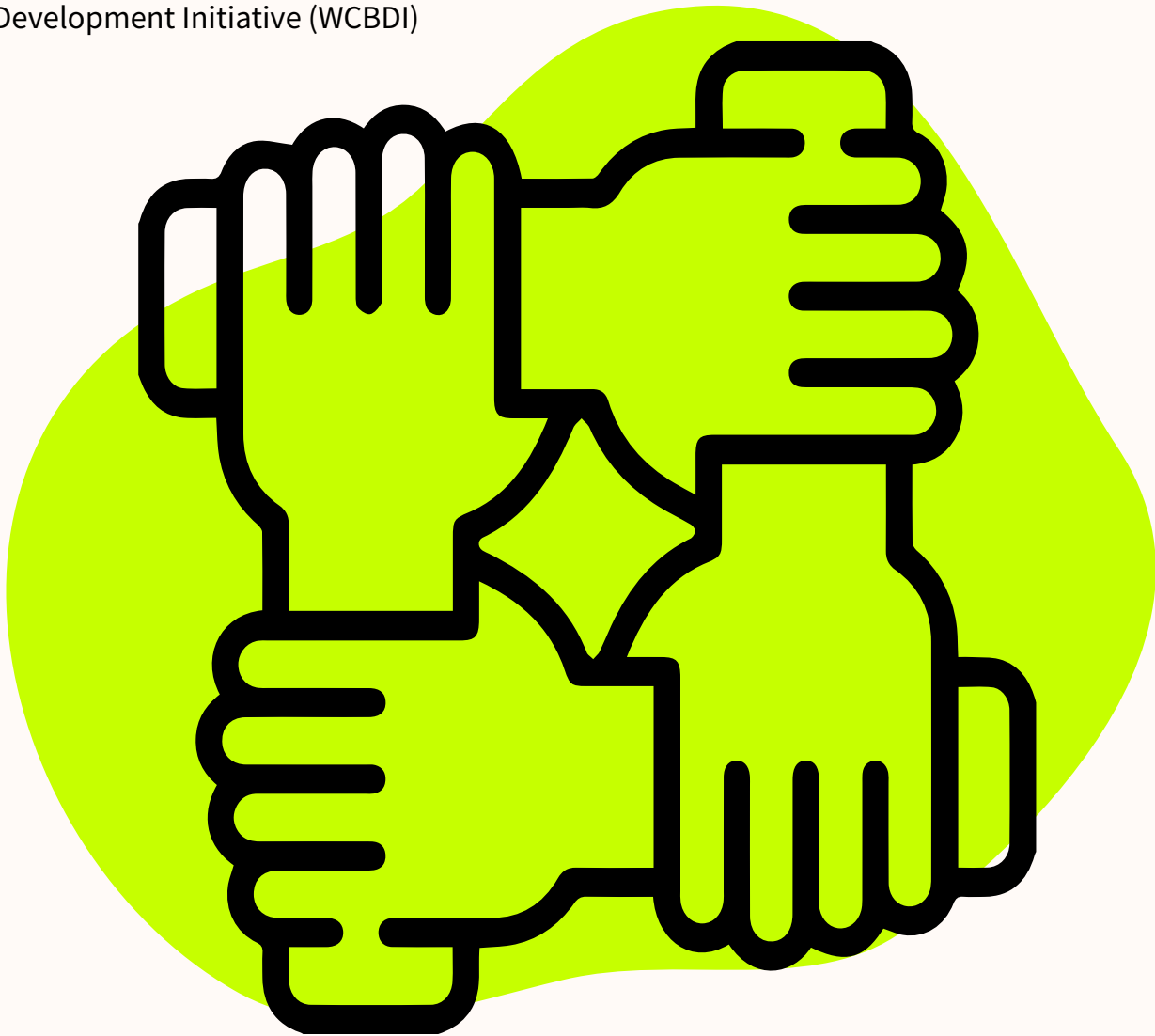


# WORKING TOGETHER

FY'23

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



**NYC**

Eric Adams  
Mayor

Small Business  
Services

Mayor's Office of  
Contract Services

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# 1

## INTRODUCTORY LETTERS



**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 10<sup>th</sup> 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*  
for Housing, Economic Development,  
and Workforce



**Dear New Yorkers,**

Small businesses are at the cornerstone of New York City's recovery — fueling job creation, neighborhood vitality, and our city's dynamic culture. Thanks to their passion, resiliency, and ingenuity, our city set a historic record this year with the most jobs ever: 4.7 million. New York City is back!

At the Department of Small Business Services (SBS), this year also marks the 10<sup>th</sup> anniversary of the Worker Cooperative Business Development Initiative which supports the development and growth of businesses where workers have a direct role in all business decisions, fostering a model of democratic innovation that has driven our economic comeback.

The following report outlines the impact SBS and our strong network of partners made in Fiscal Year 2023, the ninth year of the program. This includes nearly doubling the number of worker cooperatives formally launched or advanced in their development to 34 from 18 through tailored one-on-one services, education, and incubation.

Notably, many new worker cooperatives are led by women, immigrants, and people of color, including NYC's first-ever worker cooperative African language services provider and our city's first-ever worker cooperative cocktail bar.

Together with our partners, SBS will continue to support the worker cooperatives empowering New Yorkers to build a more equitable and resilient city.

