



## **A MEMBER-OWNED COOP: PAY & BENEFITS**

### **What is a member-owned cooperative?**

A worker-owned cooperative is a business owned and democratically managed by its members. At Radiate Consulting Bay Area, each member has a decision power of 1 vote.

### **What is Radiate Consulting Bay Area?**

Radiate Consulting Bay Area is a professional, multi-service worker-owned cooperative. A place where professionals offer their services to communities, non-profit and grassroots organizations, academic and research institutions that promote social good.

### **What does becoming a member-owner mean?**

Becoming a member-owner means that you own a share of the cooperative and commit to actively participate in its well-being. This includes providing services through the cooperative, attending member meetings and engaging in committees and decision-making processes. The cooperative facilitates the advantages of being part of an established business, though it is not responsible for finding work for the members.

### **How do you earn money as a worker-owner?**

Every member-owner engages in independent contracting, setting their own pace, choosing the number of contracts or clients they want to work with and establishing their own hours and rates for services. At Radiate Consulting Bay Area, we handle client invoicing, ensuring that you receive reliable payment for your services.

### **What are the benefits of Joining Radiate Consulting Bay Area?**

#### Ownership Status

- Each member is an equal partner of the business
- Every member has an equal vote
- Profits are distributed annually
- Brand Recognition
- Administrative and bookkeeping support

#### Independence

- Each member sets their own pace, number of contracts, hours and rate.
- Administrative tasks are handled by our team, allowing members to focus on growing their clientele

#### Strength in Numbers

- Network access: shared opportunities or peer support
- Support with contracts, guidelines and networking



### **What is an independent contractor?**

It is an individual or entity that provides services to clients under contract but is NOT an employee of the company they are providing services to. Independent contractors are typically paid per project or on a contractual basis. This means that they have control over the rate, the **how, when, and where** the work is completed, they do not receive traditional employee benefits and are responsible for their own taxes. In California, one can refer to the [ABC test](#) to briefly check your status as an independent contractor.