FY 22

WORKING TOGETHER

A report on the eighth year of the Worker Cooperative Business Development Initiative (WCBDI)
Dear New Yorkers,

The City of New York is committed to an inclusive recovery from the economic hardship caused by COVID-19. This will require novel approaches to meet the unique needs of small businesses, while also ensuring the city’s recovery is equitable for all New Yorkers.

Worker cooperatives — owned and democratically controlled by their workers — offer a powerful way to meet this goal. Not only do they empower workers to make decisions on business growth, profit sharing, and working conditions, they generate wealth for neighborhoods throughout the five boroughs. Ultimately, this business model can increase worker income, improve business resiliency, and strengthen civic participation — allowing communities to choose what their future holds.

Now in its eighth year, the Worker Cooperative Business Development Initiative continues to help employee-owned businesses to start, operate and grow — and keeps existing businesses resilient when owners need guidance selling their business to employees. This helps to preserve small businesses and good jobs that are the foundation of New York City’s vibrant economy, while providing pathways to economic prosperity for all.

Sincerely,

MARIA TORRES-SPRINGER
DEPUTY MAYOR
ECONOMIC AND WORKFORCE DEVELOPMENT

Dear New Yorkers,

Small businesses are powering our City’s economic recovery: opening new stores, hiring locally, and bringing visitors to all corners of the five boroughs. At the NYC Department of Small Business Services (SBS), we are working with the small business community to ensure our economic recovery is robust and equitable, with opportunities for all New Yorkers to succeed. Our support for worker cooperatives advances that goal by ensuring business ownership is accessible to even more New Yorkers.

The Worker Cooperative Business Development Initiative (WCBDI) at SBS has connected New Yorkers with a democratic model of business ownership where workers decide how their business operates. Over the last eight years, WCBDI has built a strong network of cooperatives in NYC that have supported minority, women, and immigrant entrepreneurs to thrive in the face of adversity. With COVID-19, the past two years have posed unique challenges to worker cooperatives. WCBDI partners stepped up to support worker-owners weather the crisis. This ambitious initiative has led to the development of more worker cooperatives in our city than any other city in the country.

This report highlights this initiative’s support for worker cooperatives as we build our economic recovery together. Building on the impressive work of the last seven years, this initiative supported the formation and advancement of more than a dozen worker cooperatives and provided services to more than 100 organizations in FY 2022. Through this work, SBS has been able to support an ecosystem that helps to make NYC’s economy more resilient and provides economic opportunity to all New Yorkers.

Sincerely,

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

The Mayor and the NYC Council launched the Worker Cooperative Business Development Initiative (WCBDI) in Fiscal Year 2015 (FY15) 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. Mayor Eric Adams’ administration continues to support this work to “Rebuild, Renew, and Reinvent” NYC’s economy.

Fiscal Year 2022 (FY22) marks the eighth year of the initiative. From the beginning, the WCBDI partners have supported the launch and development of worker cooperatives. With COVID-19, the past two years have posed unique challenges to worker coops and the WCBDI partners have supported these businesses to ensure they can continue to thrive and grow in NYC. 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 agencies. SBS also continued discussions with WCBDI partners to identify barriers and possible solutions to increase public contracting for worker cooperatives.

This is the eighth annual report in the “Working Together” series that highlights the achievements of this initiative. SBS is committed to helping worker cooperatives in New York City and proud to showcase the work of WCBDI during the past fiscal year.
FY22 ACCOMPLISHMENTS

MEASURING OUR SUCCESS

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

The cumulative outcomes listed here were reported by 12 WCBDI partners and summarize the activities conducted in the initiative’s eighth year.¹ WCBDI partners received a total of $3.818 million in FY2022.

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 several years to either incubate or convert their business into a cooperative.

During this time, prospective cooperatives receive business planning, market research, financial planning, access to capital, governance support, legal services, and many other forms of assistance to establish the business viability of each worker cooperative.

In FY22, WCBDI partners helped nine 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 nine worker cooperatives “in the pipeline” who are in the process of forming or conversion. These worker cooperatives did not fully complete 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.

