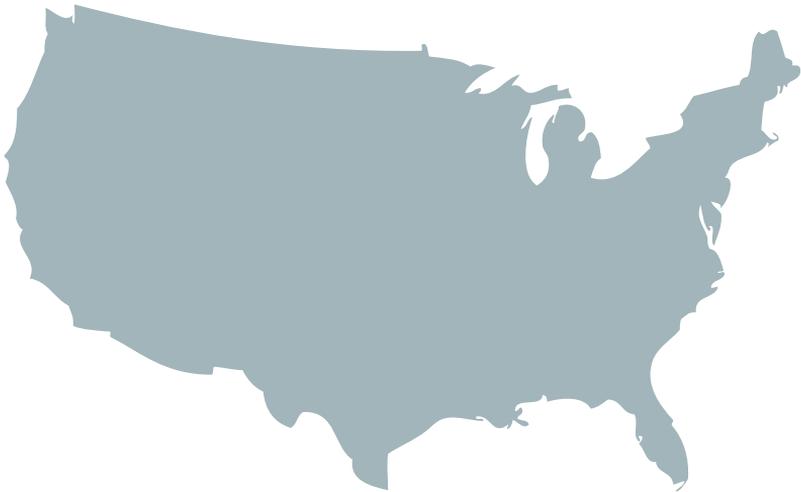


WORKER CO-OPS &
DEMOCRATIC WORKPLACES
IN THE UNITED STATES



DIRECTORY
2017



Democracy at Work Institute
US FEDERATION OF WORKER COOPERATIVES

This directory is a joint project of the U.S. Federation of Worker Cooperatives & the Democracy at Work Institute.

This updated Worker Co-op and Democratic Workplaces Directory (2017 Edition) offers a compilation of the fast-growing community of worker co-ops, other democratic workplaces, and support organizations—groups who together are advancing worker ownership across the United States.

Available Online:

PDF: usworker.coop/directory

Digital Directory: usworker.coop/find-a-worker-coop

Coop Developers & Service Providers:

usworker.coop/service-provider-directory

To order print copies, visit usworker.coop/directory or email directory@usworker.coop

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.

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U.S. FEDERATION OF WORKER COOPERATIVES

The United States Federation of Worker Cooperatives (USFWC) is the national grassroots membership organization for worker co-ops.

Its membership also includes democratic workplaces, developers, and organizations and individuals that support worker co-ops. **The USFWC advances worker-owned, -managed, and -governed workplaces through co-op education, advocacy and business development.**

As a membership and advocacy organization, the USFWC **connects** worker co-op members to benefits, to each other and to the larger co-op and economic justice movements. It **amplifies** its members' voices to advocate for worker ownership and the worker co-op 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. With about 160 business and organizational members representing close to 4,000 workers across the country, the USFWC is building a dynamic movement for democratic worker ownership. The USFWC is led by a 100% member-elected Board of Directors and a small but mighty staff.

BECOME A MEMBER - JOIN THE USFWC NOW

As a grassroots member-led movement, our membership is our power and our strength.

We welcome membership from:

- worker cooperatives
- democratic workplaces
- co-op developers
- startup cooperatives
- geographic and sector-based federations
- allied organizations
- individuals

Benefits include:

- high-quality referrals
- member and peer advisory councils
- national advocacy
- access to services like dental and vision benefits, education, and training

Learn more at: usworker.coop



Democracy at Work Institute
US FEDERATION OF WORKER COOPERATIVES

DEMOCRACY AT WORK INSTITUTE

The only national organization dedicated solely to worker co-op development, the **Democracy at Work Institute** advances the field in order to create a fairer economy and better jobs.

The Institute was created by the US Federation of Worker Co-ops (USFWC) to expand worker ownership in a movement that is adequately supported, effective, and strategically directed. Its work ensures that the community's growth is rooted in worker co-ops while also reaching new communities most directly affected by inequality.

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

With a library of resources and on-the-ground-knowledge of worker co-op enterprises, DAWI works to help:

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

Learn more about the Democracy at Work Institute's services and schedule a consultation at: institute.coop.

ABOUT WORKER CO-OPS

A worker co-op is a values-driven business that puts worker and community benefit at the core of its purpose, with two central characteristics:

- **Workers own the business and participate in its financial success** on the basis of their labor contribution to the co-op.
- **Workers control the governance of the co-op**; 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 CO-OPS IN THE UNITED STATES

- Researchers and practitioners estimate **~500 democratic workplaces** in the U.S., employing around **8,000 people** and generating over **\$400 million** in annual revenues.
- Any business can be a worker-owned and -controlled; in the U.S., worker co-ops tend to be concentrated in the service and retail sectors, including transportation and food-service, health care, manufacturing and engineering, technology, and design.
- **Worker co-ops are currently experiencing a surge in popularity**, marked by industry and sector concentrations and the growth of a support infrastructure at the local, regional and national levels.

HISTORY OF U.S. WORKER CO-OPS

Most of today's largest worker co-ops were founded during the 1970s and 1980s, as part of an explosion in alternative economic forms.

The co-ops that survived have thrived, and have helped seed new growth through investment of capital and expertise in a second wave of worker co-op development starting in the late 1990s.

THE BENEFITS OF WORKER CO-OPS

Worker co-ops 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 sustainable work options.

“One of the main barriers to business ownership for people of color is access to start-up capital...

[Worker co-ops make] business ownership more accessible.”

- UNITED FOR A FAIR ECONOMY,

State of the Dream 2013

- **Worker co-ops build local wealth.** Profits do not go to distant investors, but instead go directly to the workers. With ownership in the hands of workers, who are usually living and spending locally, these companies stay connected and accountable, building community wealth.
- **Worker co-ops 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 co-ops tend to be longer-term, offer extensive skills training, and provide better wages than similar jobs in conventional companies, offering opportunities for greater participation in management and governance decisions.
- **Worker co-ops create meaningful change for underserved populations.** As stated in the New York Times, “*by placing workers’ needs ahead of profits, they address the root cause of economic disparity.*” (3/23/14). More than half of worker co-ops in the U.S. 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.

