



DEMOCRACY AT WORK



U.S. Directory of Worker Cooperatives &
Guide to Democratic Business Resources



2015 Edition





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& Guide to Democratic Business Resources

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EDITED BY

Amy Johnson, Co-Executive Director, US Federation of Worker Cooperatives
Melissa Hoover, Executive Director, Democracy at Work Institute



A joint project of US Federation of Worker Cooperatives & Democracy at Work Institute, this updated Democracy at Work Directory (2015 Edition) offers a compilation of the fast-growing community of worker coop-

eratives, other democratic workplaces, and support organizations—groups who together are advancing worker ownership across the United States.

Available Online:

Download PDF: usworker.coop/Directory-2015

Online Versions:

Worker Cooperatives & Democratic Workplaces: usworker.coop/find-a-worker-coop

Coop Developers & Service Providers: usworker.coop/service-provider-directory

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Please visit usworker.coop/Directory-2015 or email directory@usworker.coop

Submit Corrections:

While carefully curated, we are aware this content may have unintended omissions or errors. Please kindly submit any corrections or requests for inclusion for the next printed edition to directory@usworker.coop. Corrections and approved addition requests will be updated in the online directories.

Thanks! Special thanks to everyone who contributed to this project: the USFWC membership; our volunteers Matt Junker and Shayna Howitt; our designer, TYTHEdesign; our printer, Collective Copies; and our proj-

ect funders, Catholic Campaign for Human Development and Fund for Democratic Communities. This essential community resource wouldn't be possible without all of you. Thank you!

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US FEDERATION OF WORKER COOPERATIVES

The United States Federation of Worker Cooperatives (USFWC) is the national grassroots membership organization for worker cooperatives. Our membership also includes developers, and organizations and individuals that support worker cooperatives. We advance worker-owned, -managed, and -governed workplaces through cooperative education, advocacy and business development.

As a membership and advocacy organization, we connect worker cooperative members to benefits, to each other and to the larger cooperative and economic justice movements. We amplify our members' individual voices to advocate for worker own-

ership and the worker cooperative business model at local, state, and national levels.

Federation members, ranging from 2 to 2,000 workers, can be found across the country, spanning dozens of industries, with varying management and governance structures. In 2014, we celebrated our tenth anniversary and kicked off 2015 with over 160 business and organizational members representing close to 4,000 workers across the country who are building a dynamic movement for democratic worker ownership. Our Federation is led by a 100% member-elected Board of Directors and two-person staff.

Become a Member:

Membership is the cornerstone of cooperatives: members own their cooperative, members control and run it, and members reap the benefits. Membership is also the basic unit of participation in the USFWC. As a grassroots member-led movement, our membership is our power and our strength.

Join the USFWC now and help build this movement at a crucial and exciting time in its history. We welcome membership from cooperative workplaces, cooperative developers, geographic and sector-based federations, allied organizations and individuals.

Learn more at: www.usworker.coop/join-usfwc

DEMOCRACY AT WORK INSTITUTE

We are the only national organization dedicated to worker cooperative development.

The Democracy at Work Institute advances the worker cooperative field in order to create a fairer economy and better jobs. The Institute was created by the US Federation of Worker Cooperatives (USFWC) to expand worker ownership in a movement that is adequately supported, effective, and strategically directed. Our work ensures that our community's growth is rooted in worker cooperatives

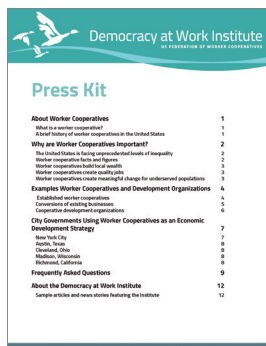
themselves at the same time as it reaches new communities most directly affected by inequality.

As a think-and-do-tank, the Institute brings on-the-ground experience with cooperative business to a birds-eye view of the national stage. Through research, education and relationship-building, we are working to bring the worker cooperative movement to scale to effect transformative change for individuals and communities throughout the country.

Drawing on our library of resources and our on-the-ground-knowledge of worker cooperative enterprises, we work with a variety of clients and partners:

- With worker cooperatives to help them develop, grow and replicate.
- With cooperative developers to help them define their model and work toward scale.
- With non-profit organizations to support the implementation of new cooperative programs, and to increase the impacts of existing programs.
- With conventional businesses to support them in succession planning and transition to cooperative ownership.
- With governments and economic developers to design and implement policies and programs that use worker cooperatives as a tool for local economic development.

**Learn more about our services and contact us for a consultation at:
institute.usworker.coop/projects**



PRESS KIT: Promoting the Worker Cooperative Model

The Democracy at Work Institute / USFWC Press Kit includes information about worker cooperatives, why they are important, examples of existing cooperatives and development organizations, city government initiatives, frequently asked questions, and more.

Download: institute.usworker.coop/presskit

USFWC MEMBER BENEFITS

Trainings & Workshops

Designed to help develop individual worker-owner's skills and support cooperative business development, single workshops and training series are offered to USFWC members in partnership with the Democracy at Work Institute. (see page 52)

1:1 Business Support

Provided by expert advisors, membership includes four (4) hours of direct support to meet your specific business needs.

Capital Access Advice & Financial Planning Assessment

In partnership with Northcountry Cooperative Development Fund, members receive a free capital planning consultation and preferential loan application terms.

Worker Coop National Conference

Held every two years, members receive discounted registration. conference.coop

News & Updates

Stay in the know! Receive regular updates via email and our bi-annual print newsletter mailed to your door.

Advocacy

USFWC is your nation-wide advocate, representing the interests of worker cooperatives and worker ownership with federal agencies and elected officials, as well as lending support for member's local policy and advocacy efforts. We are your representative to the National Cooperative Business Association (ncba.coop) and CICOPA, the international association of worker cooperative enterprises.

Peer Networking

Connect with other worker-owners and cooperative businesses in your industry or region.

Movement Building

Being a member of the Federation means you're helping lead the charge for the advancement of worker ownership in the US and internationally.

Cost-Saving Discounts with Preferred National Partners:

- Credit Card Processing
- Payroll & HR Support (including background checks & workers comp insurance)
- Retirement & Investment Services
- Cell phone plans
- Roadside Assistance (cars & bikes) & Traveler Discounts

Please visit www.usworker.coop/join/benefits for complete details.

USFWC Preferred Partner Program

new in 2015

Learn more about our partners and how to access member benefits at: usworker.coop/member-benefits



Dharma Merchant Services offers USFWC members competitive credit card processing rates from a company that is environmentally and socially responsible. And Dharma believes in profit-sharing – so, by switching to Dharma you can save money and help the USFWC raise money.



Northcountry Cooperative Development Fund
Investing in Cooperation

Northcountry Cooperative Development Fund is a national loan fund and federally certified CDFI. Since 2007, NCDF has offered USFWC members access to the Worker Ownership Fund, providing financing to grow democratic businesses. USFWC members receive a complimentary financial planning consultation and waived loan application fee.



California Payroll offers more than payroll and serves more than California – It's a national human resources business offering payroll, timekeeping solutions, HR support, background check services, and access to workers comp insurance through partner brokers. USFWC members receive 15% off payroll processing and first month free.



Communitas is committed to helping clients achieve their progressive, sustainable, and socially responsible goals through financial planning and investment advice. USFWC members receive: 60-minute personal financial planning consultation for \$120 (\$240 value), 50% reduction for socially responsible managed investment accounts, and design and fiduciary oversight for retirement plans.



CREDO Mobile is the nation's progressive cell phone company, donating more than \$78 million to progressive non-profits and funding over 90 million political actions through their PAC. USFWC members receive 20% off monthly rate for new data plans for as long as you're a CREDO customer.



Better World Club, your eco-friendly alternative to AAA, offers USFWC members 25% off annual membership for roadside assistance covering: business autos and fleets, bicycles, and personal autos. BWC membership also includes discounted hotels, airfare, and car rentals, all with an eco-friendly spin.

ABOUT WORKER COOPERATIVES

A worker cooperative is a values-driven business that puts worker and community benefit at the core of its purpose. The two central characteristics of worker cooperatives are:

- Workers own the business and participate in its financial success on the basis of their labor contribution to the cooperative.

- Workers control the governance of the cooperative: they have representation on and vote for the board of directors, adhering to the principle of one vote per worker-owner.

In addition to their economic and governance participation, worker-owners often manage the day-to-day operations through various democratic management structures.