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 FY22 and reflects employment of worker-members and non-member workers.

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

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

¹ A total of 13 partner organizations received funding through WCBDI in FY22. City University of New York (CUNY)’s Main Street Legal Services received $146,600; however, its involvement was not managed by WCBDI so details about its work are not included in this report.

111 TOTAL HIRES

1526 ONE-ON-ONE SERVICES PROVIDED TO 124 BUSINESSES AND/OR COMMUNITY-BASED ORGANIZATIONS

2790 EDUCATIONAL SERVICES PROVIDED

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

This metric represents the number of individuals who were involved in a series of curriculum-based workshops, conferences, lectures, and group trainings hosted by WCBDI in FY22.
Organizations

**WCBDI PARTNER ORGANIZATIONS**

**NYC DEPARTMENT OF SMALL BUSINESS SERVICES (SBS)**

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

**BRONX COOPERATIVE DEVELOPMENT INITIATIVE (BCDI)**

Bronx Cooperative Development Initiative is a community-led economic development organization that is building a network of community and labor organizations, anchor institutions, and small businesses working together to end generational poverty in the Bronx through shared wealth strategies and democratic ownership. BCDI projects include the 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 under-served entrepreneurs.

**CAMBA**

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

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

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

**COMMUNITY & ECONOMIC DEVELOPMENT CLINIC (CUNY SCHOOL OF LAW)**

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

**DEMOCRACY AT WORK INSTITUTE (DAWI)**

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

**GREEN WORKER COOPERATIVES (GWC)**

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

**THE ICA GROUP (ICA)**

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

**NEW YORK CITY NETWORK OF WORKER COOPERATIVES (NYC NOWC)**

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

**TAKEROOT JUSTICE**

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

**THE WORKING WORLD (TWW)**

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

**URBAN UPBOUND (UU)**

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

**WORKERS JUSTICE PROJECT (WJP)**

Workers Justice Project (WJP) 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.
Phantom Stock is a form of deferred compensation where employees receive payments based on the price of the company’s stock value.

The owner wanted to leave and have others take to accomplish that goal. Second, the owned but did not know the steps to Duck wanted to become employee-faced a couple of challenges. First, Big planning for Sarah’s exit, the company the succession planning process. In her key employees, Liz and Farra, who had phantom stock in the company. She shared her plan with a couple of exit to start the next phase of her life. Sarah Durham, wanted to plan her of the report highlights some success stories about worker cooperatives that were created in FY22. Worker cooperatives in the pipeline in this fiscal year are expected to formally launch in the following fiscal year (FY23).

Big Duck develops brands, campaigns, and teams for nonprofits. The owner, Sarah Durham, wanted to plan her exit to start the next phase of her life. She shared her plan with a couple of her key employees, Liz and Farra, who had phantom stock in the company. Liz found ICA Group (ICA) online and reached out to them to get help in the succession planning process. In planning for Sarah’s exit, the company faced a couple of challenges. First, Big Duck wanted to become employee-owned but did not know the steps to take to accomplish that goal. Second, the owner wanted to leave and have others take over 100% of her role within a year’s time, which is a very ambitious goal.

Liz and Farra supported Sarah’s plans to exit and convert to employee-ownership but were concerned about the impact on their phantom stock. The phantom stock and the agreements governing them made the valuation and financing of the conversion more complicated. An additional challenge was determining ownership of some intellectual property created by the owner. On top of these challenges, the company also had to deal with pivoting to remote operations due to the pandemic.

ICA helped the organization understand the conversion process, walked the company through each step, and helped them prepare for Sarah’s exit — readying others to take on Sarah’s duties over the 11-month conversion period. Additionally, ICA helped resolve the phantom stock and valuation concerns and helped Big Duck obtain financing for the conversion that only required payment of accrued interest for the first six months of the loan. ICA also provided capital from ICA’s “Fund for Jobs Worth Owning” to close the gap in financing needed for the process. Overall, this conversion was completed in less than a year (11 months) and allowed the owner to exit within her one-year timeframe. The conversion also saved a business that provided a valuable and distinct service to NYC nonprofits and jobs for 15 workers.