Learn more about current progress at usworker.coop

By the mid-2000s, several worker co-op development organizations had begun to have success using the form as a means to create good jobs for low- and moderate-income workforces.

Regional efforts for municipal funding and support emerge, demonstrating widespread support for worker co-ops

2000s

2010s

and beyond!



DIRECTORY

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.

CATEGORIES

Arts & Entertainment

Build & Design

- Architecture & Construction
- Landscaping

Business Support Services

Cleaning Services

Energy

Food & Drink

- Grocery Stores Food & Drink
- Agriculture
- Production
- Cafes & Bakeries
- Restaurants & Bars
- Catering & Pop-Up

Health

- Health & Wellness
- Homecare

Media

- Bookstores & Publishers
- Copy & Print
- News & Production

Other

- Professional Services
- Retail Establishments

Schools & Childcare

Technology

- Graphic Design & Web Development
- Support Services

Transportation

- Bicycles
- Courier
- Repair
- Taxi

Waste & Remediation

Service Providers

- Lawyers and Law Firms
- Law Clinics
- CPAs & Tax Preparers
- Bookkeepers

***INDICATES USFWC MEMBER**

***INDICATES NON-USFWC MEMBER**



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(360) 647-1628
artwoodgallery.com

AWOL DANCE COLLECTIVE

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

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828 Valencia St, San Francisco CA
(415) 970-9900
cityartgallery.org

GREEN MOUNTAIN SPINNERY

7 Brickyard Ln, Putney VT
(802) 387-4528
spinnery.com

HANDWORK-CRAFT COOPERATIVE

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(607) 273-9400
handwork.coop

HEARTWOOD CO-OP WOODSHOP

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(510) 845-4887
heartwoodshop.net

JUST SEEDS ARTISTS COOPERATIVE

c/o Ice House Studios, 100 43rd St,
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(412) 275-0022
justseeds.org

PRO ARTE CHAMBER ORCHESTRA OF BOSTON

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

STEVEN'S SQUARE CENTER FOR THE ARTS

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

TIERRA WOOLS

91 Main St/PO Box 229, Los Ojos NM
(575) 588-7231
handweavers.com

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BELLINGHAM BAY BUILDERS

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Gateway MT
(406) 763-4639
bigtimberworks.com

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(607) 277-7426
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(718) 783-0348
buildwithprospect.com

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

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earthboundbuilders.com

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(206) 380-5997
metisconstructioninc.com

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(802) 229-6575
montpelierconstruction.com

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Olympia WA
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northwestconstruction.coop

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PO Box 296, Burlington VT
(802) 655-0009
redhousebuilding.com

ROCA MIA CONSTRUCTION

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(718) 216-4445
rocamiacconstruction.wix.com/ro-
camia

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West Tisbury MA
(508) 693-4850
southmountain.com

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terrafirmamn.com

TIMBER HOMES

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timberhomesllc.com

UNITED HANDYMEN

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(718) 475-2039
unitedhandymen.coop

WARRENSTREET ARCHITECTS

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roundskysolutions.com

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Los Angeles CA
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solidarityresearch.coop

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strengthinnumberscoop@gmail.com

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2323 Broadway, Ste 203, Oakland CA
(510) 398-6219
theselc.org

THE ICA GROUP

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

THE TOOLBOX FOR EDUCATION & SOCIAL ACTION

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

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720009, Jackson Heights NY
(347) 858-2450
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eco-care.org

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(510) 547-0550
arizmendi-bakery.org

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arizmendilakeshore.com

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(415) 456-4093
arizmendi-sanrafael.com

ARIZMENDI VALENCIA

1268 Valencia St, San Francisco CA
(415) 826-9218
valencia.arizmendi.coop

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blackbear.coop

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(503) 338-7473
bluescorcher.coop

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breadhive.com

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(513) 531-2667
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226 Causeway St, Boston MA
(617) 372-8777
equalexchange.coop

EQUAL EXCHANGE ESPRESSO BAR

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(206) 783-4955
equalexchange.coop

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(510) 548-8473
thejuicebar.org

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(718) 406-1929

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pattycakebakery.com

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templeraddish.wordpress.com

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redemmas.org

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cheeseboardcollective.coop

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theseedlancaster.coop

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 (859) 868-1211
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winwincoffeebar.com

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ginger-moon.com

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purplecarrot.coop

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ujamaafreedommarket.wordpress.com

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This section covers three types of cooperative developers:

- **Technical Assistance Provider:** Provides technical assistance resources to worker cooperatives and the general public.
- **Incubator:** Incubates worker cooperatives as part of their own programming. (Generally not open to the public for technical assistance to worker cooperatives unless otherwise noted.)
- **Academy:** Runs a training program for people interested in starting worker cooperatives.

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National Service Area
cdsconsulting.coop

