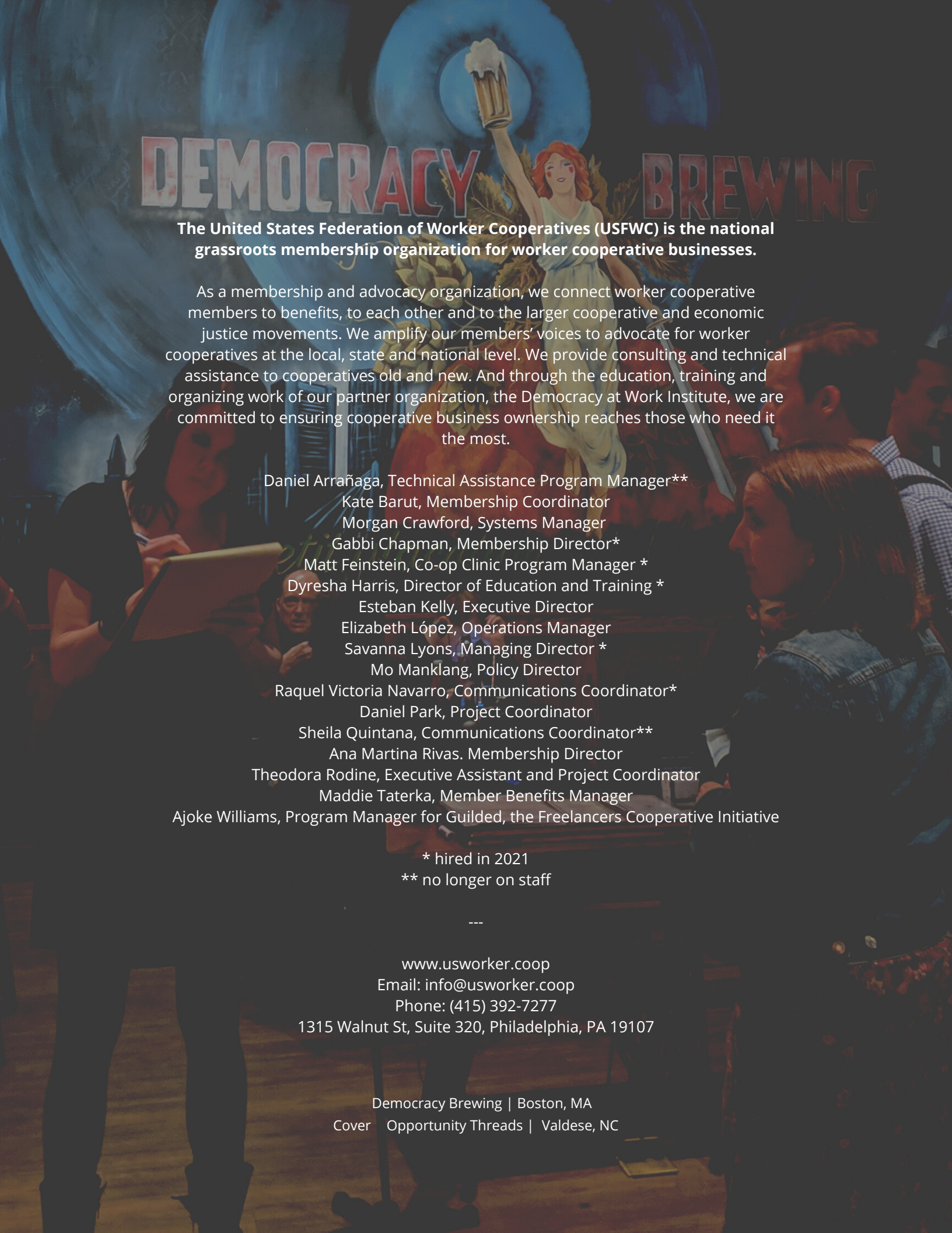




ANNUAL REPORT

2020





DEMOCRACY BREWING

The United States Federation of Worker Cooperatives (USFWC) is the national grassroots membership organization for worker cooperative businesses.