Worker Cooperatives In the United States

- Researchers and practitioners estimate that there are approximately 300 to 400 democratic workplaces in the United States, employing around 7,000 people and generating over \$400 million in annual revenues.
- Any business can be a worker-owned and -controlled business. In the U.S., worker cooperatives tend to be concentrated in the service and retail sectors. Common industries include accommodation and food-service, health care, manufacturing and engineering, technology, and design.
- Worker cooperatives are currently experiencing a surge in popularity. This interest is marked by industry and sector concentrations and the growth of a support infrastructure that includes financing, technical assistance providers and trade associations at the local, regional and national levels.
- Much of the current growth in the worker cooperative sector can be traced back to the 1970s and 1980s. Most of today's largest worker cooperatives were founded during those decades, as part of an explosion in alternative economic forms. Those cooperatives that survived have thrived, and have helped seed new growth through investment of capital and expertise in a second wave of worker cooperative development starting in the late 1990s. By the mid-2000s, several worker cooperative development organizations had begun to have success using the form as a means to create good jobs for low- and moderate-income workforces, from home care to housecleaning.

The Benefits of Worker Cooperatives

Worker cooperatives have proven to be an effective tool for creating and maintaining sustainable, dignified jobs; generating wealth; improving the quality of life of workers; and promoting community and local economic development, particularly for people who lack access to business ownership or even sus-

tainable work options. According to United for a Fair Economy, "One of the main barriers to business ownership for people of color is access to start-up capital.... [Worker cooperatives make] business ownership more accessible." (Source: State of the Dream 2013)

- Worker cooperatives build local wealth: At a worker cooperative, profits do not go to distant investors, but instead go directly to the workers. As a result, the money stays grounded in the local economy, building community wealth. With ownership in the hands of workers, who are usually living and spending locally, these companies stay connected and accountable to their communities.
- Worker cooperatives create quality jobs: Workers have a meaningful role in the business, as they contribute to and benefit from the success of a company they co-own. Jobs at worker cooperatives tend to be longer-term, offer extensive skills training, and provide better wages than similar jobs in conventional companies. Furthermore, worker cooperatives offer opportunities for greater participation in management and governance decisions that help the business succeed.
- Worker cooperatives create meaningful change for underserved populations: The New York Times concludes, "by placing workers' needs ahead of profits, they address the root cause of economic disparity." (3/23/14) More than half of worker cooperatives in the United States today were designed to improve low-wage jobs and build wealth in communities most directly affected by inequality, helping vulnerable workers build skills and earning potential, household income and assets.

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This directory includes a best faith effort at a comprehensive listing of the businesses and organizations across the United States where paid workers are actively participating in worker ownership, governance, and management. This includes worker cooperatives, as well as multi-stakeholder and consumer cooperatives, non-profit organizations, and democratic ESOPs where workers, who may not have full legal ownership, actively practice workplace democracy.



ARTWOOD GALLERY

1000 Harris Ave.
Bellingham, WA, 98225
(360) 647-1628
artwood@qwestoffice.net
artwoodgallery.com

AWOL DANCE COLLECTIVE

NE 9th and Glisan
Portland, OR 97232
(503) 201-9798
awoldance@gmail.com
awoldance.org

BEDLAM THEATRE

2714 E 27th St.
Minneapolis, MN 55406
(612) 341-1038
info@bedlamtheatre.org
bedlamtheatre.org

CITY ART GALLERY

828 Valencia St.
San Francisco, CA 94110
(415) 970-9900
johnnyrobot244@rocketmail.com
cityartgallery.org

GREEN MOUNTAIN SPINNERY

7 Brickyard Lane
Putney, VT 05346
(802) 387-4528
spinnery@spinnery.com
spinnery.com

HANDWORK – CRAFT COOP STORE

102 W. State St.
Ithaca, NY 14850
(607) 273-9400
info@handwork.coop
handwork.coop

HEARTWOOD COOPERATIVE WORKSHOP

2547 8th St., #27
Berkeley, CA 94710
(510) 845-4887
info@heartwoodshop.net
heartwoodshop.net

JUST SEEDS ARTISTS COOPERATIVE

c/o Ice House Studios, 100 43rd St., #104
Pittsburgh, PA 05201
(412) 275-0022
info@justseeds.org
justseeds.org

PRO ARTE CHAMBER ORCHESTRA OF BOSTON

107 Brighton Ave. #1
Cambridge, MA 02134
(617) 661-7067
info@proarte.org
proarte.org

STEVENS SQUARE CENTER FOR THE ARTS

1905 3rd Ave S
Minneapolis, MN 55404
(612) 879-0200
ssca@stevensarts.org
stevensarts.org

TIERRA WOOLS

91 Main S. / PO Box 229
Los Ojos, NM 87551
(575) 588-7231
tierrawools@windstream.net
handweavers.com

XYLOS GALLERY

275 Market St., Suite C7
Minneapolis, MN 55410
(612) 922-1702
xylogallery.com



Build & Design Architecture & Construction

BELLINGHAM BAY BUILDERS

824 N. State St.
Bellingham, WA 98225
(360) 733-7500
info@bellingshambaybuilders.com
bellingshambaybuilders.com

BIG TIMBERWORKS

PO Box 368 / 1 Rabel Lane
Gallatin Gateway, MT 59730
(406) 763-4639
info@bigtimberworks.com
bigtimberworks.com

BLUE SPRUCE PAINTING & DECORATING

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Ithaca, NY 14850
(607) 277-7426
tomjoyce@bluesprucepainting.com
bluesprucepainting.com

BUILD WITH PROSPECT

540 President St.
Brooklyn, NY 11215
(718) 783-0348
buildwithprospect.com

COMMUNITY BUILDERS COOPERATIVE

24 Webster Ave.
Somerville, MA 02143
(617) 623-8340
info@communitybuilders.coop
communitybuilders.coop

EARTHBOUND BUILDERS COLLECTIVE

Austin, TX
info@earthboundbuilders.com
earthboundbuilders.com

NEW ERA WINDOWS

2600 W. 35th St. Suite 127
Chicago, IL 60632
(773) 940-2647
newerawindows.com

RED HOUSE BUILDING

P.O. Box 296
Burlington, VT 05401
(802) 655-0043
info@redhousebuilding.com
redhousebuilding.com

ROCA MIA CONSTRUCTION

2304 Cornaga Ave.
Far Rockaway, NY 11691
(718) 216-4445
rocamia6@hotmail.com
rocamiaconstruction.wix.com/rocamia

SOUTH MOUNTAIN COMPANY

15 Red Arrow Road / Box 1260
West Tisbury, MA 02575
(508) 693-4850
info@southmountain.com
southmountain.com

TERRA FIRMA BUILDING & REMODELING

1388 Almond Ave. W
St. Paul, MN 55108
(651) 207-5575
info@terrafirmamn.com
terrafirmamn.com

WARRENSTREET ARCHITECTS

27 Warren St.
Concord, NH 03301
(603) 225-0640
info@warrenstreet.coop
warrenstreet.coop

WHOLE BUILDERS COOPERATIVE

2928 5th Ave. South
Minneapolis, MN 55408
(612) 824-6567
wbuilders@wholebuilders.com
wholebuilders.com

Build & Design Landscaping



A YARD & A HALF LANDSCAPING COOPERATIVE

26 Thayer Road
Waltham, MA 02453
(781) 788-8855
info@ayardandahalf.com
ayardandahalf.com

BLACK CAP LANDSCAPING

c/o Beau Morton
2412 E. Pine St. Apt B
Seattle, WA 98122
blackcapcoop@gmail.com
blackcapcoop.wordpress.com

BOUNTIFUL BACKYARDS

2210 East Pettigrew St., Ste E
Durham, NC 27703
(919) 619-9862
bountifulbackyards@gmail.com
bountifulbackyards.com

BROADFORK PERMACULTURE COOPERATIVE

Montague, MA 01351
(413) 367-6631
broadfork.permaculture@gmail.com
broadfork.coop

C'VILLE FOODSCAPES

PO Box 32
Charlottesville, VA 22902
(434) 806-6255
info@cvillefoodscapes.com
cvillefoodscapes.com

DIG COOP

5410 Dover St.
Oakland, CA 94609
(510) 316-3620
info@dig.coop
dig.coop

DIGGERS COOP

c/o Worcester Roots Project, 4 King St.
Worcester, MA 01610
(774) 314-7344
diggerscooperative@gmail.com
*worcesterroots.org/projects-and-
programs/diggers*