CENTER FOR COMMUNITY BASED ENTERPRISE (C2BE) T

231 East Grand Blvd, Detroit MI
(313) 331-7821
c2be.org

CENTER FOR FAMILY LIFE I

443 39th St, Brooklyn NY
(718) 633-4823
cflsp.org

CTR FOR INCLUSIVE ENTERPRISE A

(at Pinchot University)
Seattle WA
cie.pinchot.edu

COFED I

2323 Broadway, Ste 223
Oakland CA
cofed.coop

CO-OPERA T

Minneapolis MN
612-750-1431

COOPERATION WORKS! T

C/O CEDC, 1057 Parkview Ln
Victoria MN
(763) 432-2032
cooperationworks.coop

COOPERATIVE FERMENTATION T A

Portland ME
cooperativefermentation.org

CINCINNATI UNION COOP INITIATIVE ⓘ

215 East 14th St Cincinnati OH (513) 403-9963
cincinnatiunioncoop.org

COMMON ENTERPRISE DEVELOPMENT CORPORATION ⓘ

400 W. Main St / P.O. Box 1076 Mandan ND (701) 663-3886
cedc.coop

COOPERATIVE DEVELOPMENT INSTITUTE (CDI) ⓘ ⓘ

P.O. Box 1051 Northampton MA (413) 665-1271
cdi.coop

DEMOCRACY COLLABORATIVE ⓘ

6930 Carroll Ave Suite 501 Takoma Park MD (202) 559-1473
democracycollaborative.org

EVERGREEN CO-OP CORPORATION ⓘ

Cleveland OH
evergreencooperatives.com

FEDERATION OF SOUTHERN CO-OP LAND ASSISTANCE FUND ⓘ

2769 Church St East Point GA (404) 765-0991
federationsoutherncoop.com

GREEN-COLLAR COMMUNITIES CLINIC (GC3) ⓘ ⓘ

2921 Adeline St Berkeley CA (510) 548-4040
greencollarcommunities.wordpress.com

THE ICA GROUP ⓘ

1330 Beacon St # 355 Brookline MA (617) 232-8765
ica-group.org

INTERFAITH BUSINESS BUILDERS ⓘ

1707 Westwood Ave, Cincinnati OH (513) 557-3600
interfaithbusinessbuilders.org

KEYSTONE DEVELOPMENT CENTER ⓘ

200 Trinity Road, York PA (717) 792-2163
kdc.coop

LATINO UNION OF CHICAGO ⓘ

3416 W. Bryn Mawr, Chicago IL (312) 491-9044
latinounion.org

LOMPOC CO-OP DEV. PROJECT ⓘ

Lompoc CA (805) 733-3333
lcdp.coop

MANDELA MARKETPLACE ⓘ

1364 7th St Oakland CA (510) 433-0993
mandelamarketplace.org

NATIONAL CENTER FOR EMPLOYEE OWNERSHIP (NCEO) ⓘ

1629 Telegraph Ave Ste 200 Oakland CA (510) 208-1300
nceo.org

NORTHERN MANHATTAN COMMUNITY IMPROVEMENT CORPORATION ⓘ

45 Wadsworth Ave, New York NY (212) 453-5360
nmc.org

NORTHWEST COOPERATIVE DEVELOPMENT CENTER ⓘ

407 4th Ave. E Suite 201 Olympia WA (360) 943-4241
nwc dc.coop

OHIO EMPLOYEE OWNERSHIP CTR ⓘ

113 McGilvrey Hall, Ken State Univ. Kent OH (330) 672-3028
oeockent.org

OWNERSHIP ASSOCIATES ⓘ

17 Story St Harvard Square Cambridge MA (617) 868-4600
ownershipassociates.com

PARAPROFESSIONAL HEALTHCARE INSTITUTE (PHI) ⓘ

400 East Fordham Road, Bronx NY
(718) 402-7766
paraprofessional.org

PODER (PEOPLE ORGANIZING TO DEMAND ENVIRONMENTAL & ECONOMIC RIGHTS) ⓘ

474 Valencia St Suite 125
San Francisco CA
(415) 431-4210
podersf.org

PRAXIS CONSULTING GROUP ⓘ

9 W. Highland Ave Philadelphia PA
(215) 753-0303
praxiscg.com

PROJECT EQUITY ⓘ ⓘ

Oakland CA
project-equity.org

PROSPERA (FORMERLY WAGES) ⓘ ⓘ ⓘ

1904 Franklin St Suite 801
Oakland CA
(510) 451-3100
prosperacoops.org

ROCKY MOUNTAIN EMPLOYEE OWNERSHIP CENTER ⓘ

383 Corona St, Denver CO
(303) 351-2003
rmeoc.org

ROCKY MOUNTAIN FARMERS UNION ⓘ ⓘ

7900 E. Union Ave #200 Denver CO
(303) 752-5800
rmfu.org

SUSTAINABLE ECONOMIES LAW CENTER ⓘ ⓘ

2323 Broadway #203, Oakland CA
(510) 398-6219
theselc.org

TEAMWORKS DEVELOPMENT ⓘ

1159 Sonora Ct #107
Sunnyvale, CA
teamworks.coop

VALLEY ALLIANCE OF WORKER COOPERATIVES (VAWC) ⓘ

Northampton, MA
valleyworker.org