Sincerely,

**KEVIN D. KIM**

*Commissioner*  
NYC Department of Small Business Services

# 2

## THE WORKER COOPERATIVE BUSINESS DEVELOPMENT INITIATIVE (WCBDI)

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

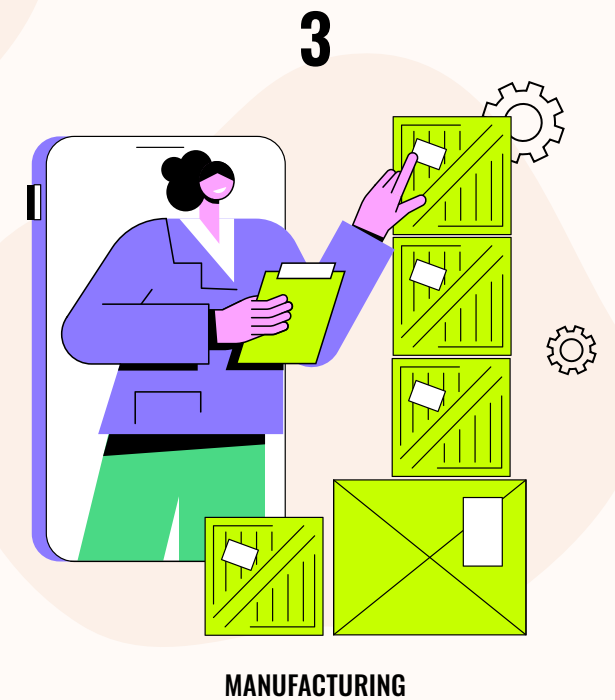
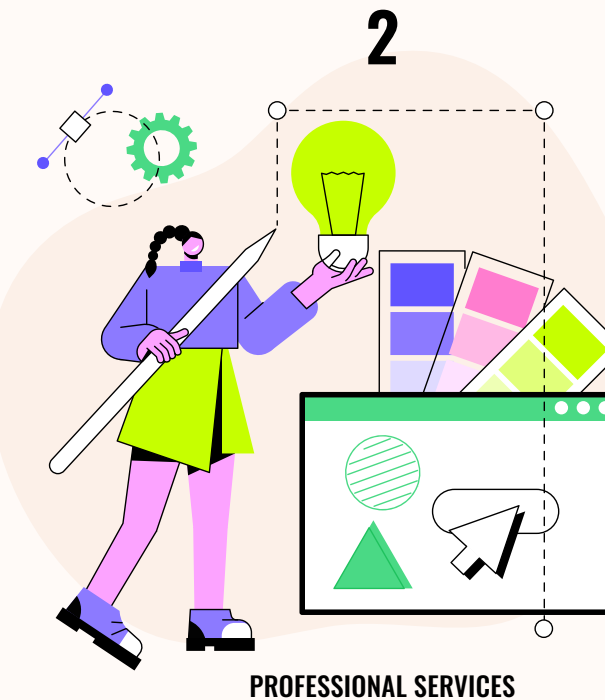
**Worker cooperatives** — businesses that are owned and controlled by their workers — are an effective tool to achieve this mission, particularly for people who lack access to traditional business ownership. They give New Yorkers the opportunity to co-own a business, creating sustainable and dignified jobs while developing community wealth, 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.

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 2023 (FY23) marks the ninth year of the initiative. From the beginning, the WCBDI partners have supported the launch and development of worker cooperatives. 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 city agencies. SBS also continued discussions with WCBDI partners to identify barriers and possible solutions to increase public contracting for worker cooperatives.

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

## Top three industries of NYC's worker cooperatives:



## FY23 ACCOMPLISHMENTS

# MEASURING OUR SUCCESS

The cumulative outcomes listed here were reported by 12 WCBDI partners and summarize the activities conducted in the initiative's ninth year.<sup>1</sup> WCBDI partners received a total of \$3.768 million in FY2023.

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



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 and organizational viability of each worker cooperative.

In FY23, WCBDI partners helped 18 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 16 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.

<sup>1</sup> 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 SBS so details about its work are not included in this report.



**98**  
TOTAL HIRES

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

This metric represents the total number of jobs created by WCBDI-supported cooperatives in FY23 and reflects employment of worker-members and non-member workers.



**1684**  
ONE-ON-ONE SERVICES PROVIDED TO

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

**62**  
BUSINESSES AND/OR COMMUNITY-BASED ORGANIZATIONS

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.



**2711**  
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 FY23.

# 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 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 in Sunset Park 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 cooperative business development, family counseling, 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.

### TAKEROT 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.





# 3

## WORKER COOPERATIVES CREATED

WCBDI creates worker cooperatives through academies, incubation, and conversion. This section of the report highlights some success stories about worker cooperatives that were created in FY23. Worker cooperatives in the pipeline in this fiscal year are expected to formally launch in the following fiscal year (FY24).



### AFRILINGUAL

**LAUNCH METHOD** | Incubation

**ASSISTING WCBDI PARTNER** | TakeRoot Justice

**BOROUGH** | Manhattan

AfriLingual LLC launched on August 31, 2023, as the first African language services worker-owned cooperative that provides language support through interpretation, translation, and language instruction to empower African communities in need.

TakeRoot Justice was connected with AfriLingual LLC through African Communities Together, their partner organization that works with other teams at TakeRoot.

They supported a group of 10 interpreters and translators in creating a language services cooperative. TakeRoot supported the co-op through entity options counseling, incorporation, drafting and adopting a governance document, and obtaining an EIN.

### UNITED COMMUNITY CONSULTING LLC

**LAUNCH METHOD** | Incubation

**ASSISTING WCBDI PARTNER** | Center for Family Life (CFL)

**BOROUGH** | Brooklyn

United Community Consulting LLC (UCC) is an immigrant worker-owned cooperative business recently incubated by the Center for Family Life (CFL) in Brooklyn. The group specializes in community outreach initiatives that engage community members within the neighborhoods of New York City. They proved to be an essential partner to CFL in the rollout of the Promise NYC initiative launched by the NYC Administration for Children's Services (ACS). Through this initiative, the group engaged more than 300 families with undocumented children who could qualify for the daycare vouchers that the City offered to families throughout Brooklyn. UCC was the key to the success of the initiative, serving as trusted and credible messengers to inform and engage the immigrant community.