RESTORING ROOTS COOPERATIVE

Boston, MA 02130
(617) 942-0561
restoringroots@gmail.com
restoringroots.net

RHIZOME URBAN GARDENS

San Francisco, CA
(415) 890-2924
rugs@riseup.net
rhizomegardens.com

TEAMWORKS SUSTAINABLE LANDSCAPE MAINTENANCE

1159 Sonora Court, #107
Sunnyvale, CA 94086
(408) 250-8619
landscapes@teamworks.coop
*teamworks.coop/our-cooperatives/
landscaping*



Business Support Services

AORTA CONSULTING COOP

Philadelphia, PA
info@aorta.coop
aorta.coop

BRING IT LOCAL (crowd-funding)

Fairfax, CA
bringitlocal.com

CAMAS PARTNERS

1820 E. 9th Ave.
Spokane, WA 99202
(509) 230-1223
Joel@CamasPartners.com
camaspartners.com

CoMETRICS

184 Dudley St., #200
Boston, MA 02119
(541) 263-8742
info@cometrics.com
cometrics.coop

COOPERATION TEXAS

5555 N Lamar Blvd Suite K-101
Austin, TX 78751
(512) 394-8648
info@cooperationtexas.coop
cooperationtexas.coop

FILIOFLARE MARKETING COOPERATIVE

PO Box 390215
Anza, CA 92539
(951) 269-3441
contact@folioflare.com
folioflare.com

THE ICA GROUP

1330 Beacon St., Suite 355
Brookline, MA 02446
(617) 232-8765
ica@ica-group.org
ica-group.org

A BOOKKEEPING COOPERATIVE

Brooklyn, NY 11238
info@bookkeeping.coop
bookkeeping.coop

KALUK MARKETING SERVICES

173 Conover St.
Brooklyn, NY 11231
kaluk.coop

LIFT ECONOMY

1388 Haight St. #107
San Francisco, CA 94117
(415) 407-8236
lifteconomy.com

RADICAL ACTION DESIGN

Cambridge MA
(805) 807-5358
info@rad.cat
rad.cat

SOLIDARITY RESEARCH CENTER

Los Angeles, CA | Atlanta, GA
solidarityresearch.org

SUSTAINABLE ECONOMIES LAW CENTER

2323 Broadway
Oakland, CA 94612
(510) 398-6219
communications@theSELC.org
theselc.org

THE TOOLBOX FOR EDUCATION & SOCIAL ACTION (TESA)

PO Box 1207
Northampton, MA 01060
(413) 570-0245
contact@toolboxfored.org
toolboxfored.org

Cleaning Services



APPLE ECO-CLEANING

c/o Workers Justice Center
PO Box 720009
Jackson Heights, NY 11373
(347) 796-7570
info@applecleaning.coop
green-coop.com

BIO-CLASSIC CLEANING

539 W 162nd St.
New York, NY 10032
(347) 674-7312
facebook.com/pages/Bio-Classic-Cleaning-Services

C.L.E.A.N.

Portland, ME
(207) 200-6330
facebook.com/cleancooperative

CLEANING POWER

3460 W. Lawrence Ave.
Chicago, IL 60625
(773) 517-1162
services@cleaningpower.org
cleaningpower.org

CO-OPERATIVE JANITORIAL SERVICES

1707 Westwood Ave.
Cincinnati OH 45214
(513) 557-3602
[interfaithbusinessbuilders.org/
testimonials.php](http://interfaithbusinessbuilders.org/testimonials.php)

DAHLIA GREEN CLEANING

Austin, TX 78721
(512) 786-4249
contact@dahlia.coop
dahlia.coop

ECO-CARE HOUSECLEANING

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Morgan Hill, CA 95037
(408) 778-8445
delia@eco-care.org
eco-care.org

ECOMUNDO CLEANING

45 Wadsworth Ave.
New York, NY 10033
(917) 830-8060
ecomundo.coop@gmail.com
ecomundo.coop

EMMA'S ECO-CLEAN

171 Fifth Ave. Suite 203
Redwood City, CA 94063
(650) 261-1788
emmasecoclean@sbcglobal.net
emmasecoclean.com

EVERGREEN LAUNDRY

540 East 105th St.
Cleveland, OH 44108
(216) 268-3548
Info@EvergreenCooperatives.com
[evergreencooperatives.com/business/
evergreen-laundry](http://evergreencooperatives.com/business/evergreen-laundry)

GREEN BROOM BRIGADE

514 S. I St.
Lompoc , CA 93436
(805) 740-2091
info@nontoxiccleaningservice.com
nontoxiccleaningservice.com

GREEN & CLEAN PROFESSIONAL HOUSECLEANING

Concord, CA
(925) 322-0944
info@greencleaningcontracosta.com
greencleaningcontracosta.com

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508 North Grove St.
Hendersonville, NC 28792
(828) 233-6251
greenmusecoop@gmail.com
greenmuse.net

HOME GREEN HOME

2301 Mission St., Ste 201B
 San Francisco, CA 94110
 (415) 285-5525
 info@homegreenhomesf.com
homegreenhomesf.com

LA COLECTIVA

3358 Cesar Chavez St.
 San Francisco, CA 94110
 (415) 252-5376
 info@lacolectivasf.org
lacolectivasf.org

NATURAL HOME CLEANING PROFESSIONALS

3228 Fruitvale Ave.
 Oakland, CA 94602
 (510) 878-9423
 info@naturalhomecleaning.com
naturalhomecleaning.com

PA'LANTE GREEN CLEANING COOPERATIVE

Queens, NY
 (347) 845-6674
 info@palantecleaning.coop
palantecleaning.coop

PEACHY GREEN CLEAN CO-OP

1865 W. Broad St., Ste C
 Athens, GA 30606
 (706) 549-1142
 peachygreenathens@gmail.com
facebook.com/PeachyGreenCleanCoop

RESTIF CLEANING SERVICES COOPERATIVE

5131 Ericson Way
 Arcata, CA 95521
 (707) 822-7500
 restif@restif.com
restif.com

SI SE PUEDE! WOMEN'S COOPERATIVE, WE CAN DO IT!

443 39th St.
 Brooklyn, NY 11232
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 info@wecandoit.coop
wecandoit.coop

SIMPLE DIAPER & LINEN

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 Holyoke, MA 01040
 (413) 749-6232
 info@simple.coop
simple.coop

TANGERINE CLEAN

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 Durham, NC 27701
 (919) 475-0307
 info@tangerineclean.coop
tangerineclean.coop

TEAMWORKS CLEANING

1159 Sonora Court, Suite 119
 Sunnyvale, CA 94086
 (650) 940-9773
 cleaning@teamworks.coop
teamworks.coop/our-cooperatives/house-cleaning

VIDA VERDE

697 Cambridge St. Suite 104
 Brighton, MA 02135
 (617) 202-5775
 vidaverde@verdeamarelo.org
vidaverdecoop.org

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1441 Ashby Ave.
Berkeley, CA 94607
(510) 665-5509
biodevas@biofueloasis.com
biofueloasis.com

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Randolph, VT
05060
(802) 728-3600
info@catamountsolar.com
catamountsolar.com

EVERGREEN ENERGY SOLUTIONS

540 East 105th St.
Cleveland, OH 44108
(216) 851-4906
Info@EvergreenCooperatives.com
*evergreencooperatives.com/business/
evergreen-energy-solutions*

GREAT SKY SOLAR

2161 Massachusetts Ave.
Cambridge, MA 02140
(855) 982-2570
Info@GreatSkySolar.com
greatskysolar.com

NAMASTE SOLAR

4571 Broadway
Boulder, CO 80304
(303) 447-0300
info@namastesolar.com
namastesolar.com

PACIFIC ELECTRIC WORKER-OWNED

127 Bimini Place
Los Angeles, CA 90004
(213) 400-0614
owners@pacificelectric.coop
pacificelectric.coop

PIONEER VALLEY PHOTO VOLTAICS

311 Wells St., Suite B
Greenfield, MA 01340
(413) 772-8788
pvsquared.coop

SUNSHINE PROPANE

10853 Rhody Drive
Port Hadlock, WA 98339
(360) 385-5797
info@sunshinepropane.com
sunshinepropane.com



Food & Drink Grocery Stores

ALBERTA CO-OP GROCERY

1500 NE Alberta St.
Portland, OR 97211
(503) 287-4333
info@albertagrocery.coop
albertagrocery.coop

BUFFALO MOUNTAIN COOP

30 South Main St.
Hardwick, VT 05843
(802) 472-6020
buffalomountaincoop.org

CITIZENS CO-OP

435 South Main St.
Gainesville, FL 32601
(352) 505-6575
info@citizensco-op.com
citizensco-op.com

FERTILE UNDERGROUND

1577 Westminster St.
Providence, RI 02909
(401) 365-4FUG
fertileunderground@gmail.com
fertileunderground.com

GLUT

4005 34th St.
Mt. Rainier, MD 20712
(301)-779-1978
nthomps1@umd.edu
glutfood.org

MANDELA FOODS COOPERATIVE

1430 7th St.
Oakland, CA 94607
(510) 433-0659
info@mandelamarketplace.org
mandelafoods.com