VERMONT EMPLOYEE OWNERSHIP CENTER (VEOC) ⓘ

286 College St P.O. Box 546
Burlington VT
(802) 338-7448
veoc.org

RESTAURANT OPPORTUNITIES CTR OF MICHIGAN ⓘ ⓘ

311 East Grand River, Detroit MI
(313) 962-5020

RESTAURANT OPPORTUNITIES CENTER OF NEW YORK ⓘ

275 Seventh Ave #1730
New York, NY
(212) 243-6900
rocny.org

WORCESTER ROOTS PROJECT ⓘ ⓘ

c/o Stone Soup, 4 King St
Worcester, MA
(508) 343-0035
worcesterroots.org

WORKERS JUSTICE PROJECT ⓘ

PO Box 720009 Jackson Heights NY
(347) 500-9124
workersjustice.org

THE WORKING WORLD ⓘ ⓘ ⓘ

228 Park Ave S #27395
New York, NY
(646) 257-4144
theworkingworld.org

LAWYERS & LAW FIRMS

ANTHONY ADINOZIO

250 North 24th St, Camp Hill PA
(717) 730-2052
acadon@ezonline.com

COHEN, PLACITELLA & ROTH

2001 Market St 29th Fl, Phila PA
(866) 236-4230
cpirlaw.com

CREIGHTON & ROSE

815 SW 2nd Ste 500, Portland OR
(503) 221-1792
civilrightspdx.com

CUTTING EDGE COUNSEL

436 14th St, Ste 1120 Oakland CA
(510) 834-4530
cuttingedgecounsel.com

DORSEY & WHITNEY

50 South Sixth St Ste 1500
Minneapolis MN
(612) 343-8275
dorsey.com/swanson_dave

GILMORE KHANDHAR, LLC

PO Box 66586 Baltimore MD
(410) 227-7239
gilmorekhandhar.com

DONALD KREIS

164 Chelsea St PO Box 96
South Royalton VT
(802) 778-0885
law4coops.com

MERKEL LAW OFFICE

1001 4th Ave, Ste 4050 Seattle WA
(206) 389-8222
merkellaw.com

PHILIPS LAW OFFICES LLC

501 S. Cherry St, Ste 610 Denver CO
(303) 355-0401
ldp-law.com

JOHN W. VINSON, PLLC

700 Lavaca St, Ste 1400 Austin TX
(512) 693-4600
jvinsonlaw.com

JASON WEINER IPC

5762 Table Top Court, Boulder CO
(720) 445-6860
jrwiener.com

GREGORY R. WILSON

Four Embarcadero Center 17th Fl,
San Francisco CA
(415) 981-9545
gwilson.com

HAN & DE LEON

1112 Montana Ave, #110,
Santa Monica CA
(213) 444-1094
grassrootslawyers.com

HERRICK & KASDORF, LLP

16 N Carroll St, Ste 500 Madison WI
(608) 257-1369
herricklaw.net

INTEGRITY SYSTEMS

Whispering Pines NC
linkedin.com/pub/fenton-wilkinson/6/207/8a

KRUKOWSKI & ASSOCIATES

1243 N 10th St, Ste 250 Milwaukee MN
(414) 988-8400
krukowski.com

LADDIE LUSHIN

4120 Braintree Hill Rd, Braintree VT
(802) 728-9728
vermontbiz.com/company/lushin-laddie

LAW OFFICE OF DEBORAH GROBAN OLSON

1021 Nottingham Rd
Grosse Point Park MI
(313)331-7821
esoplaw.com

LAW OFFICE OF FREDRIC J. GRUDER

33 Eastreet Carver St, Huntington NY
(631) 784-7717
gruder@gruderlaw.com

LAW OFFICE OF HIGHBERGER & ANANDA, LLC

Lawrence KS
highbergerananda.com

LAW OFFICE OF JACOB O. DURELL

1 Mill St, Ste #185 Burlington VT
(802) 448-0712
Jod-law.com

LAW OFFICE OF JANELLE ORSI

Oakland CA
(510) 649-9956
janelleorsi.com

LAW OFFICE OF JILL JACOBS

101 Cooper St #220 Santa Cruz CA
(831) 531-7057
jilljacobsllaw.com

LAW OFFICE OF PHYLLIS MENKEN

9 Union St, Charlestown MA
(617) 242-3736

LAW OFFICES OF CLIFFORD GINN

220 Maine Mall Rd, South Portland ME
(207) 274-0001
cliffginn@gmail.com

MOUNTAIN SOUTH BUSINESS LAW

PO Box 151, Hendersonville NC

PATRICK J. DELUHERY, ATTORNEY

141 Pine Grove Dr, South Hadley MA
(413) 437-7145
pdeluhery@aol.com

SARAH KAPLAN LAW OFFICE

1335 Martin Luther King Jr. Way,
Berkeley CA
(312) 469-0794
sarahkaplanlaw.com

SUSTAINABLE ECONOMIES LAW CENTER

2323 Broadway, Ste 203 Oakland CA
(510) 398-6219
theselc.org

SHATZ, SHCWARTZ, AND PENTIN, P.C.