Since then, they have provided consultations to other not-for-profit organizations, including hospital systems and human services providers who seek to engage local communities in their programs. UCC has also co-lead the Community Study Circles



*We are committed to serve others in need because we understand firsthand the challenges our community faces day-by-day."*

**ZENAYDA BONILLA**  
United Community Consulting LLC

program, with CFL as a project partner. This project, funded by the Prevent Child Abuse America Foundation with support from the Annie E. Casey Foundation, provides groups of neighborhood residents with a guided curriculum to explore community needs and to engage in data driven advocacy with elected officials and City agencies. UCC co-created the curriculum for this initiative and has led the presentations to elected officials, other advocates, and government agencies.

UCC members were honored to receive a citation by NYC Council Member Alexa Aviles in celebration of Women's History Month and in recognition of their extraordinary dedication and service to the community.



# 4

## 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 98 new workers in FY23. This section of the report highlights a success story about a cooperative that was able to grow in FY23.



### ▲ UP & GO

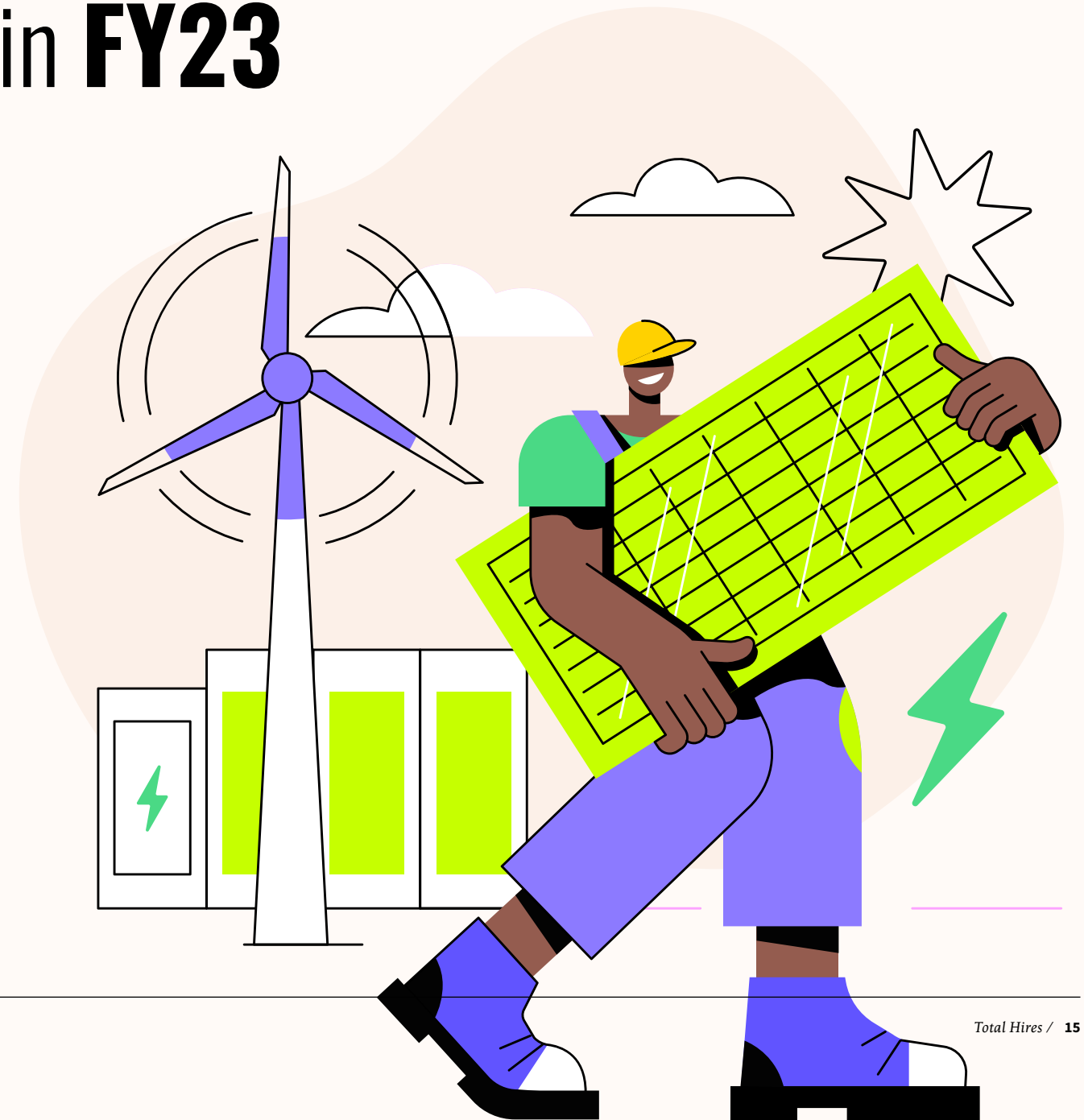
ASSISTING WCBDI PARTNER | Center for Family Life (CFL)

BOROUGH | Brooklyn

Up & Go is an online booking and payment platform for worker-owned cleaning cooperatives. The platform is owned and run by six cooperatives that received technical assistance from Center for Family Life (CFL).

In Spring 2023, four of the cooperatives from Up & Go held a joint open house to recruit new members. They began a candidacy period of initial training from partners including CFL. Following the training period, the cohort of new worker-owners (15 in total) signed their respective cooperatives' operating agreements, and began working and accepting jobs through Up & Go. This was the first time that multiple Up & Go cooperatives collaborated to collectively recruit new members, and proved to be a successful strategy for growth across the cooperatives.

# WCBDI helped cooperatives hire **98** new workers in **FY23**







# 5

## ONE-ON-ONE SERVICES PROVIDED

WCBDI provides specialized one-on-one services to business entities and community-based organizations to strengthen the city’s worker cooperative ecosystem. These one-on-one services focus on worker cooperative development. Technical assistance is critical to the success of new and established cooperatives, helping mitigate risk for cooperative worker-members and the institutions that invest in them. In FY23, WCBDI provided 1684 one-on-one services to 62 unique entities.