ICA Group was an invaluable guide in our process to convert to a worker-owned co-op. They gave us just the right amount of support and information every step of the way. They also met our team where we were in terms of what we needed to know and how we needed to process each decision. They were responsive, clear, and helpful. I hope to continue working with and learning from them.”

CLAIRE TAYLOR HANSEN
WORKER OWNER

This year has been an intense journey of learning in all areas of the cooperative, interacting with my colleagues, and learning from all of them. It’s a dream because all of us came from different places, trying to get ahead, and for me this has made it a reality to have economic independence, and to be able to give our families our resources. We have all put in effort for this to grow, like our baby.”

DANIELA FAMILIA
WORKER OWNER
ONPOINT SECURITY NYC LLC

ASSISTING WCBDI PARTNER
Urban Upbound

BOROUGH
Queens

FY22 was a year of impactful changes for OnPoint Security NYC LLC. The unarmed security cooperative was able to improve efficiency around their business processes and begin working with a new general manager.

Urban Upbound provided several services to help OnPoint Security improve their business processes. The organization helped the co-op establish a digital record keeping process. This allows records to be more easily accessed by members while also providing a backup for hard copies. They helped the co-op update their employee handbook and create onboarding presentations to teach new staff about what it means to be part of a worker cooperative. These tools are being used by the co-op to standardize their onboarding process and educate new staff about the opportunity to become a co-owner at OnPoint Security.

In addition to supporting OnPoint with updating some of their business processes, Urban Upbound also supported them throughout the process of selecting a new general manager. The organization created a posting for the role and filtered through résumés on behalf of the co-op. They also worked alongside OnPoint’s chief operating officer to conduct interviews and select a qualified candidate. Urban Upbound is currently working with OnPoint to onboard the new general manager by implementing their updated business processes. The OnPoint team looks forward to making greater use of these updated systems and working with their new general manager in the upcoming fiscal year and beyond.

TOTAL HIRES

WCBDI helps newly created, converted, and/or existing worker cooperatives get new worker-members and/or non-member workers. WCBDI helped cooperatives hire 111 new workers in FY22. This section of the report highlights a success story about a cooperative that was able to grow in FY22.

WCBDI Helped Cooperatives Hire

111
New Workers

WCBDI Helped Cooperatives Hire

111
New Workers

WCBDI Helped Cooperatives Hire

111
New Workers

WCBDI Helped Cooperatives Hire

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New Workers

WCBDI Helped Cooperatives Hire

111
New Workers
SOLAR UPTOWN NOW SERVICES (S.U.N.S.)

ASSISTING WCBDI PARTNER
Green Worker Cooperatives
BOROUGH
Manhattan

Solar Uptown Now Services (S.U.N.S.) is a solar energy worker cooperative grounded in principles of equity, cooperation, and climate justice. Their mission is to build power and healthy communities. They install and service solar photovoltaic (PV) technology on primarily affordable housing in Northern Manhattan and the greater NYC area. As a cooperative, S.U.N.S. aims to contribute to a just energy transition, providing training, jobs, and an ownership stake in renewable energy for local communities of color.

Green Worker Cooperatives (GWC) is helping S.U.N.S. develop their cooperative’s membership manual through monthly consultations. At the most recent meeting, seven of the founding members met with GWC to break down how the co-op will be managed. According to S.U.N.S., having a neutral facilitator like GWC is helpful in maintaining a harmonious balance when deliberating the parameters on how they will govern and manage their co-op, and determining member rights and responsibilities. By developing the membership manual, S.U.N.S. can refocus on their cooperative’s goals and introduce accountability to their organizational management.

In its first year, S.U.N.S. installed a 200-kW solar farm in Croton, New York. In 2021, the cooperative worked as a subcontractor on a 4-MW installation in Croton, New York. In 2022, S.U.N.S. recruited 16 West Harlem Environmental Action Inc. (WE ACT for Environmental Justice)-trained solar installers to help install three solar projects, adding up to 18 MW in the greater New York City area. Of the NYC residents S.U.N.S. has contracted to work on their solar projects, only a few are close to meeting the working hours required to become members of the cooperative. Completing the membership manual will provide S.U.N.S. with a solid foundation to bring in new members to the co-op and provide opportunities for worker-ownership to community members.