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' voices to advocate for worker cooperatives at the local, state and national level. We provide consulting and technical assistance to cooperatives old and new. And through the education, training and organizing work of our partner organization, the Democracy at Work Institute, we are committed to ensuring cooperative business ownership reaches those who need it the most.

Daniel Arrañaga, Technical Assistance Program Manager**

Kate Barut, Membership Coordinator

Morgan Crawford, Systems Manager

Gabbi Chapman, Membership Director*

Matt Feinstein, Co-op Clinic Program Manager *

Dyresha Harris, Director of Education and Training *

Esteban Kelly, Executive Director

Elizabeth López, Operations Manager

Savanna Lyons, Managing Director *

Mo Manklang, Policy Director

Raquel Victoria Navarro, Communications Coordinator*

Daniel Park, Project Coordinator

Sheila Quintana, Communications Coordinator**

Ana Martina Rivas, Membership Director

Theodora Rodine, Executive Assistant and Project Coordinator

Maddie Taterka, Member Benefits Manager

Ajoke Williams, Program Manager for Guided, the Freelancers Cooperative Initiative

* hired in 2021

** no longer on staff

www.usworker.coop

Email: info@usworker.coop

Phone: (415) 392-7277

1315 Walnut St, Suite 320, Philadelphia, PA 19107

Democracy Brewing | Boston, MA

Cover Opportunity Threads | Valdese, NC

FROM THE EXECUTIVE DIRECTOR

It's fitting that, in the midst of a respiratory pandemic, we find ourselves trying to catch our breath. Things have been moving increasingly quickly for many years now and for us, it never slowed down – not even during the lockdowns in the Spring of 2020. Quite the opposite – when the health and economic crisis hit our members, our team worked around the clock to advocate and ensure that co-ops could access Small Business Administration (SBA) programs. It worked! According to our partners at NCBA CLUSA, more than 3,000 co-ops of all types accessed (Payroll Protection Program) PPP and/or EIDL (Economic Injury and Disaster) loans, unlocking \$1.2 billion in financial assistance to US co-op sectors and preventing many co-ops from going under. Access to the personal guarantee exemption that gave worker co-ops access to COVID-19 relief programs was a tremendous development which will have long-term benefits well past the pandemic. We also reached out to every one of our members individually to learn how they were faring, provide technical support in filling out loan applications and advising on programs to provide support and relief.

We were heart-warmed to hear so many stories about how co-op members mobilized their resources to become mutual aid hubs serving their communities throughout the pandemic. Nowhere was that local commitment more evident than the historic demonstration of solidarity with Black communities in the summer of 2020. It was powerful to be in the streets and to see pictures of our members rising up against anti-Black racism.

Beyond that, our grassroots were vocal in pushing cooperative models, transformative justice, and solidarity economics into the mainstream as solutions to the convergence of problems that became too brazen for others to ignore by 2020. At our 2020 national conference - the first we've done entirely virtually - we put a spotlight on cooperative solutions to racism, climate chaos, and worker exploitation. Naomi Klein and Avi Lewis spotlighted worker co-ops as essential to building a global movement for justice and sustainability, and Maurice Mitchell introduced the Working Families Party's vision for mobilizing multiracial movements. Members came together to deliver practical content for workplace democracy, and also stretched that lens to consider how our skills and resources can benefit those around us.

What's beautiful about the worker co-op community is the cornucopia of solutions that are given space to flourish, and the seeds that we plant from that to anchor resources and democratic practice firmly where we live and work. Co-ops understand that we're not always going to agree on what we do or the ultimate vision, but there is a mutual respect for how we do our work- using the co-op values of solidarity and equity, and a patience to give one another space to try things out. That kind of trust is exemplary for other movements for liberation, and it may just be germane to building a winning base of power in the coming decade.