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



### BIO-CLASSIC CLEANING

**ASSISTING WCBDI PARTNER** | Bronx Cooperative Development Initiative (BCDI)

**BOROUGH** | Bronx

Bio-Classic Cleaning is a worker-owned cleaning service, but they faced challenges with administrative tasks and marketing.

Bronx Cooperative Development Initiative (BCDI) helped Bio-Classic Cleaning address these challenges by helping them secure an annual cleaning contract this year worth more than \$100,000. BCDI also went through the administrative and marketing process step by step with them, which allowed them to obtain hands-on experience on what it takes to successfully secure, service, and see through an annual contract that provides financial stability to the cooperative and its members.



*Being a worker-owner in Bio-Classic Cleaning has changed my life because it allows me to determine my work schedule. This, in turn, allows me to take on my family responsibilities, from taking my kids to school to picking them up. If I were an employee at a company, I would have to work 9 a.m. - 5 p.m., which wouldn't allow me to handle my family responsibilities as a mother. This is important because I get to spend time with my kids."*

**BEATRIZ ALVARADO**  
Worker-Owner | Bio-Classic Cleaning

### ◀ DONNA COCKTAIL CLUB

**ASSISTING WCBDI PARTNER** | The Working World (TWW)

**BOROUGH** | Manhattan

Donna Cocktail Club was a bar and neighborhood institution in Williamsburg, Brooklyn. When they lost their lease and were forced to close in 2020 due to the pandemic, owner Lief Huckman contacted The Working World (TWW) with a radical idea — to reopen Donna as a worker-owned cooperative. During FY22, TWW provided technical assistance to Donna’s employees as they formed a cooperative, took ownership of the company, and ran several successful pop-ups.

In FY23, TWW continued to support the Donna Cocktail Club with strategic planning services and financial assistance in the form of a non-extractive loan, which allowed the cooperative to secure and remodel a new brick-and-mortar location in the West Village. In May 2023, Donna Cocktail Club relaunched as NYC’s first worker cooperative cocktail bar, and has been featured in *Time Out*, *Thrillist*, *Eater*, and the *New York Times* as one of the most anticipated bar openings of the year.







# 6

## 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.



### AFRILINGUAL

**ASSISTING WCBDI PARTNERS** | The ICA Group (ICA), CAMBA, Center for Family Life (CFL), TakeRoot Justice, The Working World (TWW)  
**BOROUGH** | Manhattan

AfriLingual is NYC's first African Language Services worker co-op that provides interpretation and translation services in many African languages, including French and Arabic. The co-op faced many challenges due to the lack of funding, but thanks to WCBDI's grant and the NYC Council language access grant, WCBDI partners were able to offer many trainings and workshops to equip the co-op members with skills that helped them successfully run their business.



*We started AfriLingual with the mission of achieving language justice for our African communities. We envision a world where language unites us all. A world where differences are celebrated and where the harmony of diverse voices will resonate strongly and clearly."*

**BETY FAYE**  
Worker-owner | AfriLingual



OSHA SOLUTIONS

In addition to providing educational and training services to worker cooperatives, some of our organizations provided similar services to newly arrived migrants.

### OSHA SOLUTIONS

**ASSISTING WCBDI PARTNERS** | Urban Upbound (UU)  
**BOROUGH** | Queens

OSHA Solutions, incubated and subcontracted by Urban Upbound (UU), stands as a remarkable success story within the NYC cooperative movement. Through their joint efforts, which encompass logistics management, hosting in-person classes, and the distribution of OSHA cards, they have successfully made critical health and safety training accessible to newcomers in the city, directly addressing the urgent needs of migrants during the ongoing crisis. The transition to in-person classes acknowledges

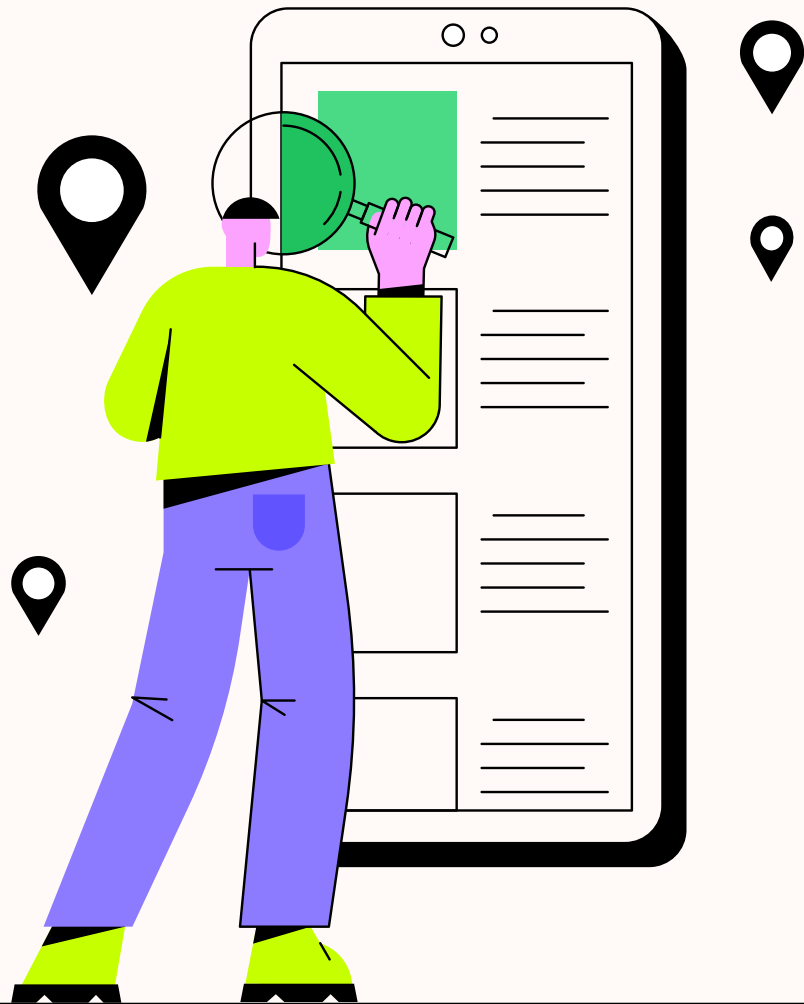
the resource limitations faced by New York's migrant workers, simplifying their access to essential training.