MARIPOSA FOOD CO-OP

4824 Baltimore Ave.
Philadelphia, PA 19143
(215) 729-2121
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New York, NY 10022
(646) 378-7266
dmcdougall@sprlaw.com
sprlaw.com
Referred by: A Bookkeeping Cooperative

SMALL BUSINESS COUNCIL & DISPUTE RESOLUTION SERVICES

Todd Ketcham
48 Cumberland Road
South Portland, ME 04106
(207) 318-8963
trketcham@gmail.com
linkedin.com/pub/todd-ketcham/23/230/817
Referred by: Cooperative Fermentation

STEIKER, FISCHER, EDWARDS & GREENAPPLE, PC

156 College St., 3rd Fl.
Burlington, VT 05401
(802) 860-4077
sfeglaw.com
Referred by: VEOC

STOEL RIVES LLP

Ronald McFall
33 S Sixth St., Suite 4200
Minneapolis, MN 55402
(612) 373-8807
ron.mcfall@stoel.com
stoel.com
Referred by: NCDF

SUSTAINABLE ECONOMIES LAW CENTER (SELC)

Ricardo Nuñez
2323 Broadway, Suite 203
Oakland, CA 94612
(510) 398-6219
ricardo@theselc.org
theselc.org

VAN P. BALDWIN, ATTORNEY and CPA

1950 Addison St. #106
Berkeley, CA 94704
(510) 548-2659
vanbaldwin@pacbell.net
Referred by: SELC

LAW CLINICS

BROOKLYN LAW SCHOOL

Center for Urban Business Entrepreneurship
Ted De Barbieri
One Boerum Place 3rd Floor
Brooklyn, NY 11201
(718) 780-7582
ted.debarbieri@brooklaw.edu
brooklaw.edu/intellectuallife/CUBE/Overview.aspx?

CUNY LAW SCHOOL

Community & Economic Development
Clinic
Carmen Huertas-Noble
2 Court Square
Long Island City, NY 11101
(718) 340-4163
carmen.huertas-noble@law.cuny.edu
law.cuny.edu/academics/clinics/ced.html

EAST BAY COMMUNITY LAW CENTER

Green-Collar Communities Clinic (GC3)
Sushil Jacob
3130 Shattuck Ave.
Berkeley, CA 94705
(510) 269-6611
sjacob@ebclc.org
ebclc.org

ROGER WILLIAMS UNIVERSITY SCHOOL OF LAW

Community Economic Development Clinic
Gowri Krishna
150 Washington St.
Providence, RI 02903
(401) 276-4887
gkrishna@rwu.edu
law.rwu.edu/cedc

SUSTAINABLE ECONOMIES LAW CENTER

Legal Clinic
Ricardo Nuñez
2323 Broadway
Oakland, CA 94612
(510) 398-6219
ricardo@theselc.org
theselc.org/café

UDC DAVID A. CLARK SCHOOL OF LAW

Community Development Law Clinic
Eva Seidelman
4200 Connecticut Ave. Bld. 52
Washington, DC 20009
(202) 274-7353
eva.seidelman@udc.edu
law.udc.edu/?page=CommunityDevelopment

UNIVERSITY OF BALTIMORE SCHOOL OF LAW

Community Development Clinic
Jaime Lee
1420 N. Charles St., c/o Clinical Program
Baltimore, MD 21201
(410) 837-5706
jlee@ubalt.edu
law.ubalt.edu/clinics/clinics/community.cfm

UNIVERSITY OF TEXAS AT AUSTIN SCHOOL OF LAW

Heather Way
727 East Dean Keeton St.
Austin, Texas 78705
(512) 232-1210
hway@law.utexas.edu
utexas.edu/law/clinics/community

URBAN JUSTICE CENTER

Community Development Project
Missy Risser
123 William St., 16th Floor
New York, NY 10038
(646) 459-3004
mrisser@urbanjustice.org
cdp.urbanjustice.org

CPAs & TAX PREPARERS

BOVA, HARRINGTON & ASSOCIATES PC

Steve Harrington
241 King St., Suite 27
Northampton, MA 01060
(413) 585-5815
sharrington@bhacpas.com
bhacpas.com
Referred by: A Yard & A Half Landscaping

BRAZEE & HUBAN

Marty Huban
55 Wendell Ave., Fl. 2
Pittsfield, MA 01201
(413) 443 - 9157
Marty@brazeehuban.com
brazeehuban.com
Referred by: VAWC

CARLSON HIGHLAND & CO., CPAS

Dirk Prindle
301 Keller Ave. S.
Amery, WI 04001
(715) 268-9800
dirkp@carlsonhighlandcpa.com
carlsonhighlandcpas.com
Referred by: Isthmus Engineering & Manufacturing

DAVID HAMMER, CPA

36 The Hollow
Amherst, MA 01002
(413) 835-0139
hammercpa@gmail.com
davidhammercpa.com
Referred by: Agaric

DeFREITAS & MINSKY, LLP

Jay Minsky
30 Jericho Executive Plaza, Suite 500W
Jericho, NY 11753
(516) 746-6322
jay@dmcpcallp.com
dmaccountingfirm.com
Referred by: Build With Prospect

ELKO & ASSOCIATES

Colleen Cooke-Varallo
Flagship Corporate Center,
2 West Baltimore Ave., Suite 210
Media, PA 19063
(610) 565-3930
ccooke-varallo@elkocpa.com
elkocpa.com
Referred by: PACA

GRAHAM & GRAHAM, PC

Jeffrey Graham
15 North Main St., Suite 204
Concord, NH 03301
(603) 225-2944
concord@grahamcpa.com
grahamcpa.com
Referred by: VEOC

HORIZON ACCOUNTANTS

Lawrence Yoder
113 South Timber Way
Broadway, VA 22815
(540) 896-3330
lawrence@horizonaccountants.com
horizonaccountants.com
Referred by: Little Grill Collective

KBMG

David Antoni
1601 Market St.
Philadelphia, PA 19103
(267) 256-1627
dantoni@kpmg.com
kpmg.com
Referred by: PACA

KOSAREFF SERVICES

Leslie Kosareff, Enrolled Agent
Camp Meeker, CA
kosareff@comcast.net
yelp.com/biz/kosareff-ser-
vices-camp-meeker
Referred by: SELC

KUSTOV & ASSOCIATES, INC.

490 Post St., Ste. 526
San Francisco, CA 94102
(415) 399-9506
info@kustovcpa.com
kustovcpa.com
Referred by: Box Dog Bikes

LEAH B. NOEL, PCA | PC

14 S Pack Sq, Suite 503
Asheville, CA 28801
(828) 333-4529
lbnoelcpa.com
Referred by: Carolina Common Enterprise

LMHS, P.C.

Bryan Morrissey
80 Washington St., Building S
Norwell, MA 02061
(781) 878-9111
bmorrissey@lmhspc.com
lmhspc.com
Referred by: Equal Exchange

**MAHONEY ULBRICH CHRISTIANSEN
RUSS P.A.**

Dan Flicek
30 East Plato Boulevard
Saint Paul, MN 55107
(651) 281-1827
dflicek@mucr.com
mucr.com
Referred by: NCDF

McSOLEY McCOY & CO.

118 Tilley Drive, Suite 202
S. Burlington, VT 05403
(802) 658-1808
carthur@cpavt.com
cpavt.com
Referred by: VEOC

PIECIAK AND CO.