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 FY22, WCBDI provided 1,526 one-on-one services to 124 unique entities.

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

BRIGHT LEARNING STARS

ASSISTING WCBDI PARTNER
The Working World
BOROUGH
Brooklyn

The Working World (TWW) has been supporting the worker-owners of Bright Learning Stars since they launched their daycare business in 2018, but in 2021 the co-op really hit its stride. After being closed for 4 months at the beginning of the COVID-19 pandemic, Bright Learning Stars reopened in August 2020 and quickly found a stronger demand for their services than ever before. In 2021, Bright Learning Stars nearly doubled its sales, seeing its roster and waiting list steadily grow with parents eager to bring their children to the cooperative daycare. Along the way, TWW helped them use QuickBooks to manage customer invoicing and track expenses, which proved to be key for success as the business expanded. At the same time, TWW helped the cooperative access four different COVID-19 relief programs from local, state, and federal sources, allowing the company to cover its operating expenses as sales recovered and repay the back-rent accumulated during the COVID-19 shutdown. With the support from TWW and the remarkable sales growth achieved by the Bright Learning Stars team, the company was able to make a significant repayment to its start-up loan and distribute meaningful end-of-year bonuses to the worker-owners and employees of the company.

“I used to own a bakery, and as the sole owner all the responsibilities fell on me. Now, in our cooperative, I know I can turn to my co-owners. If I don’t have the solution we can talk together and figure out what to do. I feel more mentally calm as the owner of a cooperative because I can count on my co-owners.”

BEATA WIDUCHOWSKA
CO-OWNER

“We have 10 guys that are impacted by owning their own company and they are working for themselves. I believe that it has highly impacted the decisions they make since they have started the cooperative.”

WORKER-OWNER
EDUCATIONAL SERVICES PROVIDED

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

RESTED ROOT

ASSISTING WCBDI PARTNERS
Green Worker Cooperatives, in collaboration with TakeRoot Justice
BOROUGH
Brooklyn

Rested Root is a pre-startup worker-owned cooperative of Black and Queer educators, facilitators, and organizers offering liberatory teaching and consulting services. They have nearly two decades of combined experience offering their services to schools, universities, nonprofits, community groups, businesses, and governmental organizations. By helping clients root out how interpersonal and systemic oppression is manifesting within their teams or projects, Rested Root transforms these dynamics into generative opportunities for growth and transformation.

Rested Root participated in Green Worker Cooperatives’ Co-op Learning Institute (“CLI”), a weekly two-hour cooperative business training program. Participation includes access to one-on-one coaching, pro bono legal assistance with business formation, pro bono assistance with financial projections and analysis, and ongoing business support after the program. The majority of CLI participants have no prior business experience or education, so the five-month training program covers Business Model Development and several topics important to running a successful cooperative business such as work planning, governance, financial management, marketing, service/product development, establishing procedures, decision making, how to deal with grievances, and conflict resolution. In June 2022, Rested Root graduated from the CLI with the newest cohort of aspiring cooperative businesses.

According to feedback from Rested Root, GWC has helped the co-op navigate the many (and often overwhelming) aspects of starting a business. They also really valued being connected to other cooperatives in the GWC community and having access to learning materials from GWC. For Rested Root, the most valuable experience with GWC was the one-on-one coaching they received, specifically helping Rested Root develop and refine their Business Model Canvas. GWC also helped them begin the process of planning the launch of a Patreon* to help them diversify their revenue stream.

Since the end of the CLI, Rested Root has finished their operating agreement, started developing their membership manual, and are planning to launch their Patreon before the end of the year. GWC’s continued support to Rested Root includes assistance with the development of their business plan, membership manual, and opportunities to connect with other co-ops and learning spaces.