The unwavering dedication of UU staff, who generously contribute their weekends to ensure the seamless operation of OSHA Solutions, managing all administrative tasks from collecting and printing to handling sign-in sheets, IDs, and card registration within the NYC Department of Buildings (DOB) system, remains integral to this achievement. While these services may not align neatly with standard metrics such as technical assistance or education, they prove indispensable in providing migrant workers with a foothold in the workforce, epitomizing the cooperative spirit in our commitment to empower under-resourced communities and foster upward mobility.

# WORKER COOPERATIVES ASSISTED BY WCBDI

In FY23, WCBDI helped 64 worker cooperatives and business entities and/or CBOs that applied for services.

Below is the business information of the worker cooperatives served in FY23 and the services they received, as reported by WCBDI partners. The following is not an exhaustive list of worker cooperatives in New York City.



## #

### ¡HIGH MI MADRE! LLC

P.O. Box 800028, Elmhurst, NY 11380-0028

**COMMUNITY DISTRICT**

6 Queens

**INDUSTRY**

Professional, Scientific, and Technical Services

ICA Group assisted the cooperative with applying for a license in the cannabis industry. The cooperative also attended an educational event hosted by NYC NOWC on financial literacy.

## A

### A BOOKKEEPING COOPERATIVE

540 President Street, Brooklyn, NY 11215

**COMMUNITY DISTRICT**

6 Brooklyn

**INDUSTRY**

Professional, Scientific, and Technical Services

NYC NOWC assisted with developing a curriculum for the cooperatives' finance cohort series. NYC NOWC also supported in processing invoices for cooperatives that were soliciting their services.

### A WHOLEHEARTED BOOKKEEPING LLC

759 42nd Street, Brooklyn, NY 11232

**COMMUNITY DISTRICT**

17 Brooklyn

**INDUSTRY**

Professional, Scientific, and Technical Services

NYC NOWC assisted with developing a curriculum for the cooperatives' finance cohort series. NYC NOWC also provided the cooperative with assistance on member benefits.

### A.C.T.O. FOR SAFETY LLC DBA OSHA SOLUTIONS

4119 48th Street, Sunnyside, NY 11104

**COMMUNITY DISTRICT**

2 Queens

**INDUSTRY**

Healthcare and Social Assistance

Urban Upbound provided translation, technology, and operations services and educated on financing and grant options.

### ACP SHARED SERVICES CORPORATION

75-01 31st Avenue, East Elmhurst, NY 11269

**COMMUNITY DISTRICT**

3 Queens

**INDUSTRY**

Educational Services

TWW provided support with market research, organizational management, and conversion assistance.

### ACTION OSH LLC

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

**COMMUNITY DISTRICT**

3 Queens

**INDUSTRY**

Administrative and Support and Waste Management and Remediation Services

NYC NOWC supported with financing education, event planning, and training worker owners. BOC Network supported with PPP loan forgiveness.

### AFRILINGUAL LLC

127 W. 127th Street, NY 10027

**COMMUNITY DISTRICT**

10 Manhattan

**INDUSTRY**

Professional, Scientific, and Technical Services

ICA Group assisted AfriLingual with creating and starting their worker co-op. CAMBA provided technological assistance and helped with creating their logo.

### ALGARABIA LANGUAGE TEACHING COOPERATIVE

34 Hillside Avenue, New York, NY 10040

**COMMUNITY DISTRICT**

12 Manhattan

**INDUSTRY**

Educational Services

NYC NOWC hosted a session that allowed members to do a review of what was learned in past sessions with A Bookkeeping Cooperative (ABC). There was also a presentation lead by Brightly East Harlem regarding peer-to-peer assistance.

### ALIANZA CUSP

(COOPERATIVES UNITED FOR SUNSET PARK)

204 25th Street, Brooklyn, NY 11232

**COMMUNITY DISTRICT**

7 Brooklyn

**INDUSTRY**

Social Advocacy Organization

CFL provided technical support for business operations, tax preparation, and governance.

### APPLE ECO CLEANING

42-72 80th Street, Elmhurst, NY 11373

**COMMUNITY DISTRICT**

4 Queens

**INDUSTRY**

Janitorial Services

NYC NOWC provided support with worker co-op resources and education. TakeRoot Justice provided legal support on contracting.

### AZUCENA LEARN AND GROW

45 Wadsworth Avenue, New York, NY 10033

**COMMUNITY DISTRICT**

12 Manhattan

**INDUSTRY**

Childcare Services

NYC NOWC and TakeRoot Justice hosted a joint event to educate worker owners on the function of internal processes and financial transparency. DAWI also provided technical assistance on website design.

## B

### BEYOND CARE CHILD CARE COOPERATIVE

443 39th Street, Brooklyn, NY 11232

**COMMUNITY DISTRICT**

7 Brooklyn

**INDUSTRY**

Childcare Services

NYC NOWC provided business education. TakeRoot Justice provided legal and governance support. Beyond Care also attended a two day conference hosted by DAWI with courses on a wide variety of topics relevant to creating and running worker co-op businesses.

### BIG DUCK STUDIO INC.

20 Jay Street, Brooklyn, NY 11201

**COMMUNITY DISTRICT**

2 Brooklyn

**INDUSTRY**

Professional, Scientific, and Technical Services

ICA Group provided ongoing conversion support, including governance, business, and financial planning. NYC NOWC provided connection to the wider worker co-op community. DAWI provided a presentation on tax guidance for LLC cooperatives.