Esteban Kelly
Executive Director

FROM THE BOARD

Cooperators - congratulations on being survivors! I'm not being flippant about that statement. This has been a very challenging year and we should celebrate the fact that we are still here working to cultivate a more just, democratic, and inclusive world through the tools of cooperative ownership. In response to the pandemic, the USFWC staff and board found ways to provide critical support to our members - from deferred or in-kind dues payments, to expanding technical assistance through the Co-op Clinic, to leading over 1,700 people in dozens of online sessions and member spaces, to covering nearly 500 workers and their families through the USFWC's worker benefits program.

The USFWC board welcomed our new class of regional representatives, including Araceli Dominguez from Brightly Port Richmond Cooperative. She is our first monolingual Spanish-speaking board member, representing not only the East, but also our growing Spanish-speaking membership. Our board meetings have transitioned to being fully translated, with some meetings being facilitated completely in Spanish so that every board member can participate in making the strategic decisions on behalf of the USFWC membership. And the board made explicit that the Federation can only fulfill our mission and vision in conversation and partnership with the movements for economic, social and racial justice.

There is so much more to share with our membership, but one thing is clear: we are here to usher in and provide resources for our members, and to create spaces of compassion, care and empowerment. Let us be the ancestors that our children's children may be proud of.

Maru Bautista

Center for Family Life, NY

Pablo Benson-Silva

NYC Network of Worker Cooperatives, NY

Anna Boyer | Treasurer

C4 Tech, LA

Araceli Dominguez

Brightly Port Richmond Cooperative, NY

Hillary Johnson | Secretary

Equal Exchange, MN

Tori Kuper

Cooperation Buffalo, NY

Ricardo Nuñez | President

Sustainable Economies Law Center, CA

Daniella Preisler

Home Green Home SF, CA

Esther Julia West | Vice-President

MadWorC , UW Center for Cooperatives, WI

Flequer Vera | 2018-2020

Sustainergy, OH

Imrana Soofi | 2018-2020

Worcester Roots, MA



Ricardo Nuñez

Board President



BIG MOMENTS IN 2020

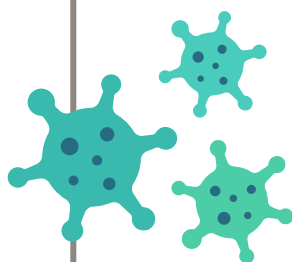


JAN-FEB | Elizabeth Lopez (lower right) joins the team as Operations Manager, Maddie Taterka (left) is hired as Worker Benefits Coordinator, and Ajoke Williams (upper right) joins in February as the manager for the Guided Freelancer Co-op initiative.

FEB USFWC Members National Cooperative Bank and South Mountain Company testify before the U.S. House Small Business Committee



Rep. Ro Khanna (CA) champions worker cooperatives at town hall, and worker ownership is discussed during presidential debates.



COVID-19 hits in earnest across the world

USFWC team shifts gears:

- hosts worker co-op solidarity calls
- convenes regular COVID-19 update calls
- develops a pandemic resource center
- published guide for lenders and service providers to assist co-ops
- advocates with the SBA to ensure inclusion of cooperatives in relief programs



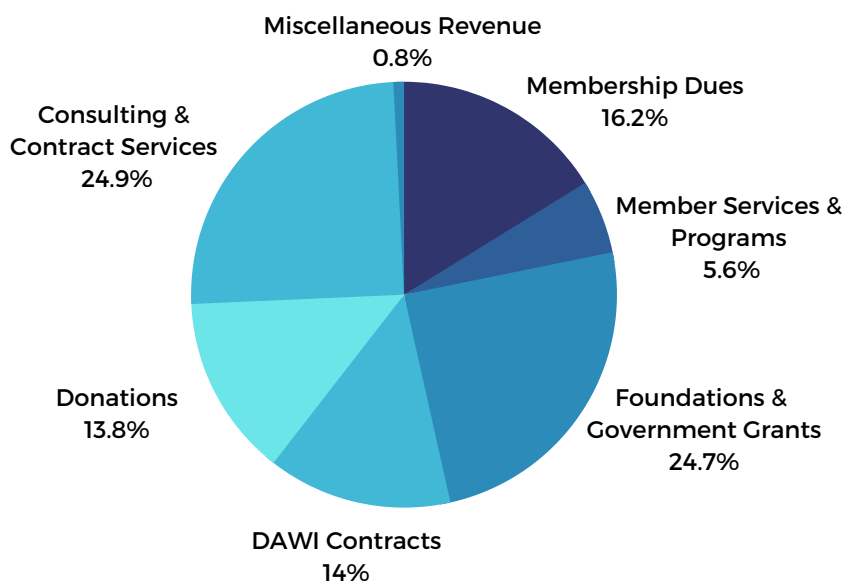
SEPT 1,700+ people participated in the virtual **Worker Co-op Conference.**