1441 Main St, Springfield MA
(413) 737-1131
ssfpc.com

SIVE, PAGET & RIESELL

460 Park Ave, Fl 10 New York NY
(646) 378-7266
sprlaw.com

SMALL BUSINESS COUNCIL & DISPUTE RESOLUTION SERVICES

48 Cumberland Rd, South Portland ME
(207) 318-8963

STEIKER, FISCHER, EDWARDS & GREENAPPLE, PC

156 College St, 3rd Fl, Burlington VT
(802) 860-4077
sfeglaw.com

STOEL RIVES LLP

33 S Sixth St, Ste 4200, Minneapolis MN
(612) 373-8807
stoel.com

VAN P. BALDWIN, ATTORNEY AND CPA

1950 Addison St #106, Berkeley CA
(510) 548-2659
vanbaldwin@pacbell.net

LAW CLINICS**BROOKLYN LAW SCHOOL**

One Boerum Place 3rd Fl, Brooklyn NY
(718) 780-7582
brooklaw.edu/

CITY UNIVERSITY OF NEW YORK LAW SCHOOL

2 Court Square, Long Island City NY
(718) 340-4163
law.cuny.edu/academics/clinics/ced.html

EAST BAY COMMUNITY LAW CTR

3130 Shattuck Ave, Berkeley CA
(510) 269-6611
ebclc.org

ROGER WILLIAMS UNIVERSITY SCHOOL OF LAW

150 Washington St, Providence RI
(401) 276-4887
law.rwu.edu/cedc

SUSTAINABLE ECONOMIES LAW CENTER

2323 Broadway, Oakland CA
(510) 398-6219
theselc.org/cafe

UDC DAVID A. CLARK SCHOOL OF LAW

4200 Connecticut Ave Bld 52,
Washington DC
(202) 274-7353
law.udc.edu/?page=CommunityDevelopment

UNIV. OF BALTIMORE SCHOOL OF LAW

1420 N. Charles St
c/o Clinical Program, Baltimore MD
(410) 837-5706
law.ubalt.edu/clinics/clinics/commu-
nity.cfm

URBAN JUSTICE CENTER

123 William St, 16th Floor, New York NY
(646) 459-3004
cdp.urbanjustice.org

CPAS & TAX PREPARERS**AARONSON LAVOIE STREITFELD**

DIAZ & CO., P.C.
1604 Broad St, Cranston RI
(401) 223-0205
alscpa.com

BOVA, HARRINGTON & ASSOCIATES PC

241 King St, Ste 27, Northampton MA
(413) 585-5815
bhacpas.com

BRAZEE & HUBAN

55 Wendell Ave, Fl 2, Pittsfield MA
(413) 443-9157
brazeehuban.com

CARLSON HIGHLAND & CO., CPAS

301 Keller Ave S, Amery WI
(715) 268-9800
carlsonhighlandcpas.com

CLIFTON LARSON ALLEN LLP, AGRIBUSINESS & CO-OPS DIVISION

1350 S Pioneer Way, Moses Lake WA
(509) 766-3100
claconnect.com

DAVID HAMMER, CPA

36 The Hollow, Amherst MA
(413) 835-0139
davidhammercpa.com

DEFREITAS & MINSKY, LLP

30 Jericho Executive Plaza, Ste 500W
Jericho NY
(516) 746-6322
dmaccountingfirm.com

ELKO & ASSOCIATES

Flagship Corporate Center, 2 West
Baltimore Ave, Ste 210, Media PA
(610) 565-3930
elkocpa.com

GRAHAM & GRAHAM, PC

15 North Main St, Ste 204, Concord NH
(603) 225-2944
grahamcpa.com

HORIZON ACCOUNTANTS

113 South Timber Way, Broadway VA
(540) 896-3330
horizonaccountants.com

KBMG

1601 Market St, Philadelphia PA
(267) 256-1627
kpmg.com

KUSTOV & ASSOCIATES, INC.

490 Post St, Ste 526, San Francisco CA
(415) 399-9506
kustovcpa.com

LEAH B. NOEL, PCA | PC

14 S Pack Sq, Ste 503, Asheville CA
(828) 333-4529
lbnocpa.com

LMHS, P.C.

80 Washington St Building S, Norwell MA
(781) 878-9111
lmhspc.com

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

30 East Plato Blvd, Saint Paul MN
(651) 281-1827
mucr.com

MCSOLEY MCCOY & CO.

118 Tilley Dr, Ste 202, Burlington VT
(802) 658-1808
cpavt.com

PIECIAK AND CO.

10 Park Place/PO Box 797,
Brattleboro VT
(802) 257-1307
pieciak.com

RAMINA & ASSOCIATES

2205 York Rd, Ste 102, Timonium MD
(410) 308-8778
raminacpas.com

RONALD LEEFLANG

436 14th St, Ste 720, Oakland CA
(510) 622-0001
ronaldwleeflang.com

SCHOFIELD & SCHOFIELD, P.C.

7200 South Alton Way, Ste B100,
Centennial CO
(303) 798-2235
mail@scofieldcpa.com

SHERRY HEFFERNAN, CPA

Corcoran MN
(763) 478-6518
linkedin.com/pub/sherry-heffer-
nan/9/365/244

STREAMLINE BOOKKEEPING

287 17th St, Ste 400, Oakland CA
streamlinebookkeeping.com

VAN BALDWIN, ATTORNEY & CPA

1950 Addison St # 106, Berkeley CA
(510) 548-2659
vanbaldwin@pacbell.net

VANCE ECONOMIC SERVICES

5844 Geary Blvd, San Francisco CA
(415) 387-7417
vancees.com

WEGNER CPAS

2110 Luann Ln, Madison WI
(608) 442-1939
wegnercpas.com

WILKEN & COMPANY, P.C., CPAS

2435 SW Fifth Ave, Portland OR
(503) 225-1359
wilkenpcas.com

BOOKKEEPERS**AMANDA GUTOWSKI**

Boston MA
amandagutowski@gmail.com

GLASS CONSULTING LLC

1117 Lawrence Ave, Lawrence KS
(785) 838-3708
glassconsultingllc.com

GREEN BEANS BOOKKEEPING

8 Priscilla Rd, Unit 2, Brighton MA
(617) 903-8244
greenbeans-bookkeeping.com

THE GREEN BOOKKEEPER

Oakland CA
(510) 982-6433
thegreenbookkeeper.com

OPEN BOOKKEEPING

28 Williams St, Brattleboro VT
(413) 896-7264
openbookkeeping.com

KOSAREFF SERVICES

Camp Meeker CA
kosareff@comcast.net

MORE RESOURCES AVAILABLE ONLINE

In addition to the resources found in this directory, you may find more resources at usworker.coop and institute.coop, including:

- Trainings
- Publications, tools and research
- Lending institutions and capital access
- Educational and academic resources
- Conferences and convenings

ABOUT THE DEMOCRACY AT WORK NETWORK

A PROFESSIONAL PEER NETWORK FOR
DEMOCRATIC BUSINESSES



The Democracy at Work Network (DAWN), a project of the U.S. Federation of Worker Co-ops, is a network of certified peer advisors providing technical assistance services to worker co-ops from other worker co-op members.

Its goals are to:

- Meet the demand for technical assistance and development advice with high-quality services
- Increase worker-to-worker co-op technical assistance capacity from inside the movement

Worker co-ops, 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.