*Patreon powers membership businesses for creators by giving them the tools they need to acquire, manage, and energize their paying patrons.
WORKER COOPERATIVES ASSISTED BY WCBDI

In FY22, WCBDI helped 101 worker cooperatives and an additional 23 business entities and/or CBOs that applied for services.

Below is the business information of the worker cooperatives served in FY22 and the services they received, as reported by WCBDI partners. The following is not an exhaustive list of worker cooperatives in New York City.

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**1 HIGH MI MADRE! LLC**

805 East 139th Street, Bronx, NY 10451

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided technical assistance to support co-op operations.

**3T TECH**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided educational services.

**A BOOKKEEPING COOPERATIVE**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided educational services.

**A PARTNERSHIP INC.**

527 5th Avenue, New York, NY 10016

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided technical support for business planning and financial assistance.

**ACTION OSH LLC**

84-5 51st Avenue, Long Island City, NY 11101

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC supported with worker co-op resources and education. TakeRoot Justice provided legal support on contracting.

**AFFORDABLE OFFICE SERVICES INC.**

805 East 139th Street, Bronx, NY 10451

- Industry: Administrative and Support and Waste Management and Remediation Services
- NYC NOWC provided financial assistance. Urban Upbound provided technical assistance to support co-op operations.

**ALCABA LANGUAGE SERVICES WORKERS COOPERATIVE**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided business education. ICA Group provided guidance on financing options. TakeRoot Justice provided legal and governance support.

**ALMANZON FAMILY coordinator LLC**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided technical support for co-op operations.

**ALLIANCE PSYCHOLOGICAL SERVICES OF NY**

1639 Centre Street, Ridgewood, NY 11385

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC supported through networking.

**APPLE ECO CLEANING**

42-72 80th Street, Elmhurst, NY 11373

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided support with worker co-op resources and education. TakeRoot Justice provided legal support on contracting.

**AFFORDABLE OFFICE SERVICES INC.**

805 East 139th Street, Bronx, NY 10451

- Industry: Administrative and Support and Waste Management and Remediation Services
- NYC NOWC provided financial assistance. Urban Upbound provided technical assistance to support co-op operations.

**AMERICAN LANGUAGE SERVICES WORKERS COOPERATIVE**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided technical support for business planning and financial assistance.

**ANALIZA LANGUAGE SERVICES WORKERS COOPERATIVE**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided technical support for business planning and financial assistance.

**ANCIA HUMAN RESOURCES**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided technical support for business planning and financial assistance.

**ANIMAL CARE SERVICES LLC**

540 President Avenue, Brooklyn, NY 11215

- Industry: Professional, Scientific, and Technical Services
- NYC NOWC provided technical support for business planning and financial assistance.

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**2020 FISCAL YEAR 2022**

Worker Cooperatives Assisted By WCBDI / 21
**BIO CLASSIC CLEANING LLC**
2405 Metropolitan Avenue, Bronx, NY 10468

**COMMUNITY DISTRICT:** 1 Bronx

**INDUSTRY:** Administrative and Support Service

**Services Provided:** Support with bookkeeping and financial management. NYC NOWC and ICA Group provided education on worker co-op policies.

**BREADFRUIT**
16 East 100th Street, Bronx, NY 10468

**COMMUNITY DISTRICT:** 10 Brooklyn

**INDUSTRY:** Janitorial Services

**Services Provided:** Support with in-person, phone, and Zoom meetings. NYC NOWC provided education on worker co-op policies.

**BRIGHTLY**
(WASHINGTON HEIGHTS)
P.O. Box 199, New York, NY 10335

**COMMUNITY DISTRICT:** 10 Manhattan

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for contract review and technical assistance. NYC NOWC provided education on worker co-op policies.

**BRIGHTLY**
27 Broadway, Brooklyn, NY 11249

**COMMUNITY DISTRICT:** 1 Brooklyn

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for contract review and technical assistance. NYC NOWC provided education on worker co-op policies.