Rich Forsyth
10 Park Place | PO Box 797
Brattleboro, VT 05302
(802) 257-1307
pieciak.com
Referred by: Green Mountain Spinners

RAMINA & ASSOCIATES

Mark Ramina
2205 York Road., Suite 102
Timonium, MD 21093
(410) 308-8778
raminacpas.com
Referred by: Baltimore Bicycle Works

SHERRY HEFFERNAN, CPA

Corcoran, MN 55349
(763) 478-6518
sherry.heffernan@comcast.net
linkedin.com/pub/sherry-heffer-
nan/9/365/244
Referred by: Cooperation Works!

STREAMLINE BOOKKEEPING

Jeff Kohn
287 17th St., Suite 400
Oakland, CA
streamlinebookkeeping.com
Referred by: SELC

STRENGTH IN NUMBERS

Esther Cervantes, Enrolled Agent
San Francisco, CA
strengthennumberscoop@gmail.com
Referred by: Box Dog Bikes

VAN BALDWIN, ATTORNEY & CPA

1950 Addison St # 106
Berkeley, CA 94.704
(510) 548-2659
vanbaldwin@pacbell.net
Referred by: SELC

VANCE ECONOMIC SERVICES

Rudyard Vance
5844 Geary Blvd
San Francisco, CA 94121
(415) 387-7417
rudyard@vancees.com
vancees.com
Referred by: Other Avenues

WEGNER CPAs

Bruce Mayer
2110 Luann Lane
Madison, WI 53713
(608) 442-1939
bruce.mayer@wegnercpas.com
wegnercpas.com
Referred by: Black Star Pub & Brewery

BOOKKEEPERS

A BOOKKEEPING COOPERATIVE

Annie Sullivan-Chin
Brooklyn, NY
(917) 288-1884
annie@bookkeeping.coop
bookkeeping.coop
Referred by: The Working World

AMANDA GUTOWSKI

Amanda Gutowski
Boston, MA
amandagutowski@gmail.com
Referred by: WORC'N

GLASS CONSULTING LLC

Edwina Glass
1117 Lawrence Ave.
Lawrence, KS 66049
(785) 838-3708
Edwina.Glass@cpa.com
glassconsultingllc.com
Referred by: The Purple Carrot

GREEN BEANS BOOKKEEPING

8 Priscilla Road, Unit 2
Brighton, MA 02135
(617) 903-8244
info@greenbeans-bookkeeping.com
greenbeans-bookkeeping.com
Referred by: Great Sky Solar

OPEN BOOKKEEPING

Alex Fischer
28 Williams St. Ground Floor
Brattleboro, VT 05301
(413) 896-7264
alex@openbookkeeping.com
openbookkeeping.com
Referred by: TESA

THE GREEN BOOKKEEPER

Tye Kirk
Oakland, CA
(510) 982-6433
info@thegreenbookkeeper.com
thegreenbookkeeper.com
Referred by: SELC

RESOURCE GUIDE

The worker cooperative landscape, from cooperative businesses to support organizations, is rapidly growing. This section compiles a range of support resources for worker-owners at existing cooperatives, new cooperative entrepreneurs, and individuals looking to learn more about this business model.

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TRAININGS

The Democracy at Work Institute and the US Federation of Worker Cooperatives have jointly developed a series of workshops targeted at developing hard skills for work-

er-owners and cooperative businesses. Visit institute.usworker.coop/trainings-events for current schedule and to register.

Training Series:

Loan Readiness - Preparing for Growth (3-part series)* - Summer 2015

For cooperatives thinking about borrowing or preparing to borrow money.

1. Starting With Equity – Innovative Investment Structures for Worker Cooperatives
2. Understanding Your Industry – Planning to Grow & Getting Loan-Ready
3. Borrower’s Perspective – Lender Relationship Building

Orientation for New Worker Coop Members (5-part series)* - Fall 2015

This series is for new members of worker cooperatives, and we invite workplaces to send their new members to this training for a basic orientation to the world of worker cooperatives.

Topics Include:

1. Worker Cooperative Finances
2. Governance Structures and Processes
3. Sharing Accountability and Ownership
4. Effective Communication for Participation
5. Worker Cooperative History and Values

Human Resources for Worker Coops (3-part series)* - Fall 2015

This series offers a deep dive into HR, and is intended for managers, members of personnel committees, and anyone involved in the hiring and supervision of workers in a worker cooperative.

1. Intro to HR law for Worker Cooperatives
2. Evaluations and Accountability: Setting up Good Systems
3. Developing People-Centered Personnel Policies

SINGLE WORKSHOPS*:

You will also find a range of topic specific workshops such as: Designing & Conducting Effective Meetings, Communication Systems for Democratic Workplaces, Building Successful Marketing Plans, and more.

STARTUP ROADMAP: Steps to Starting a Worker Cooperative

Monthly, 1st Thursdays, 12-2pm PST, Free

This monthly webinar guides new enterprises through the steps of starting a worker cooperative by offering a roadmap and support resources. Participation in this one-time webinar is a prerequisite for businesses and organizations applying for 'Startup Membership' in the USFWC. institute.usworker.coop/startup-roadmap

* To help cover development costs, these workshops range from \$50 - \$200 per participant. USFWC members receive a 50% registration discount (\$25 - \$100).

PUBLICATIONS, TOOLS & RESEARCH

The Democracy at Work Institute publishing program develops practical resources, conducts important field research, and promotes the thinking of cooperative developers and

worker-owners. New resources published regularly and all are available for download at: institute.usworker.coop/publications

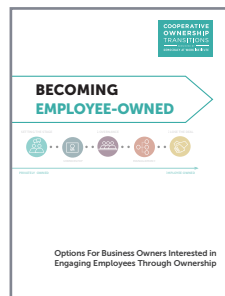
Publications



Creating Better Jobs and a Fairer Economy with Worker Cooperatives:

Worker cooperatives are a powerful tool for economic and

community development. This resource describes their role in creating a more just economy by providing an overview of the benefits of the cooperative form, highlighting examples of existing cooperatives and cooperative business development initiatives.



Becoming Employee Owned:

Becoming Employee-Owned is a guide for business owners interested in employee ownership. Regardless of what stage the

business is in—from expansion to succession planning—this resource can help business owners understand their options for becoming an employee-owned company.

Tools



Choosing a Business Entity: A Guide for Worker Cooperatives:

When forming, worker cooperatives have an important choice to make regarding

their legal entity. This resource provides an overview of different entity types and implications on taxation, employment law, and access to capital.



Guide to Worker Cooperative Bylaws and Operating Agreements:

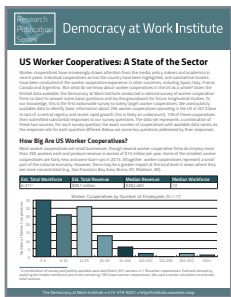
After determining which entity type is right for your worker cooperative, this resource is intended as

a starting point for developing cooperative governing documents.



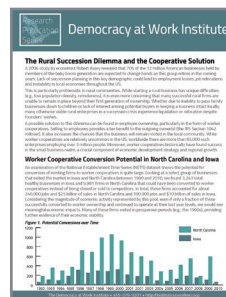
Designing Effective Systems of Evaluation and Accountability in Worker Cooperatives: This handbook walks worker owners and cooperative developers through the process of laying the groundwork for, creating, and implementing systems of accountability and evaluation in small to medium sized worker cooperatives.

Research



US Worker Cooperatives: A State of the Sector in 2013: Worker cooperatives have increasingly drawn attention from the media, policy makers and

academics in recent years. Many individual cooperatives have been examined and substantive studies have been conducted of the worker cooperative experience in other countries. But what do we know about worker cooperatives in the US as a whole? Democracy at Work Institute conducted the first nationwide survey of worker cooperative firms to establish a strong base of foundational research.



The Rural Succession Dilemma and the Cooperative Solution: As the Baby Boomer generation begins planning for retirement, converting conventional businesses

to cooperatives represents a major opportunity for increasing the number of worker-owned firms in the US. This research paper summarizes an examination of the National Establishment Time Series (NETS) dataset for North Carolina and Iowa to gauge the potential for conversions of existing businesses to worker cooperatives.

DEMOCRACY AT WORK NETWORK



A Professional Peer Network for Democratic Businesses

The Democracy at Work Network (DAWN), a project of the Democracy at Work Institute, is a network of certified peer advisors providing technical assistance services to worker cooperatives. Our goals are to:

1. Meet the demand for technical assistance and development advice with high-quality services
2. Increase worker cooperative technical assistance capacity from inside the movement.

Worker cooperatives, like all small businesses, require professional services to support the creation and functioning of their business. Due to the specialized nature of worker ownership, they also require specialized assistance in setting up financial, governance, operations, and decision-making structures, as well as training in democratic management. DAWN exists to meet these needs.