DAWN peer advisors and staff offer:

- 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

Learn more about DAWN and find out how to become a Peer Advisor:
www.dawn.coop | info@dawn.coop

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 CO-OP 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 CO-OPS (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

USFWC MEMBER COUNCILS
usworker.coop

- ADVOCACY & PUBLIC POLICY
- UNION COOPERATIVES
- IMMIGRANT WORKER CO-OPS / CONCILIO DE MIEMBROS ASESORES DE COOPERATIVAS INMIGRANTES
- RACIAL AND ECONOMIC JUSTICE COUNCIL
- AND MORE

NATIONAL & INTERNATIONAL COOPERATIVE ALLIES

CANADIAN WORKER COOPERATIVE FEDERATION (CWCF)

canadianworker.coop

CICOPA (THE INTERNATIONAL ORGANISATION OF INDUSTRIAL, ARTISANAL AND SERVICE PRODUCERS' COOPERATIVES)*

cicopa.coop

**FRENTE AUTENTICO DEL TRABAJO
AUTHENTIC WORKERS FRONT**

fatmexico.org.mx

INTERNATIONAL COOPERATIVE ALLIANCE (ICA)*

ica.coop

INTERNATIONAL LABOUR ORGANIZATION, COOPERATIVE UNIT

ilo.org

NATIONAL COOPERATIVE BUSINESS ASSOCIATION (NCBA)*

ncba.coop

NASCO (NORTH AMERICA STUDENTS OF COOPERATION)

nasco.coop

NATIONAL COALITIONS

The USFWC or DAWI holds an active membership with the following organizations:

AMERICAN SUSTAINABLE BUSINESS COUNCIL (ASBC)

asbc.org

BALLE

(BUSINESS ALLIANCE FOR LOCAL LIVING ECONOMIES)

bealocalist.org

NEW ECONOMY COALITION

neweconomy.net

US SOLIDARITY ECONOMY NETWORK

ussolidarityeconomy.wordpress.com

ARIZONA

BICAS (BICYCLE INTER COMMUNITY ARTS & SALVAGE)	25
DESERT MARIGOLD SCHOOL	23
SHOT IN THE DARK CAFE	15

CALIFORNIA

AK PRESS	20
ALCHEMY COLLECTIVE	13
ALVARADO STREET BAKERY	17
ARIZMENDI 9TH AVENUE	14
ARIZMENDI EMERYVILLE	14
ARIZMENDI LAKESHORE	14
ARIZMENDI SAN RAFAEL	14
ARIZMENDI VALENCIA	14
BERKELEY MASSAGE AND SELF-HEALING CENTER	18
BIOFUEL OASIS	12
BOX DOG BIKES	25
BRING IT LOCAL	10
C.L.A.R.O (COLECTIVO LEGAL ACCESIBLE RAZONABLE Y ORGANIZADO)	22
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CO-SOAP	19
COMMUNITY PRINTERS	20
CO-OP DIGITAL	24
CRICKET COURIER	25
CUPID COURIER COLLECTIVE	25
DESIGN ACTION COLLECTIVE	23
DIG COOP	10
ECO-CARE HOUSECLEANING	11
ELECTRIC EMBERS CO-OP	24
EMMA'S ECO-CLEAN	11
ENERGY SOLIDARITY CO-OP	12
FRESH TAMALES	15
GREEN BROOM BRIGADE CLEANING CO-OP	11
HEARTWOOD CO-OP	8
WOODSHOP	8
HOME GREEN HOME	12
JUICE BAR COLLECTIVE RESTAURANT	14
LA COLECTIVA	12
LIFT ECONOMY	10
MANDELA FOODS CO-OP	16
MANOS HOME CARE	20
MARKETPLACE CO-OP	10
MIRABOT TECHNOLOGY CO-OP	23
MISSING LINK BICYCLE CO-OP	25

MODERN TIMES BOOKSTORE	20
OTHER AVENUES FOOD COOP	26
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PEDAL EXPRESS COURIER SERVICE	26
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WASHINGTON DC

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PEACHY GREEN CLEAN CO-OP	12
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CAFÉ CHICAGO	17	EQUAL EXCHANGE	17
COMRADE CYCLES	25	EQUAL EXCHANGE CAFÉ	14
NASCO	10	FUTURE FOCUS MEDIA CO-OP	21
NEW ERA WINDOWS	9	GAIA HOST COLLECTIVE	24
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DELTA COMMUNICATIONS	21	LEVELLERS PRESS	20
PRINTING		PEDAL PEOPLE CO-OP	25, 27
FRIENDS OF THE THIRD WORLD CO-OP TRADING	22	PELHAM INDUSTRIAL GROUP	26
KANSAS		PRO ARTE CHAMBER ORCHESTRA OF BOSTON	8
AD ASTRA BOOKS & COFFEE	20	PV SQUARED SOLAR	13
SOUTHWEST BOULEVARD	19	REAL PICKLES	17
FAMILY HEALTH CARE	19	RED SUN PRESS	21
THE PURPLE CARROT	15	RESTORING ROOTS CO-OP	10
KENTUCKY		SIMPLE DIAPER & LINEN	12
ROUNDAABOUT MUSIC CO.	23	SOUTH MOUNTAIN COMPANY	9
VILLAGE TROUGH	15	SUDBURY VALLEY SCHOOL	23
LOUISIANA		THE ICA GROUP	11
C4 TECH & DESIGN	23	THE TOOLBOX FOR EDUCATION & SOCIAL ACTION	11
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HEALTH CLINIC	19	VALLEY GREEN FEAST	13
MASSACHUSETTS		VIDA VERDE WOMEN'S CO-OP	12
A YARD & A HALF LANDSCAPING	9	WELLSPRING UPHOSTERY CO-OP	22
ACCESS CONSULTING SERVICES	21	WORX PRINTING CO-OP	22
AGARIC	24	MARYLAND	
ARTISAN BEVERAGE CO-OP	17	BALTIMORE BICYCLE WORKS	25
BOSTON INTERPRETERS COLLECTIVE	22	CHARMINGTON'S	14
BOSTON TECHCOLLECTIVE	24	GLUT FOOD CO-OP	16
BROADFORK PERMACULTURE:	9	GRASSROOTS ECONOMIC ORGANIZING (GEO)	21
ECOLOGICAL LANDSCAPING	9	MARYLAND FOOD COLLECTIVE	16
BROADWAY BICYCLE SCHOOL	25	RED EMMA'S BOOKSTORE AND COFFEEHOUSE	15
CERO CO-OP	26	THREAD COFFEE	17
COLLECTIVE COPIES		MAINE	
- AMHERST	20	C.L.E.A.N	11
- FLORENCE	20	CROWN O' MAINE ORGANIC CO-OP	13
COMETRICS	10	FARM TRUCK JUICE	17
COMMUNITY BUILDERS CO-OP	8	FEDCO SEED	13
		HOURWORLD	22
		ISLAND EMPLOYEE CO-OP	22
		JET VIDEO CO-OP	22