**BRIGHTLY**
(LEAN LOGIC)
225 5th Avenue, Brooklyn, NY 11215

**COMMUNITY DISTRICT:** 5 Manhattan

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**BRIGHTLY**
(BROOKLYN MIDTOWN)
105 Lafayette Street, New York, NY 10012

**COMMUNITY DISTRICT:** 7 Manhattan

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**BRIGHTLY**
(BRD TILES)
401 Pickford Road, Bronx, NY 10468

**COMMUNITY DISTRICT:** 1 Bronx

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**BRIGHTLY**
(LETTER MANUFACTURING)
628 5th Avenue, New York, NY 10011

**COMMUNITY DISTRICT:** 7 Manhattan

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**C/D**
161 East 30th Street, New York, NY 10016

**COMMUNITY DISTRICT:** 10 Manhattan

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**CARDS BY DE**
401 Courtland Street, Bronx, NY 10463

**COMMUNITY DISTRICT:** 1 Bronx

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**CARDSTOWN CLEANING**
2501 Grand Concourse, 3rd Floor, Bronx, NY 10468

**COMMUNITY DISTRICT:** 1 Bronx

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**CFL**
105 Lafayette Street, New York, NY 10012

**COMMUNITY DISTRICT:** 5 Manhattan

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**CEEDS STAFFING LLC**
221 W. 46th Street, 42A, New York, NY 10036

**COMMUNITY DISTRICT:** 5 Manhattan

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**ECONOMUS CLEANING LLC**
1406 14th Avenue, New York, NY 11228

**COMMUNITY DISTRICT:** 1 Brooklyn

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**ECONOMUS CLEANING LLC**
1406 14th Avenue, New York, NY 11228

**COMMUNITY DISTRICT:** 1 Brooklyn

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**ECONOMUS CLEANING LLC**
1406 14th Avenue, New York, NY 11228

**COMMUNITY DISTRICT:** 1 Brooklyn

**INDUSTRY:** Janitorial Services

**Services Provided:** Support for Zoom meeting and legal document assistance. NYC NOWC provided education on worker co-op policies.

**FASHION THAT WORKS**
102-7 St. Croix Street, Brooklyn, NY 11209

**COMMUNITY DISTRICT:** 1 Brooklyn

**INDUSTRY:** Janitorial Services

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**GROOVESSLN**
2405 Valentine Avenue, Bronx, NY 10457

**COMMUNITY DISTRICT:** 2 Bronx

**INDUSTRY:** Retail Trade

**Services Provided:** Support in connecting business and financial planning services. TakeRoot Justice provided legal service assistance to accomplish a worker co-op.
The Workers Justice Project assisted with financial opportunity.

**INDUSTRY**

**1 Brooklyn**

**COMMUNITY DISTRICT**

**365 Broadway, Brooklyn, NY 11211**

**INDUSTRY**

**4 Bronx**

**COMMUNITY DISTRICT**

**1426 Taylor Avenue, Bronx, NY 10460**

**MAINLAND MEDIA LLC**

**COMMUNITY DISTRICT**

**9 Bronx**

**123 William Street, New York, NY 10038**

**MOFYA**

**COMMUNITY DISTRICT**

**1 Manhattan**

**INDUSTRY**

**Beauty Salon**

**176 William Street, New York, NY 10003**

**COMMUNITY DISTRICT**

**New York NOWC provided support in networking and TWIY, ICA Group, and NY NOWC provided financial assistance and education.**