Experienced Cooperative Workers Trained to Assist You

DAWN advisors have worked in worker cooperatives and democratic workplaces, so we understand the special challenges of democratic governance and self-management. We are prepared to respond with both a broad perspective and with our own experience, to provide resources, models and guidance to groups starting a worker cooperative or strengthening their existing workplace. Certified peer advisors have completed our year-long training, and done an intensive internship either with a cooperative development organization or in a mentored advising project. They have completed a certification process that includes a review of the material and an interview with our certification board.

Business Services from a Worker Cooperative Perspective

The first step in getting assistance from DAWN is to submit a technical assistance request online. This gives our peer advisors and staff a better idea of where your group is in the development process, and how we can help you.

We offer the follow services:

General Business Support

- Assistance to a worker cooperative around a specific project or problem
- Responding to an emergency within your cooperative
- General education about worker cooperatives

Startup Cooperatives

- Preliminary help writing bylaws
- Help in applying for a loan or other financing
- Set-up of democratic structures for governance or management

Ongoing Training

- Training in democratic communications tools: facilitation, mediation, and conflict resolution
- Development of accountability systems and worker evaluations
- Training in cooperative finances

Train to Become a Peer Advisor:

Designed by worker-owners for worker-owners, DAWN conducts a year-long training program for worker cooperators to become certified peer advisors. The goal of this training is to give worker cooperators the tools and resources they need to effectively provide technical assistance and support to other cooperatives, community groups and startup projects. Trainings are given by webinar and in person, they focus on communication, project staging and management, the ethics and practices of cooperative development, and the larger legal and financial landscape for worker cooperatives. Trainees attend two in-person weekend trainings and ten 2-hour webinars, plus a required internship with a cooperative development organization or a guided advising project with a mentor. Training is provided by cooperative developers, more experienced peer advisors, and in some cases the apprentices themselves.

Fees: Total cost to become a certified peer advisor is \$400: A program fee of \$200 to help cover administrative costs for the year and \$200 membership fee to become an apprentice DAWN member.

Apply: Application window for the DAWN Training Program happens annually in the Fall. Please check http://dawn.coop/training_for_updates or email [EMAIL ADDRESS] to receive program notifications.

www.dawn.coop | info@dawn.coop

LENDING INSTITUTIONS & CAPITAL ACCESS

Access to capital is often cited as a significant challenge for worker-owned businesses. However, there are a growing number of

financial institutions familiar with and supportive of worker ownership, making financing increasingly more accessible.

National Lending Institutions

CAPITAL IMPACT PARTNERS

Service Area: National
www.capitalimpact.org/our-focus/cooperative-development

CIP has lending programs that support the growth of cooperatives in the grocery and housing sectors, in addition to expanding the cooperative movement across the country.

LOCAL ENTERPRISE ASSISTANCE FUND (LEAF)

Service Area: National
www.leaffund.org

LEAF has been providing flexible financing and development assistance to community-based and employee-owned businesses that create and save jobs since 1982.

NATIONAL COOPERATIVE BANK

Service Area: National
www.ncb.coop

Providing loans to cooperatives for expansion, renovation and acquisition.

NORTHCOUNTRY COOPERATIVE DEVELOPMENT FUND

Service Area: National
www.ncdf.coop

NCDF has been providing financing to cooperatives for almost 35 years. Operating as a co-op of co-ops, NCDF understands the unique ownership and governance structure of cooperatives and the benefits that co-ops provide to their communities. NCDF also runs the Worker Ownership Fund, a fund specifically for worker cooperatives. USFWC staff can be available to support members in navigating the application process.

THE WORKING WORLD

Service Area: Primarily New York City; National
theworkingworld.org/us/

TWW is a non-profit providing investment capital and technical assistance for worker cooperatives. The financing model is based on building successful cooperatives and lasting wealth for worker-owners.

Region-Specific Lending Institutions

BENEFICIAL STATE BANK (formally One Pacific Coast Bank)

Service Area: California, Oregon,
Washington

onepacificcoastbank.com

Community Development Finance
Institution (CDFI) lending to worker
cooperatives on the West Coast,
providing loans and lines of credit.

COMMON WEALTH REVOLVING LOAN FUND

Service Area: Ohio & Surrounding States
commonwealthinc.org/common-wealth-revolving-loan-fund

Founded in 1987, CWRLF is a non-profit
community development financial
institution lending money to employee-
owned companies or co-ops for
expansion, facilities, machinery and
equipment, vehicles, and working capital
or for employee-buyouts.

COOPERATIVE FUND OF NEW ENGLAND

Service Area: New England
cooperativefund.org

CFNE advances community based,
cooperative and democratically owned or
managed enterprises with preference to
those that serve low income communities.

NEW ECONOMY LOAN FUND

Service Area: New York City
neweconomynyc.org/our-work/community-loan-funds/new-economy-loan-fund/

The New Economy Loan Fund invests in
social justice and community develop-
ment ventures in NYC, including worker
cooperatives, ESOPs, and other social
enterprises.

NORTHERN CALIFORNIA COMMUNITY LOAN FUND

Service Area: Northern California

www.ncclf.org

Provides lending, consulting and training
to socially-conscious enterprises. NCCLF
is currently seeking opportunities to
increase lending to worker cooperatives.

RICHMOND REVOLVING LOAN FUND

Service Area: Richmond, CA

richmondcooploans.net

Business lending to startup and
established Richmond worker
cooperatives, generally in the \$3,000-
\$20,000 range.

VAWC INTERCO-OPERATIVE LOAN FUND

Service Area: Southern VT & Western MA

For more info: info@valleyworker.org

The Valley Alliance of Worker
Co-operatives established its own fund
made up of 5% of surplus from VAWC's
Member Co-ops. The fund is currently
housed with the Co-operative Fund of
New England. For more about VAWC go
to www.valleyworker.coop.

VERMONT EMPLOYEE OWNERSHIP LOAN FUND

Service Area: Vermont

veoc.org/loanfund

The Vermont Employee Ownership
Center's loan fund is for businesses that
are already employee-owned or are
becoming so through the purchase of
stock or business assets, as well as start-
ups that will be owned by substantially all
of the employees.

Crowdfunding Tools

DIRECT PUBLIC OFFERINGS & CUTTING EDGE X

cuttingedgecapital.com & www.cuttingedgex.com

Cutting Edge Capital (CEC) is a law firm specializing in helping businesses set up Direct Public Offerings (DPO) – think of crowdfunding for \$350,000 or \$1 million! In addition to offering DPO services, CEC also launched CuttingEdgeX, an online DPO marketplace connecting investors with social enterprises. CEX provides a centralized place to find investment opportunities that have gone through a regulatory process that makes it legal for them to be offered publically.

BRING IT LOCAL

www.bringitlocal.com

Bring it Local, a worker and user owned coops, combines a crowdfunding platform and an online free exchange platform.

INDIEGOGO & KICKSTARTER

*indiegogo.com
kickstarter.com*

Several worker cooperatives have successfully used Indiegogo and Kickstarter to raise necessary funds for expansion. A clear ask, compelling narrative, and an inspiring video can help motivate individuals to support your work. See examples of successful USFWC member campaigns: usworker.coop/crowdfunding-success-stories.

KIVAZIP

zip.kiva.org

USFWC and DAWN are endorsing partners for the new domestic micro loan program being launched by Kiva. Contact USFWC staff if you are interested in USFWC's endorsement support.

JENNY KASSAN, Resources for Mission Driven Entrepreneurs

jennykassan.com

Jenny offers legal advising, consulting, and coaching to help entrepreneurs and the organizations that serve them design and implement mission-aligned growth and financing strategies.

Grants within the Cooperative Community

Berkeley Student Coop Development Fund

sites.google.com/a/bsc.coop/eacom/co-op-development-fund

Awarded annually in the spring, Berkeley Student Cooperative's \$10,000 grant fund is targeted toward funding individuals or groups organizing to start a cooperative, as well as intermediary organizations applying on behalf of a specific cooperative development project.

Catholic Campaign For Human Development

Service Area: National
usccb.org/about/catholic-campaign-for-human-development/grants

CCHD is committed to funding projects and supporting organizations led by low-income individuals as they work to break the cycle of poverty and improve their communities.

Cooperative Development Foundation

Service Area: National
cdf.coop

The Cooperative Development Foundation is a charitable family of funds that advances economic development through cooperative enterprise.