LOCAL SPROUTS CATERING	15		
LOCAL SPROUTS CO-OP	18		
MICHIGAN			
BARTERTOWN DINER	18		
SASSAFRAS TECH COLLECTIVE	24		
MINNESOTA			
EQUAL EXCHANGE - MN	17		
LINE BREAK MEDIA	21		
MATCHBOX COFFEESHOP	14		
POSITIVELY 3RD ST BAKERY	15		
SEWARD CAFÉ	18		
SEWARD CHILD CARE CENTER	23		
STEVEN'S SQUARE CENTER FOR THE ARTS	8		
TERRA FIRMA BUILDING & REMODELING	9		
THE HARDTIMES CAFÉ	15		
THE HUB BIKE CO-OP	25		
WHOLE BUILDERS CO-OP	9		
MISSOURI			
BLACK BEAR BAKERY	14		
MONTANA			
BIG TIMBERWORKS	8		
NORTH CAROLINA			
BOUNTIFUL BACKYARDS	9		
FIRESTORM BOOKS & COFFEE	20		
FRENCH BROAD FOOD CO-OP	16		
FULLSTEAM LABS	23		
GREEN MUSE HOUSECLEANING	12		
OPPORTUNITY THREADS	22		
SANDHILLS FARM TO TABLE CO-OP	13		
TANGERINE CLEAN	12		
UJAMAA FREEDOM MARKET	15		
WEAVER STREET MARKET			
- CARRBORO	17		
- CHAPEL HILL	17		
- HILLSBOROUGH	17		
NEW HAMPSHIRE			
INDEPENDENT FABRICATION	25		
WARRENSTREET ARCHITECTS	9		
NEW MEXICO			
TIERRA WOOLS	8		
NEW YORK			
3B: THE DOWNTOWN BROOKLYN			
BED & BREAKFAST	21		
BIO-CLASSIC CLEANING	11		
BEYOND CARE	19		
A BOOKKEEPING CO-OP	10		
BRIGHTLY STATEN ISLAND CO-OP	11		
APPLE ECO-CLEANING	11		
BED STUY FRESH AND LOCAL	16		
BLUE SPRUCE PAINTING & DECORATING	8		
BREADHIVE CO-OP BAKERY	14		
BUILD WITH PROSPECT	8		
CARACOL INTERPRETERS CO-OP	22		
COLAB CO-OP	23		
CO-OP HOME CARE ASSOCIATES	20		
ECOMUNDO CLEANING	11		
ÉMIGRÉ GOURMET	15		
FULL LANE LOGISTICS	25		
GINGER MOON	15		
GLOCAL	24		
GOLDEN STEPS ELDER CARE CO-OP	20		
GRO-OPERATIVE	13		
HANDWORK - CRAFT CO-OP	8		
HTINK	23		
IN THE CITY, OFF THE GRID	22		
KALUK MARKETING SERVICES	10		
KINDRED CONTENT DESIGN	23		
LA FINCA DEL SUR/SOUTH			
BRONX FARMERS	13		
LA MIAS BAKERY	14		
MAHARLIKA OFFICE CLEANING COOP	11		
MEERKAT MEDIA COLLECTIVE	21		
MESS COLLECTIVE	25		
MOOSEWOOD RESTAURANT	18		
NEW DAY FILMS	21		
NEW DEAL HOME IMPROVEMENT	9		
ONCE AGAIN NUT BUTTER	17		
PA'LANTE GREEN CLEANING CO-OP	12		
PALANTE TECHNOLOGY CO-OP	24		
RADIX MEDIA	21		
ROCA MIA CONSTRUCTION	9		
SAMAMKĀYA YOGA BACK CARE & SCOLIOSIS COLLECTIVE	19		
SI SE PUEDE! WOMEN'S CO-OP	12		
SMALL WORLD FOOD	17		
SUNSET SCHOLARS	23		
SYRACUSE CULTURAL WORKERS	20		
TADPOLE COLLECTIVE	24		