**MUNCH HOURS INC.**

**COMMUNITY DISTRICT**

**5 Queens**

**INDUSTRY**

**196 Stanton Avenue, New York, NY 10002**

**COMMUNITY DISTRICT**

**Industries**

**Janitorial Services**

**126 Ridgewood Avenue, Brooklyn, NY 11208**

**MUSIC COOP**

**COMMUNITY DISTRICT**

**240 5th Street, Building B-Suite, Brooklyn, NY 11215**

**INDUSTRY**

**New York NOWC provided education on worker-co-op policies, compliance, and financial models.**

**NYHA MEDIA**

**COMMUNITY DISTRICT**

**106 5th Avenue, 6th Floor, New York, NY 10011**

**INDUSTRY**

**Media and Publishing**

**TNT, 501 5th Avenue, New York, NY 10022**

**COMMUNITY DISTRICT**

**New York NOWC provided education on worker-co-op policies and compliance.**

**O/P**

**ONPOINT SECURITY NYC LLC**

**COMMUNITY DISTRICT**

**106 5th Avenue, 6th Floor, New York, NY 10011**

**INDUSTRY**

**Security Guards and Patrol Services**

**145 West 37th Street, 8th Floor, New York, NY 10018**

**COMMUNITY DISTRICT**

**New York NOWC assisted with tax preparation and website maintenance.**

**PAW PARTNERS**

**COMMUNITY DISTRICT**

**1426 Taylor Avenue, Bronx, NY 10460**

**INDUSTRY**

**Pet Care**

**Urban Upbound assisted with tax preparation and website maintenance.**

**PROGRESSIVE CLEANING SOLUTIONS LLC**

**COMMUNITY DISTRICT**

**530 W 36th Street, New York, NY 10018**

**INDUSTRY**

**Janitorial Services**

**NYC NOWC provided assistance with marketing.**

**Q/R**

**QUE HERB FARM**

**COMMUNITY DISTRICT**

**530 W 36th Street, New York, NY 10018**

**INDUSTRY**

**Urban Farming**

**NYC NOWC provided connections to the worker co-op network. Take root justice supported with legal services on contract review and mediation.**

**RADIANT CONSULTING COOPERATIVE**

**COMMUNITY DISTRICT**

**106 5th Avenue, 6th Floor, New York, NY 10011**

**INDUSTRY**

**Professional, Scientific, and Technical Services**

**NYC NOWC and DAVI assisted the co-op with resources.**

**SCORPION RECORDS LLC**

**COMMUNITY DISTRICT**

**750 Orinoco Avenue, Ridgewood, Queens, NY 11385**

**INDUSTRY**

**Retail Trade**

**Take root justice provided legal support in incorporation and contract documents.**

**SÉSÉ, BIRTHING FREEDOM LLC**

**COMMUNITY DISTRICT**

**301 5th Street, Bronx, NY 10467**

**INDUSTRY**

**Health, Care, and Social Assistance**

**GWC assisted with service development, business planning, and support to access funding.**

**SISTERS 3 TEA**

**COMMUNITY DISTRICT**

**750 Warm Springs Avenue, Brooklyn, NY 11208**

**INDUSTRY**

**Arts, Entertainment, and Recreation**

**NYC NOWC supported in connecting co-op to resources.**

**SKEDADDLE PEST MANAGEMENT**

**COMMUNITY DISTRICT**

**194 1st Avenue, Brooklyn, NY 11228**

**INDUSTRY**

**Exterminating and Pest Control Services**

**BCDI assisted with bookkeeping and business operations.**

**SOLAR UPTOWN NOW SERVICES LLC**

**COMMUNITY DISTRICT**

**154 5th Avenue, New York, NY 10035**

**INDUSTRY**

**Construction**

**NYC NOWC education on worker co-op fundamentals. TWIY assisted with financial management and planning along with GWC supported in financing assistance.**

**S**
SOZE PRODUCTIONS INC.  
50 Washington Street, Brooklyn, NY 11201

COMMUNITY DISTRICT: 2 Brooklyn
INDUSTRY: Motion Picture and Video Production

ICA Group supported with financial planning, conversion monitoring, and education. NYC NOWC provided assistance in connecting with the worker co-op network.

SUNLIGHT ECOSERVICES LLC  
37-63 81st Street, Jackson Heights, NY 11372

COMMUNITY DISTRICT: 3 Queens
INDUSTRY: Janitorial Services

Urban Upbound provided assistance with business operations, marketing, and business development.

THE DRIVER COOPERATIVE  
Queens

COMMUNITY DISTRICT: Queens
INDUSTRY: Transportation

NYC NOWC provided education on worker co-op policies, compliance, and resources.

TRIBE CO-CREATE  
54 East 151st Street, Bronx, NY 10454

COMMUNITY DISTRICT: 7 Bronx
INDUSTRY: Real Estate and Rental and Leasing

BOC Network provided free desk space at coworking space.