Fund For Democratic Communities (F4DC)

Service Area: Southeast, North Carolina
f4dc.org

The Fund for Democratic Communities (F4DC), a Greensboro, North Carolina based private foundation, supports community-based initiatives and institutions that foster authentic democracy to make communities better places to live.

Rainbow Grocery Cooperative Grant Program

Service Area: Northern California
rainbow.coop/community/cooperative-grant-program

Through our Cooperative Grant Program, we are working to make sustained, positive change in our community by fostering the growth of existing or start-up worker-owned cooperatives and collectives.

Ralph K. Morris Foundation

Service Area: National
ralphkormorrisfoundation.org

The Ralph K. Morris Foundation is a nonprofit corporation which provides development opportunities for emerging leaders expressing interest in applying and advancing the principles of cooperation, and in promoting farmland preservation, land stewardship and sustainability.

Southern Reparations Loan Fund (SRLF)

Service Area: Southern States
sgeproject.org/about/southern-reparations-loan-fund

The Southern Reparations Loan Fund (SRLF), a project of the Southern Grassroots Economies Project (SGEP), makes business loans to cooperatively owned businesses anchored in the most marginalized Southern communities, and helps borrowers seek grants for technical assistance.

The CHS Foundation

Service Area: Rural Communities
Nationally
chsinc.com/stewardship/community-investment

The CHS Foundation supports education and leadership development in rural America through funding of adult education and leadership programs. CHS gives priority to innovative and collaborative approaches to address emerging issues and opportunities in rural communities.

The Cooperative Foundation

Service Area: Upper Midwest (IA, MN, ND, SD, WI)

<http://thecooperativefoundation.org/>

The Foundation pursues its mission by sponsoring educational programs, serving as an educational resource, and supporting organizations involved in cooperative education and development.

Twin Pines Cooperative Foundation

community.coop/twinpines

Since 1964, TPCF has administered over \$2.5 million dollars in grant programs going towards the development of many types of cooperatives. With grants from many sources both public and private TPCF has developed not only food coops but credit unions, cable television cooperatives, health cooperatives and housing cooperatives.

EDUCATIONAL & ACADEMIC RESOURCES

Support Organizations

Association of Cooperative Educators (ACE)

ace.coop

ACE is a membership organization that brings together educators, researchers, cooperative members, and cooperative developers from across cooperative sectors and national borders, resulting in ideas that enhance cooperative development, strengthen cooperatives, promote professionalism and improve public understanding.

Cooperation Works!

cooperationworks.coop

CooperationWorks! is a network of organizations promoting rural development through the formation of cooperatives in the United States. CooperationWorks! is organized as a cooperative of 21 member development centers. They offer the annual CooperationWorks! Institute to train new cooperative developers.

Classroom Curriculums

Win Win Solutions: An Introduction to Fair Trade and Cooperative Economics

equalexchange.coop/ee-and-you/education/for-your-classroom/curriculum

Equal Exchange's curriculum offers 124 pages of interactive classroom activities. Composed of four units, the curriculum raises students' awareness of the core issues surrounding food production and trade. It provides a link between personal actions and community efforts that create a more just and sustainable world. The flexible structure allows teachers to easily incorporate one or two classes into current lesson plans, or use all four units. Free PDF available.

Curriculum on Cooperatives Wiki

cooperative-curriculum.wikispaces.com

This graduate-level curriculum aims to raise awareness and understanding of cooperatives among students in professional schools throughout the United States and the world. Developed by Professor John R. Whitman at Babson University with support from Equal Exchange.

Economic Democracy Training Curriculum

Bronx Cooperative Development Institute & MIT's CoLab
colab.mit.edu

A curriculum of modular workshops covering a range of economic democracy topics. Includes a facilitator's guide, sample activities, and resources for each workshop.

Starting a Worker Coop? Guides for Cooperative Entrepreneurs

Democracy at Work Network's Startup Roadmap

dawn.coop/startup

Providing an easy-to-navigate listing of early-stage resources for the new cooperative entrepreneur. Also hosts a free monthly online webinar for startup cooperatives. Live webinar held monthly.

Concept to Co-op: Worker Cooperative Academy Curriculum

cultivate.coop/wiki/Academy

Developed by Boston Center for Community Ownership, in partnership with Worcester Roots, CDI, and Toolbox for Education & Social Action, this comprehensive library of videos, worksheets, and templates offers business development support from idea through launch.

Academy.coop

academy.coop

Academy.coop is an online video and resource library that trains people to own and operate worker cooperatives.

The Cooperative Farming Guide

*thegreenhorns.net/guidebooks/
cooperativefarming*

The Greenhorns presents *Cooperative Farming*, an in-depth resource for forming collaborative businesses.

Undergraduate

UMass Cooperative Enterprise Collaborative

University of Massachusetts –
Amherst, Department of Economics

umasscec.org

Offers two courses on cooperative economics and hosts an internship program in partnership with the Valley Alliance of Worker Cooperatives. The Collaborative also supports several on-campus student-run businesses.

Graduate & Post-Doc

Saint Mary's University, Sobey School of Business Cooperative Management Education

Halifax, Nova Scotia, Canada
smu.ca/academics/sobey/sobey-cooperative-management-education.html

The Co-operative Management Education program offers a rigorous and dynamic program for co-operative management professionals. Students cultivate a deep understanding of co-operatives, credit unions and mutuals, within a globalized, online curriculum. This is a targeted, advanced business education that recognizes the unique social value co-operative models bring to business.

University of Wisconsin, Center for Cooperatives

Madison, WI
uwcc.wisc.edu

The UW Center seeks to increase understanding and encourage critical thinking about cooperatives by fostering scholarship and mutual learning among academics, the cooperative community, policy makers and the public.

Rutgers University, The Beyster Fellowships Program

New Brunswick, NJ
smlr.rutgers.edu/beyster-fellows

The Beyster fellowships are awarded to outstanding PhD candidates or postdoctoral scholars in the areas of economics, history, management, business and labor relations, law, philosophy, psychology, political science, public policy, and sociology studying employee ownership and related ideas such as profit sharing and broad-based stock options in the corporation and society in the United States. The fellowships permit the students to associate with several scholars engaged in this area of research at Rutgers and receive mentoring and support.

University of San Diego, Ahlers Center for International Businesses

tinyurl.com/SanDiegoMondragonProgram

"MBA in Mondragon", this intensive summer course is an opportunity for participants to be exposed first-hand to a unique organizational model of participatory leadership, management, ownership and decision making by attending lectures and visiting sites at the Mondragón Corporación Cooperativa (MCC) in Mondragón, Spain. Students will become acquainted with MCC's unique leadership, management, educational, training, financial and human resources systems. 3-unit course for matriculated students.

Worker Cooperative Research Network

The Democracy at Work Institute hosts an online group for active researchers across the country to share information. Learn more: tinyurl.com/WorkerCoopResearchNetwork

LOCAL & REGIONAL COOPERATIVE ASSOCIATIONS

Get involved locally by participating in regional organizing. This listing includes worker-cooperative specific associations, as well as multi-sector cooperative associations.

* Indicates Cross-Sector Cooperative Organization

AUSTIN COOPERATIVE BUSINESS ASSOCIATION (ACBA)*

Austin, TX
acba.coop

CENTER FOR WORKPLACE DEMOCRACY

Chicago, IL
workerdemocracy.org

COOP DC*

Washington, DC
coopdc.org

COOPERATION JACKSON*

Jackson, MS
cooperationjackson.org

COOPERATIVE MAINE*

Statewide
cooperativemaine.org

DANE COOPERATIVE ALLIANCE (DCA)*

Dane County, WI
facebook.com/DaneCooperativeAlliance

FEDERATION OF SOUTHERN COOPERATIVES*

East Point, GA
Serving the Greater Southeast US
federationsoutherncoop.com

GREEN MOUNTAIN WORKER COOPERATIVE ALLIANCE (GMWCA)

Burlington, VT
facebook.com/GMWCA

HIGH COUNTRY COOPERATION

Boone, NC
facebook.com/highcountrycooperation

LA WORCS, LA Worker Ownership Resources & Coop Services

Los Angeles, CA
facebook.com/groups/laworcs

WORKER OWNED & RUN COOP NETWORK OF GREATER BOSTON (WORC'N)

Boston, MA
worcn.org

LV WORCS, LV Worker Ownership Resources & Coop Services

Las Vegas, NV
facebook.com/groups/LVWORCS

MADISON WORKER COOPERATIVES (MADWORC)