We raised \$14,565.00 in attendee donations, and speakers included Maurice Mitchell of the Working Families Party, Naomi Klein and Avi Lewis, along with comments from Sen. Bernie Sanders, Rep. Ro Khanna, Rep. Rashida Tlaib, Rep. Mark Pocan, and NYC City Council Member Helen Rosenthal.

FINANCIAL OVERVIEW

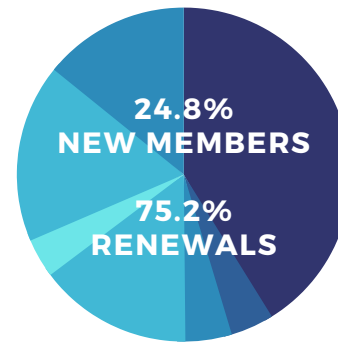
Revenue	Total
Consulting & Contract Services	\$143,653
DAWI Contracts	\$80,698
Donations	\$79,321
Foundation & Government Grants	\$142,229
Member Services & Programs Income	\$32,486
Membership Dues	\$93,094
Miscellaneous Revenue	\$4,372
Total Revenue	\$575,853
Expenditures	
Staff Benefits	\$16,985
Contract Services	\$100,362
Facilities and Equipment	\$7,909
Operations	\$25,026
Payroll and Staffing Expenses	\$414,879
Professional Development	\$492
Travel and Meetings	\$4,191
Total Expenditures	\$569,843
Net Operating Revenue	\$6,010
Release of AmbitioUS grant funds (awarded in 2019)	\$144,440
Net Revenue	\$150,450

2020 INCOME (\$575,853 TOTAL)



Firestorm Books | Asheville, NC

ABOUT OUR MEMBERSHIP



290
Members

119 Worker Co-ops	43 Co-op Developers
12 Democratic Workplaces	11 Federation Partners
13 Conversions	31 Associates
50 Startups	

- In 2020, our Membership Department focused on a rapid response plan, contacting members to provide advice and support on pandemic relief resources as well as offering dues and worker benefits fee support. All our staff participated in calling our entire membership to see how they were faring, and to track the experience of worker co-ops during COVID-19. We hosted a series of webinars on Mutual Aid and Cooperatives, with over 100 participants.
- We extended our renewal period, highlighting our financial hardship policy with partial/full dues discounts in place to support membership in remaining connected during the crisis.
- Our membership grew significantly, and in 2020 we welcomed 66 new members.
- We have taken large steps towards increasing opportunities for access and engagement for our active and growing Spanish-speaking membership.
- The increased visibility of USFWC's work during COVID-19 rapid response and subsequently during our very successful and highly attended conference has meant a lot of newer co-ops and interestingly, more established, long-standing worker co-ops, have seen our intrinsic value and opted to join our membership.
- Throughout the year we highlighted many opportunities for the public to patronize and support worker cooperatives across the country, especially Black-led worker cooperatives.

MEMBER MEETINGS

Along with the world, our meetings went online in 2020 — our **Spring Member Meeting** focused on connectivity and mutual aid, learning how members were responding to the COVID-19 crisis and strategies to shift operations in their workplaces. Members also shared how they and their communities were addressing racial inequalities and State violence towards Black communities as well as mutual aid initiatives.