### BIO CLASSIC CLEANING

2431 Morris Avenue, Bronx, NY 10468

**COMMUNITY DISTRICT**

4 Bronx

**INDUSTRY**

Administrative and Support and Waste Management and Remediation Services

WCBDI supported with procurement assistance. NYC NOWC provided education and networking. BCDI assisted with business planning, proposal drafting, bid review, and bookkeeping. The cooperative also attended a two-day conference hosted by DAWI with courses on a wide variety of topics relevant to creating and running worker co-op businesses.

### BITS AND BITES LLC

1231 Lafayette Avenue, Bronx, NY 10473

**COMMUNITY DISTRICT**

2 Bronx

**INDUSTRY**

Professional, Scientific, and Technical Services

BOC Network provided access to coworking space.



## BKLN CLEAN LLC

345 43rd Street, Brooklyn, NY 11232

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Administrative and Support and Waste Management and Remediation Services

TWW provided technical support for business planning and market research. NYC NOWC provided education on worker co-op policies.

## BLUESTOCKINGS BOOKSTORE

116 Suffolk Street, New York, NY 10002

### COMMUNITY DISTRICT

3 Manhattan

### INDUSTRY

Retail Trade

ICA Group introduced the cooperative to Solidarity Econ and services from cooperators and NYC CEC. TakeRoot Justice provided an overview of the process of adding new members under an operating agreement.

## BOOT BOYZ BIZ

2060 Gates Avenue, Ridgewood, NY 11385

### COMMUNITY DISTRICT

5 Queens

### INDUSTRY

Retail Trade

ICA Group supported in converting a business and ongoing support after conversion.

## BOYFRIEND CO-OP

Start-up — no address till 2024.

### COMMUNITY DISTRICT

### INDUSTRY

Accommodation and Food Services

TWW assisted the cooperative on planning out loan conditions and potential disbursements. Boyfriend Co-op also participated in multi-session training series hosted by NYC NOWC and DAWI on a variety of skills for worker owners. Course topics included business finances, conflict resolution, and worker health benefits administration.

## BREADFRUIT

18 East 199th Street, Bronx, NY 10468

### COMMUNITY DISTRICT

7 Bronx

### INDUSTRY

Manufacturing

NYC NOWC provided business education. Takeroot Justice provided legal and governance support.

## BRIGHTLY®

(CARROLL GARDENS)

201 Columbia Street, Brooklyn, NY 11231

### COMMUNITY DISTRICT

6 Brooklyn

### INDUSTRY

Janitorial Services

CFL provided technical support on business operations. NYC NOWC supported with financing education. Takeroot Justice provided organizational support.

## BRIGHTLY EAST®

(HARLEM CLEANING)

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

### COMMUNITY DISTRICT

11 Manhattan

### INDUSTRY

Janitorial Services

NYC NOWC provided education on financing and financial management. CFL provided technical support with business operations and financial management.

## BRIGHTLY EAST®

(RICHMOND)

774 Port Richmond Avenue, Staten Island, NY 10302

### COMMUNITY DISTRICT

1 Staten Island

### INDUSTRY

Janitorial Services

CFL provided technical assistance on business operations and financial management. The business requested legal support and NYC NOWC made a referral to Brooklyn A.

## BRIGHTLY®

(TRIBECA)

201 Columbia Street, Brooklyn, NY 11231

### COMMUNITY DISTRICT

6 Brooklyn

### INDUSTRY

Janitorial Services

CFL supported with establishing business operations, governance, and service planning.

## BRIGHTLY®

(WASHINGTON HEIGHTS)

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

### COMMUNITY DISTRICT

11 Manhattan

### INDUSTRY

Janitorial Services

NYC NOWC provided educational services on financing and financial management. CFL supported with training worker members and technical business operations services.

## BROOKLYN PACKERS

360 Throop Avenue, Brooklyn, NY 11221

### COMMUNITY DISTRICT

3 Brooklyn

### INDUSTRY

Accommodation and Food Services

TWW supported with bookkeeping and financial management services. TakeRoot Justice provided legal services for contracting.

## BROOKLYN STONE & TILE

63 Flushing Avenue Unit 283, Brooklyn, NY 112

### COMMUNITY DISTRICT

2 Brooklyn

### INDUSTRY

Manufacturing

TWW provided education and technical support in business operations and planning. BOC Network supported with PPP loan forgiveness.

# D/E

## DONNA LLC

27 Broadway, Brooklyn, NY 11249

### COMMUNITY DISTRICT

1 Brooklyn

### INDUSTRY

Accommodation and Food Services

TWW provided support with business and growth planning.

## ECOMUNDO CLEANING LLC

612 W. 182nd Street, New York, NY 10033

### COMMUNITY DISTRICT

12 Manhattan

### INDUSTRY

Drycleaning and Laundry Services

NYC NOWC provided education on worker co-op policies and procedures. The cooperative also attended an event hosted by DAWI for the development process of startups. CAMBA also assisted with designing a flyer and website, research, and digital marketing content.

## EN-CAMINO MEDIA LLC

39-10 103rd Street, Corona, NY 11368

### COMMUNITY DISTRICT

4 Queens

### INDUSTRY

Arts, Entertainment, and Recreation

NYC NOWC supported through education on grants.

# G

## GOLDEN STEPS ELDER CARE COOPERATIVE

204 25th Street, Brooklyn, NY 11232

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Healthcare and Social Assistance

NYC NOWC supported with worker co-op resources, connections to legal support, and governance.

## GOOD TIMES

599 Quincy Street, Brooklyn, NY 11221

### COMMUNITY DISTRICT

3 Brooklyn

### INDUSTRY

Retail Trade

TWW provided business consultation services to help them refine their value proposition and explore a pivot into a new product and service line. This work included thinking through a pivot plan, creating an updated operational model and staffing plan, and assessing resources needed.

# H/M

## HAPPY FAMILY NIGHT MARKET

86 Wyckoff Avenue, P.O. Box 370304, Brooklyn, NY 11237

### COMMUNITY DISTRICT

4 Brooklyn

### INDUSTRY

Arts, Entertainment, and Recreation

Attended an event hosted by NYC NOWC to receive legal support and education on worker co-ops.