Madison, WI
madworc.org

NETWORK OF BAY AREA WORKER COOPERATIVES (NOBAWC)

San Francisco Bay Area, CA
nobawc.org

NEW YORK CITY NETWORK OF WORKER COOPERATIVES (NYC NoWC)

New York, NY
nycworker.coop

NEW YORK COOPERATIVE NETWORK*

Statewide
newyorkcooperative.net

OHIO EMPLOYEE OWNERSHIP CENTER

Kent, OH
oeockent.org/cooperative-development

PDXPCI, Portland Project for Cooperative Innovation*

Portland, OR
pdxpci.org

PHILADELPHIA AREA COOPERATIVE ALLIANCE* (PACA)

Philadelphia, PA
philadelphia.coop

ROCKY MOUNTAIN EMPLOYEE OWNERSHIP CENTER*

Denver, CO
rmeoc.org

SLICE (Strengthening Local Independent Co-ops Everywhere)*

Seattle, WA
slice.coop

SOUTHERN CALIFORNIA COOPERATIVE COMMUNITY*

Long Beach, San Diego, Los Angeles
facebook.com/SoCalCoops

SOUTHERN GRASSROOTS ECONOMIES PROJECT (SGEP)*

Network of organizations and individuals across the US South.
sgeproject.org

VALLEY ALLIANCE OF WORKER COOPERATIVES (VAWC)

Northampton, MA
Serving Western MA & Southern VT
valleyworker.coop

VALLEY CO-OPERATIVE BUSINESS ASSOCIATION* (VCBA)

Northampton, MA
Serving Western MA & Southern VT
vcba.coop

Industry Networks & Member Councils

AMICUS SOLAR COOPERATIVE

amicussolar.com

TECH CO-OP NETWORK

techworker.coop

1WORKER1VOTE

1worker1vote.org

ADVOCACY & PUBLIC POLICY

USFWC Member Council
usworker.coop/advocacy-member-council

UNION COOPERATIVES

USFWC Member Council
unioncoops.org

NATIONAL & INTERNATIONAL COOPERATIVE ALLIES

Canadian Worker Cooperative Federation (CWCF)

canadianworker.coop

The Canadian Worker Co-operative Federation is a national, bilingual grassroots membership organization of and for worker co-operatives, related types of co-operatives (multi-stakeholder co-ops and worker-shareholder co-ops), and organizations that support the growth and development of worker co-operatives.

CICOPA (The International Organisation of Industrial, Artisanal and Service Producers' Cooperatives)*

cicopa.coop

Headquartered in Brussels, CICOPA promotes and represents workers' and producers' cooperatives at the international level. USFWC is a member of CICOPA, as the representative organization for worker cooperatives in the US.

Frente Autentico del Trabajo Authentic Workers Front

fatmexico.org.mx

The Authentic Workers' Front or Frente Auténtico del Trabajo (FAT) is an independent federation of labor unions, worker owned cooperatives, and farmworker and community organizations.

International Cooperative Alliance (ICA)*

ica.coop

The International Co-operative Alliance is a non-profit international association established in 1895 to advance the

co-operative social enterprise model. The Alliance is the apex organization for co-operatives worldwide, representing 284 co-operative federations and organizations across 95 countries.

International Labour Organization, Cooperative Unit

ilo.org/empent/units/cooperatives/lang-en/index.htm

The ILO works in partnership with the International Co-operative Alliance (ICA), and is a member of the Committee for the Promotion and Advancement of Cooperatives (COPAC), an interagency committee which promotes sustainable cooperative development.

National Cooperative Business Association (NCBA)*

ncba.coop

NCBA CLUSA International is the trade association for cooperative businesses in the United States and an international development organization.

NASCO (North America Students of Cooperation)

nasco.coop

Working primarily, but not solely, with students in the cooperative housing sector, NASCO provides education and technical assistance to its members and co-op organizing groups, assists its members in communicating with each other, acts to educate the public on cooperative principles and practices, and promotes the co-op movement as a whole.

NATIONAL COALITIONS

In addition to the organizations with * listed to the left, the Federation or Institute holds an active membership with the following organizations:

American Sustainable Business Council (ASBC)

asbc.org

ASBC spans a growing network of business associations across the United States, which in turn represents over 200,000 businesses and 325,000 business executives, owners, investors, and others who can about building a vibrant and thriving sustainable economy.

BALLE (Business Alliance for Local Living Economies)

bealocalist.org

BALLE provides a national forum for visionary local economy leaders and funders to connect, build their capacity, and innovate.

New Economy Coalition

neweconomy.net

The New Economy Coalition (NEC) is a network of organizations imagining and building a future where people, communities, and ecosystems thrive. Together, we are creating deep change in our economy and politics—placing power in the hands of people and uprooting legacies of harm—so that a fundamentally new system can take root.

US Solidarity Economy Network

SEN connects a diverse array of individuals, organizations, businesses and projects in the shared work of building and strengthening regional, national and international movements for a solidarity economy.

2015 CONFERENCES & CONVENINGS

Please visit usworker.coop/events and institute.usworker.coop/trainings-events for comprehensive and regularly maintained event calendars.

April 23: Employee Ownership Conference: Worker Cooperatives in Focus

Host: **National Center for Employee Ownership**
Denver, CO
nceo.org/conference

May 1-2: CA Cooperative Conference

Host: **California Center for Cooperative Development**
Sacramento, CA
cccd.coop/events/2015CCC

May 2: NYC Worker Cooperative Conference

Host: **NYC Network of Worker Cooperatives**
Brooklyn, NY
nycworker.coop

May 4-6: National Cooperative Business Association Conference & Annual Meeting

Washington, DC
ncba.coop

May 7: NCBA Member Coop Lobby Day– Join us!

Washington, DC
usworker.coop/DC-lobby-day-2015

July 10 – 12: Eastern Conference for Workplace Democracy (ECWD)

Worcester, MA
east.usworker.coop

July 12 – 15: 2015 Association of Cooperative Educators (ACE) – annual conference

Amherst, MA
ace.coop

Sept 14 – 18: International Cooperatives Regional Conference of the Americas (formerly ICA Americas)

Panama City, Panama
aciamericas.coop

Sept 20 – 23: Western Worker Co-op Conference (WWCC)

Berkeley, CA
wwcc.coop

Oct 30 – Nov 1: NASCO Institute

Host: **North American Students of Cooperation**
Chicago, IL
nasco.coop

Nov 9 – 11: Cooperative Professionals Network (lawyers & accountants)

Host: NCBA
Minneapolis, MN
ncba.org/events

Nov 9 – 10: Cooperatives & the World of Work Research Conference

Host: International Labour Organization
Antalya, Turkey
ilo.org/empent/Eventsandmeetings/WCMS_310424/lang--en/index.htm

Nov 10 – 13: International Cooperative Alliance 2015 Global Conference & General Assembly

Antalya, Turkey
antalya2015.coop

****SAVE THE DATE** June 2016: Worker Cooperative National Conference**

Co-hosted by US Federation of Worker Cooperatives & Democracy at Work Institute
Check www.conference.coop for updates

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July 2015

Thank you to the many supporters of the US Federation of Worker Cooperatives and Democracy at Work Institute including: USFWC members and sustainers, Catholic Campaign for Human Development, Capital Impact Partners, Cooperative Development Foundation, Fund for Democratic Communities, The Cooperative Foundation, The Surdna Foundation, USDA Rural Development, and the individual donors to the Democracy at Work Institute.

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The United States Federation of Worker Cooperatives is the national grassroots membership organization for worker cooperatives. Our membership also includes democratic workplaces, cooperative developers and organizations that support worker cooperatives. We advance worker-owned, -managed, and -governed workplaces through cooperative education, advocacy and business development.

1904 Franklin Street, #400
Oakland, CA 94612
(415) 392-7277
info@usworker.coop
usworker.coop



The Democracy at Work Institute advances the worker cooperative field in order to create a fairer economy and better jobs. The Institute was created by the US Federation of Worker Cooperatives (USFWC) to expand worker ownership in a movement that is adequately supported, effective, and strategically directed. Our work ensures that our community's growth is rooted in worker cooperatives themselves at the same time as it reaches new communities most directly affected by inequality.

1904 Franklin Street, #400
Oakland, CA 94612
(415) 379-9201
info@institute.usworker.coop
institute.usworker.coop