TRIBECA CLEANING LLC (BRIGHTLY)  
20 Columbus Street, Brooklyn, NY 11201

COMMUNITY DISTRICT: 3 Brooklyn
INDUSTRY: Janitorial Services

Center for Family Life supported with establishing business operations, governance, and service planning.

TRUSTY AMIGOS  
445 9th Street, Brooklyn, NY 11215

COMMUNITY DISTRICT: 7 Brooklyn
INDUSTRY: Pet Care

NYC NOWC provided education on resources available for worker co-ops.

UP & GO  
443 89th Street, Brooklyn, NY 11215

COMMUNITY DISTRICT: 7 Brooklyn
INDUSTRY: Cleaning, Platform Cooperatives

Center for Family Life supported with business operations, planning, and procedural development.

UPTOWN VILLAGE COOPERATIVE  
135 W. 188th Street, #27, New York, NY 10032

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

GWC assisted with operational and service development. BOC Network provide access to free coworking space. NYC NOWC provided connection to worker co-op resources.

VOKASHI INC.  
180 Classon Avenue, Brooklyn, NY 11218

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

TWW assisted with co-op education.

WE ARE EARTH  
201 Columbia Street, Brooklyn, NY 11231

COMMUNITY DISTRICT: 1 Brooklyn
INDUSTRY: Urban Farming

GWC provided support in business establishment and business model development.

WHITE PINE COMMUNITY FARM  
125 Lafayette Avenue, 3rd Floor, Bronx, NY 10464

COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Farming

BOC Network provided free desk space at coworking space.

WOKE FOODS LLC  
125 Lafayette Avenue, 3rd Floor, Bronx, NY 10464

COMMUNITY DISTRICT: 2 Bronx
INDUSTRY: Accommodation and Food Services

NYC NOWC provided education on financing. BOC Network provided free desk space at coworking space. BCDI supported with business planning and relocation assistance.

WORKERS TRANSPORT INC.  
1562 Fulton Street, Brooklyn, NY 11216

COMMUNITY DISTRICT: 3 Brooklyn
INDUSTRY: Transportation

ICA Group supported with financial management and business planning. NYC NOWC provided connection to worker co-op network and resources.

YAS FARM  
2878 Valentine Avenue, Bronx, NY 10458

COMMUNITY DISTRICT: 7 Bronx
INDUSTRY: Farming

GWC provided launch support through their co-op academy.
The NYC Council awarded $3.768 million to WCBDI in FY23 to support worker cooperatives and 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.
BRONX COOPERATIVE DEVELOPMENT INITIATIVE
2431 Morris Avenue
Bronx, NY 10468
bcdi.nyc

BUSINESS OUTREACH CENTER NETWORK
85 S. Oxford Street, 2nd Floor
Brooklyn, NY 11217
bocnet.org

CAMBA
1720 Church Avenue, 2nd Floor
Brooklyn, NY 11236
camba.org

CENTER FOR FAMILY LIFE
443 39th Street
Brooklyn, NY 11232
centerforfamilylife.org

DEMOCRACY AT WORK INSTITUTE
185 5th Avenue, 6th Floor
New York, NY 10003
institute.coop

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

THE ICA GROUP
244 Fifth Avenue, Suite C230
New York, NY 10001
icagroup.org

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

NYC NETWORK OF WORKER COOPERATIVES
P.O. Box 800028
Elmhurst, NY 11380
nycworker.coop

TAKEROOT JUSTICE
125 William Street, 16th Floor
New York, NY 10038
takerootjustice.org

URBAN UPBOUND (EAST RIVER DEVELOPMENT ALLIANCE)
4-25 Astoria Boulevard
Astoria, NY 11102
urbanupbound.org

WORKERS JUSTICE PROJECT (THIRD SECTOR NEW ENGLAND)
365 Broadway
Brooklyn, NY 11211
workersjustice.org

THE WORKING WORLD
116 Nassau Street, Suite 513
New York, NY 10002
theworkingworld.org