## HOPEWELL CARE

201 Columbia Street, Brooklyn, NY 11231

### COMMUNITY DISTRICT

6 Brooklyn

### INDUSTRY

Educational Services

Hopewell Care attended an educational event hosted by NYC NOWC to learn about the Unincorporated Business Tax.

## MAHARLIKA CLEANING COOPERATIVE LLC

43-10 53rd Street, Woodside, NY 11327

### COMMUNITY DISTRICT

2 Queens

### INDUSTRY

Janitorial Services

Attended 10 sessions of the Ascend NYC program. BOC Network provided organizational and technical support while the cooperative went through the program.

## MANOS ARTESANALES CORP

365 Broadway, Brooklyn, NY 11211

### COMMUNITY DISTRICT

1 Brooklyn

### INDUSTRY

Arts, Entertainment, and Recreation

Manos Artesanales attended educational events hosted by Workers Justice Project on financial literacy, how to start and market their business.

## MEERKAT MEDIA COLLECTIVE

140 58th Street, Building B-Suite 7G, Brooklyn, NY 11220

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Motion Picture and Video Production

NYC NOWC and DAWI provided connections to the worker co-op network.

# N/O

## NORTHERN MANHATTAN NANNY LLC DBA NANNYBEE

45 Wadsworth Avenue, New York, NY 10033

### COMMUNITY DISTRICT

12 Manhattan

### INDUSTRY

Personal Services

NYC NOWC supported in the connection to the worker co-op network and Emergency Rental Assistance program. TakeRoot Justice provided legal assistance. Urban Upbound provided education on business technology operations.

## ON POINT SECURITY NYC LLC

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

### COMMUNITY DISTRICT

1 Queens

### INDUSTRY

Administrative and Support and Waste Management and Remediation Services

Urban Upbound provided multiple services to support operations, including governance, HR, technology, and business operations. TakeRoot Justice provided advice on how to expel or have members withdraw based on latest version of operating agreement.

## OURTURNATIVES LLC

1629 Walton Avenue, Bronx, NY 10452

### COMMUNITY DISTRICT

4 Bronx

### INDUSTRY

Manufacturing

Ournturnatives attended a series of five workshops presented by BOC Network on the topic of building and promoting a website. Ournturnatives also met with NYC NOWC to sort out the finer logistical points regarding the collaboration between the co-op and Algarabia Language Coop.

# P

## PA'LANTE FORWARD GREEN CLEANING LLC

72-24 Broadway, Jackson Heights, NY 11372

### COMMUNITY DISTRICT

3 Queens

### INDUSTRY

Janitorial Services

Urban Upbound supported with financial management, NYC NOWC provided education and assistance on financing. TakeRoot Justice Advocate reviewed client's insurance policy to provide options. DAWI provided a course on worker co-op advocacy efforts.

## PALANTE TECHNOLOGY COOPERATIVE INC.

217 31st Street, Brooklyn, NY 11232

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Professional, Scientific, and Technical Services

DAWI provided support on HR compliance and procedures.



## PARTNER AND PARTNERS

134 West 26th Street, #740, New York, NY 10001

### COMMUNITY DISTRICT

4 Manhattan

### INDUSTRY

Graphic Design Services

ICA Group provided support on business growth planning.

## PROGRESSIVE CLEANING SOLUTIONS LLC

545 West 158th Street, New York, NY 10032

### COMMUNITY DISTRICT

12 Manhattan

### INDUSTRY

Janitorial Services

NYC NOWC provided assistance with marketing.

# R

## RADIATE BROOKLYN

443 39th Street, Brooklyn, NY 11232

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Other Services (except Public Administration)

CFL assisted United Community with courses to help develop their co-op and worked in preparing their business model.

## RADIATE CONSULTING COOPERATIVE

115 5th Avenue, Floor 6, New York, NY 10011

### COMMUNITY DISTRICT

5 Manhattan

### INDUSTRY

Professional, Scientific, and Technical Services

NYC NOWC and DAWI assisted the co-op with governance, financial management, and HR.

## PRACTICAL PEST MANAGEMENT

84-55 Daniels Street, Suite 1L, Briarwood, NY 11435

### COMMUNITY DISTRICT

8 Queens

### INDUSTRY

Professional, Scientific, and Technical Services

TWW provided business consultation services to develop business and financial models and a business development timeline. Additionally, TWW supported the business in forming an LLC and securing an EIN number.

## RESEARCH | ACTION

40 Ocean Parkway, Suite 5G, Brooklyn, NY 11218

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Professional, Scientific, and Technical Services

Reached out to NYC NOWC to learn more about its role in building the worker co-op ecosystem and the broader solidarity economy.

## RESTED ROOT

1854 Amsterdam Avenue, New York, NY 10031

### COMMUNITY DISTRICT

9 Manhattan

### INDUSTRY

Construction

Rested Roots participated in GWC's business training program. They received one-on-one coaching, pro bono legal assistance, support for financial projections & analysis, and ongoing business support after the program was completed. They also received assistance from NYC NOWC and TakeRoot Justice.

## ROCA MIA CONSTRUCTION INC.

2304 Cornaga Avenue, Far Rockaway, NY 11691

### COMMUNITY DISTRICT

14 Queens

### INDUSTRY

Construction

BOC Network assisted in accessing and managing a PPP loan.

# S

## SAMAMKAYA YOGA BACK CARE & SCOLIOSIS COLLECTIVE

698 10th Avenue, New York, NY 10019

### COMMUNITY DISTRICT

4 Manhattan

### INDUSTRY

Health Care and Social Assistance

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

## SCORPION PORTER SERVICES LLC

330 Wythe Avenue, Brooklyn, NY 11249

### COMMUNITY DISTRICT

1 Brooklyn

### INDUSTRY

Administrative and Support and Waste Management and Remediation Services

Scorpion Porter Services LLC reached out to NYC NOWC for technical support around setting up their bylaws, reviewing a financial projects document, and setting up a bank account. TakeRoot Justice also provided legal assistance, and BOC Network provided organizational support.