THIRD ROOT COMMUNITY HEALTH CENTER	19	CHILDSPACE TOO	23
TIME OF DAY MEDIA	21	CHILDSPACE WEST	23
TRUSTY AMIGOS DOG WALKING & PET CARE	22	HOME CARE ASSOCIATES	20
UNITED HANDYMEN	9	JUST SEEDS ARTISTS CO-OP	8
OHIO		MARIPOSA FOOD CO-OP	16
BOLINE APOTHECARY	18	PIN UP POSTERS COURIER COLLECTIVE	26
CASA NUEVA RESTAURANT	18	RAD DISH CAFÉ	15
CO-OPERATIVE JANITORIAL SERVICES	11	RADICANTE MEDIA	21
COMMUNITY BLEND	14	THE SEED	15
EVERGREEN ENERGY SOLUTIONS	12	W/N W/N COFFEE BAR	15
EVERGREEN LAUNDRY	11	PUERTO RICO	
FLYWHEEL TECH COLLECTIVE	24	LAS FLORES METALARTE	22
GREEN CITY GROWERS CO-OP	13	RHODE ISLAND	
OUR HARVEST	13	FERTILE UNDERGROUND	16
PATTYCAKE BAKERY	14	SOL CHARIOTS PEDICAB CO-OP	26
RUST BELT RIDERS	27	TEXAS	
SELECT MACHINE INC.	22	4TH TAP BREWING CO-OP	17
SUSTAINERGY	13	BLACK STAR CO-OP PUB & BREWERY	18
OKLAHOMA		DAHLIA GREEN CLEANING	11
FERTILE GROUND COMPOST SERVICES	27	EARTHBOUND BUILDERS COLLECTIVE	8
OREGON		EQUALITY HOMECARE	20
ALBERTA CO-OP GROCERY	16	POLYCOT ASSOCIATES	24
AWOL DANCE COLLECTIVE	8	TAXI DRIVERS ASS'N OF AUSTIN	26
BLUE SCORCHER BAKERY & CAFÉ	14	TREASURE CITY THRIFT	23
BREITENBUSH HOT SPRINGS	18	VIRGINIA	
CASCADIA COLLECTIVE HOOD AND DUCT	11	ALEXANDRIA UNION CAB	26
CITYBIKES WORKERS' CO-OP	25	C'VILLE FOODSCAPES	10
COMMON GROUND WELLNESS CO-OPERATIVE	19	LITTLE GRILL COLLECTIVE	18
MAGPIE MESSENGER COLLECTIVE	25	XENSHA	25
OUR TABLE	13	VERMONT	
PEOPLE'S FOOD CO-OP	16	BRATTLEBORO HOLISTIC HEALTH	18
STUMPTOWN PRINTERS	21	BUFFALO MOUNTAIN COOP	16
THE TECH SUPPORT CO-OP	24	CATAMOUNT SOLAR	12
THE VITAL COMPASS	19	CDS CONSULTING CO-OP	10
UNION CAB OF PORTLAND	26	DATA SYSTEMS	24
PENNSYLVANIA		DECONSTRUCTION WORKS	26
ALLIANCE TAXI COOP	26	DIGGERS MIRTH COLLECTIVE FARM	13
AORTA CONSULTING COOP	10	GREEN MOUNTAIN SPINNERY	8
CHILDSPACE MT. AIRY	23	MONTPELIER CONSTRUCTION	9
		PT360	19
		RED HOUSE BUILDING	9

ROUND SKY SOLUTIONS	11	THE PEOPLES GARDENING	
TAMARACK MEDIA CO-OP	21	COLLECTIVE	10
THE NEW SCHOOL OF		PORT TOWNSEND	
MONTPELIER	23	SHIPWRIGHTS CO-OP	26
TIMBER HOMES	9	SALISH SEA TRADING CO-OP	26
VERMONT COMPUTING CO-OP	24	SUNSHINE PROPANE	13
WOODBELLY PIZZA	15	THE FLAMING EGGPLANT CAFE	18
WASHINGTON		WISCONSIN	
ARTWOOD GALLERY	8	CENTER POINT COUSELING	19
BELLINGHAM BAY BUILDERS	8	COMMUNITY PHARMACY	19
BLACK CAP LANDSCAPING	9	FIFTH SEASON CO-OP	13
CAMAS PARTNERS	10	FOUR STAR VIDEO CO-OP	22
CENTRAL CO-OP	16	INTERPRETERS' CO-OP OF	
CIRCLE OF LIFE CAREGIVER CO-OP	19	MADISON	22
D'ABOY CAREER HORIZONS	22	ISTHMUS ENGINEERING &	
EQUAL EXCHANGE ESPRESSO BAR	14	MANUFACTURING	22
LEFT BANK BOOKS	20	JUST COFFEE CO-OP	17
LINC FOODS	13	LAKESIDE PRINTING COOP	21
LITTLE WEAVER WEB COLLECTIVE	23	MAPLE VALLEY CO-OP	13
METIS CONSTRUCTION	9	NATURE'S BAKERY CO-OP	14
NEW MOON CO-OP CAFÉ	18	RIVER WEST PUBLIC HOUSE	18
NORTHWEST CONSTRUCTION COOP	9	RIVERWEST CO-OP	
OLYMPIA FOOD COOP		GROCERY & CAFE	16
- EASTSIDE	16	UNION CAB OF MADISON	26
- WESTSIDE	16	UNION TECHNOLOGY CO-OP	24
PATTYCAKE BAKERY	14	VILLARI'S MARTIAL ARTS CO-OP	19
PATTY PAN CO-OP	14	WORT FM	21
PENINSULA HOMECARE CO-OP	20		

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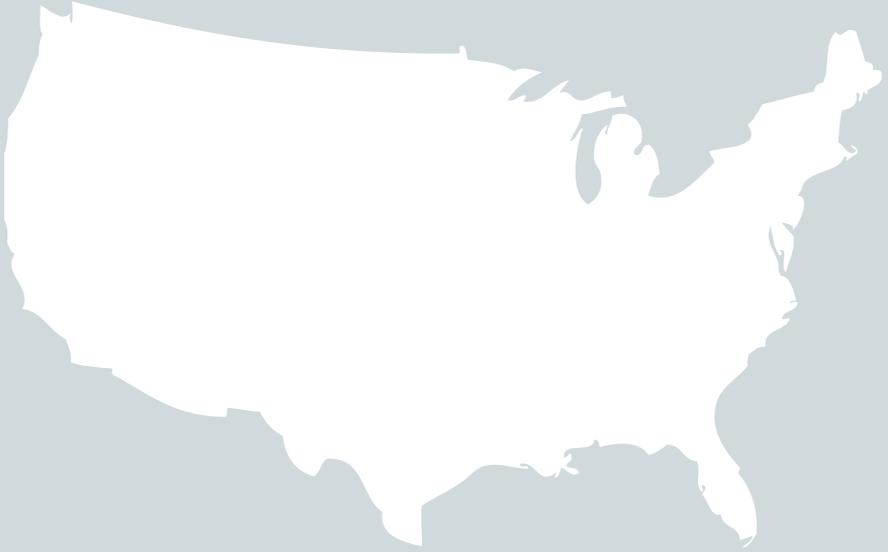
Thank you!

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