISTRICT: 1 Queens
COMMUNITY DISTRICT: 9 NON-MEMBER WORKERS ADDED IN FY20
Urbana Upbound provided a variety of services including customer relations support, marketing support, research on RFPs, review of workforce diversity and inclusion, M/WBE certification application support, and PPP application assistance.

OREO SOLUTIONS
61-19 64th Street, Long Island City, NY, 11102
COMMUNITY DISTRICT: 2 Queens
COMMUNITY DISTRICT: 12 Manhattan
INDUSTRY: Occupational Safety Education
Urbana 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.

O P 3 4 8 5 0 1 2 3 4 5 6 7 8 9 0 1 2 3 4 5 6 7 8 9 0 1 2 3 4 5 6 7 8 9 0 1 2 3 4 5 6 7 8 9
PARTNER AND PARTNERS:

38 W 25th Street, New York, NY 10010
COMMUNITY DISTRICT:
6 Manhattan
INDUSTRY:
Pet Care
Design
5 WORKER-OWNERS ADDED IN FY20
ICA provided a variety of services including financial modeling and ownership transfer planning, strategic visioning, feasibility reporting, referrals to capital, line of credit counseling, EIDL and PPP advising, and relief grant information.

PAW PARTNERS:

6-25 Astoria Boulevard, Astoria, NY 11102
COMMUNITY DISTRICT:
1 Queens
INDUSTRY:
Arts and Apparel
DAWN provided startup support.

PRISM COLLABORATIVE:

630 Williams Avenue, Brooklyn, NY 11207
COMMUNITY DISTRICT:
6 Brooklyn
INDUSTRY:
Cleaning, Platform Cooperatives
Urban Upbound provided a variety of services including meeting facilitation, client intake, and contract feasibility research, workplan drafting support, and relocation support. TWW provided membership fee advice and joint agreement drafting.

RADIATE CONSULTING COOPERATIVE:

115 5th Avenue, New York, NY 10010
COMMUNITY DISTRICT:
5 Manhattan
INDUSTRY:
Consulting, Professional Services
6 WORKER-OWNERS ADDED IN FY20
GWC provided a variety of services including intellectual property filing, COVID-19 emergency budgeting and assistance, and insurance implementation.

SAMAIKAYA YOGA BACK CARE & SCOLIOSIS:

119 West 23rd Street, Suite 606, New York, NY 10011
COMMUNITY DISTRICT:
3 Manhattan
INDUSTRY:
Yoga and Wellness
BCC Network provided marketing assistance, technology training, financial coaching, and legal assistance referral.

SE PUEDE WOMEN’S CLEANING COOPERATIVE:

4302 3rd Avenue, Brooklyn, NY 11232
COMMUNITY DISTRICT:
7 Brooklyn
INDUSTRY:
Cleaning
CFL provided online application training.

SKEDDALE PEST MANAGEMENT:

70 2nd Avenue, Brooklyn, NY 11226
COMMUNITY DISTRICT:
12 Brooklyn
INDUSTRY:
Publishing
Urban Upbound provided marketing and market research and expansion impact analysis. CARMA provided M/WBE certification application support and financial assistance. NYC NOVC provided information about PPP. TWW provided workflow process improvement consulting.

RELEBBIOUS ROOT:

1645 Bedford Avenue, Brooklyn, NY 11225
COMMUNITY DISTRICT:
1 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.

SUNLIGHT ECO SERVICES:

37-43 81st Street, Jackson Heights, NY 11372
COMMUNITY DISTRICT:
3 Queens
INDUSTRY:
Cleaning
GWC provided a variety of services including on-site technical support, financial coaching, and legal assistance referral.

SAMAIKAYA YOGA BACK CARE & SCOLIOSIS:

119 West 23rd Street, Suite 606, New York, NY 10011
COMMUNITY DISTRICT:
3 Manhattan
INDUSTRY:
Yoga and Wellness
BCC Network provided marketing assistance, technology training, financial coaching, and legal assistance referral.

SWEETCO:

1705 Interlaken Avenue, Bronx, NY 10474
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.

UMBEL LANDSCAPING:

1255 Lafayette Avenue, 2nd Floor; Bronx, NY 10454
COMMUNITY DISTRICT:
2 Bronx
INDUSTRY:
Landscaping
GWC provided workplan drafting support. Urban Upbound provided market research. NYC NOVC provided a needs assessment for business plan development.

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. TWEB provided contract drafting and marketing advice.

TRUSTY AMIGOS:

643 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, legal advice, intellectual property filing, COVID-19 emergency meeting facilitation, and cash assistance application support. TWEB provided operating agreement support.

UP & GO:

643 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. TWEB provided operating agreement support.

UP&GO:

559 West 138th Street, New York, NY 10032
COMMUNITY DISTRICT:
12 Manhattan
INDUSTRY:
Birthing Services, Educational Services
GWC provided branding and marketing training goals, partnerships, and workshop 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. TWEB provided timeline development and research on COVID-19 relief programs. NYC NOVC provided COVID-19 disaster relief information.

UPTOWN VILLAGE COOPERATIVE:

559 West 138th Street, New York, NY 10032
COMMUNITY DISTRICT:
12 Manhattan
INDUSTRY:
Birthing Services, Educational Services
Upbound provided market research. NYC NOWC provided information about COVID-19 relief programs. NYC NOVC provided COVID-19 disaster relief information.

WHITE PINE COMMUNITY FARM:

295 5th Avenue, Riverside, NJ 08075
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 desk space at the BXL Incubator. GWC provided membership manual support, onboarding new member assistance, and cash flow and working capital analysis.

WISHWAS SEWING:

5121 Lafayette Avenue, 2nd Floor, Bronx, NY 10454
COMMUNITY DISTRICT:
2 Bronx
INDUSTRY:
Clothing-Manufacturing
NYC NOVC provided general information about a collective model and referred the cooperative to other WCBDI resources.

WOK WOODS:

130 Lafayette Avenue, 2nd Floor, Brooklyn, NY 11211
COMMUNITY DISTRICT:
6 Brooklyn
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. TWEB provided website and appointment system development. NYC NOVC provided production and design of marketing materials.
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.