## SOLAR UPTOWN NOW SERVICES LLC

1854 Amsterdam Avenue, New York, NY 10031

### COMMUNITY DISTRICT

9 Manhattan

### INDUSTRY

Construction

NYC NOWC provided education on worker co-op fundamentals. GWC supported in financing assistance. TakeRoot Justice also provided legal support.

## SUNLIGHT ECOSERVICES LLC

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

### COMMUNITY DISTRICT

3 Queens

### INDUSTRY

Janitorial Services

NYC NOWC assisted with business planning and website development. Urban Upbound provided assistance with business operations, marketing, and business development.

## SUNSET SCHOLARS LLC

443 39th Street, Brooklyn, NY 11232

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Educational Services

NYC NOWC offered business support, connected the cooperative to GWC's co-op academy, and referred them to TakeRoot Justice for legal support.

# T

## THE DRIVERS COOPERATIVE INC.

31-00 47th Avenue, Long Island City, NY 11101

### COMMUNITY DISTRICT

2 Queens

### INDUSTRY

Transportation

NYC NOWC provided education on worker co-op policies, compliance, and resources. TWW helped review project assumptions and contracts.

## TRIBE CO-CREATE COOPERATIVE

349 East 138th Street, Bronx, NY 10454

### COMMUNITY DISTRICT

1 Bronx

### INDUSTRY

Real Estate and Rental and Leasing

BOC Network provided free desk space at a coworking space.

# U

## UP & GO

443 39th Street, Brooklyn, NY 11232

### COMMUNITY DISTRICT

7 Brooklyn

### INDUSTRY

Cleaning, Platform Cooperatives

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

## URBAN WEEDS LLC

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

### COMMUNITY DISTRICT

1 Queens

### INDUSTRY

Marijuana Dispensary

Urban Upbound assisted Urban Weeds with applying for an EIN, filing LLC articles of organization, drafting an operating agreement, discussing labor peace agreements with a union, and conducted site visits for delivery locations as well as providing assistance with creating an email.

# W

## WOKE FOODS LLC

1231 Lafayette Avenue 2nd Floor, Bronx, NY 10474

### COMMUNITY DISTRICT

2 Bronx

### INDUSTRY

Accommodation and Food Services

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

## WORKERS TRANSPORT INC.

1360 Fulton Street, Brooklyn, NY 11216

### COMMUNITY DISTRICT

3 Brooklyn

### INDUSTRY

Transportation and Warehousing

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

## LOOKING FORWARD

FY24 marks the 10-year anniversary of the WCBDI program. Over the last decade, the WCBDI program has continued to grow the network of worker cooperatives in the city. As a result, New York City has the most worker cooperatives than any other major city in the US. To celebrate the 10-year anniversary of the program, SBS plans to raise awareness of the impact of the program through different workshops and events in collaboration with all the partners in the program. Additionally, the NYC Council awarded \$3.768 million to WCBDI in FY24 to support worker cooperatives and invest in worker ownership. This funding supports 13 partner organizations and provides centralized program management through SBS.



# CONTACT INFORMATION

## BRONX COOPERATIVE DEVELOPMENT INITIATIVE

2431 Morris Avenue  
Bronx, NY 10468

▶ [bcdi.nyc](http://bcdi.nyc)

## BUSINESS OUTREACH CENTER NETWORK

85 S. Oxford Street  
2nd Floor  
Brooklyn, NY 11217

▶ [bocnet.org](http://bocnet.org)

## CAMBA

1720 Church Avenue  
2nd Floor  
Brooklyn, NY 11226

▶ [camba.org](http://camba.org)

## CENTER FOR FAMILY LIFE IN SUNSET PARK, INC.

443 39th Street  
Brooklyn, NY 11232

▶ [centerforfamilylife.org](http://centerforfamilylife.org)

## DEMOCRACY AT WORK INSTITUTE

115 5th Avenue  
6th Floor  
New York, NY 10003

▶ [institute.coop](http://institute.coop)

## GREEN WORKER COOPERATIVES

1231 Lafayette Avenue  
2nd Floor  
Bronx, NY 10474

▶ [greenworker.coop](http://greenworker.coop)

## THE ICA GROUP

244 Fifth Avenue  
Suite C230  
New York, NY 10001

▶ [icagroup.org](http://icagroup.org)

## MAIN STREET LEGAL SERVICES

2 Court Square  
Long Island City, NY 11101

▶ [law.cuny.edu/academics/clinics/ced](http://law.cuny.edu/academics/clinics/ced)

## NYC NETWORK OF WORKER COOPERATIVES

P.O. Box 800028  
Elmhurst, NY 11380

▶ [nycworker.coop](http://nycworker.coop)

## TAKEROOT JUSTICE

123 William Street  
16th Floor  
New York, NY 10038

▶ [takerootjustice.org](http://takerootjustice.org)

## URBAN UPBOUND

(EAST RIVER DEVELOPMENT ALLIANCE)

4-25 Astoria Boulevard  
Astoria, NY 11102

▶ [urbanupbound.org](http://urbanupbound.org)

## WORKERS JUSTICE PROJECT

(THIRD SECTOR NEW ENGLAND)

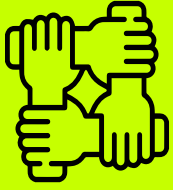
365 Broadway  
Brooklyn, NY 11211

▶ [workersjustice.org](http://workersjustice.org)

## THE WORKING WORLD

155 Water Street  
3rd Floor (Suite 9)  
Brooklyn, NY 11201

▶ [theworkingworld.org](http://theworkingworld.org)



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**KEVIN D. KIM**

*Commissioner*

**NYC Department of  
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New York, NY 10006

**[nyc.gov/sbs](http://nyc.gov/sbs)**

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*Chief Procurement  
Officer & Director*

**Mayor's Office of  
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