We came together for our **Fall Member Meeting** to ensure that members were kept informed on the governance and programs of the USFWC, including: updating our Vision and Theory of Change; support provided to worker co-ops via the Co-op Clinic; our advocacy and endorsement work; coalition partnerships; and international work alliances and collaborations. We also shared our plans to launch a 501(c)4 affiliate, as well as updates on the incubation of Guilded, a Freelancer Co-op.

MEMBER COUNCILS

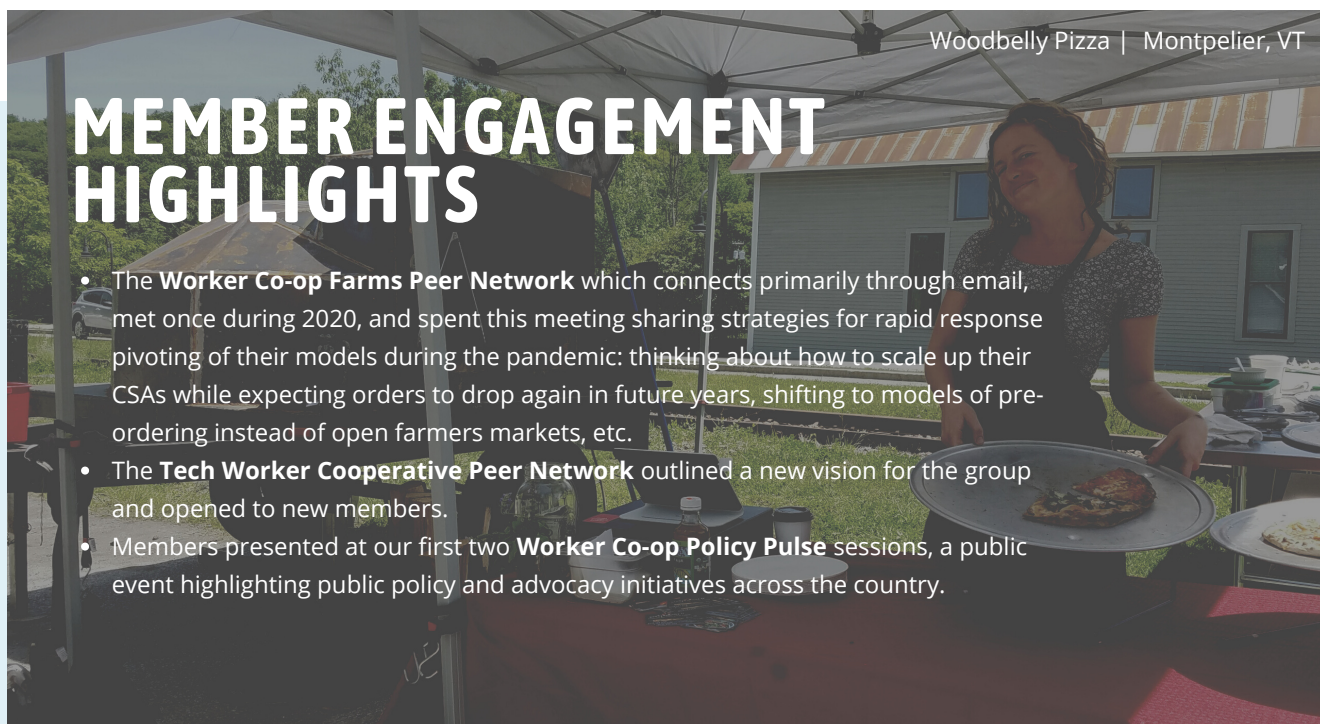
This last year has been a seminal moment for racial and economic justice. The **Racial and Economic Justice Council** revised its charter to reflect our new vision including the role of the speakers bureau, political education, and leadership development. The USFWC hosted multiple webinars that fall within its new purview, hosting reflections on the uprisings in the summer of 2020, how our members showed up in those moments, and delving into political education and organizing. We endorsed the BREATHE Act from the Movement 4 Black Lives. Currently USFWC is making plans to relaunch the Racial and Economic Justice Council as a stipended program to ensure participants who may be most impacted by racial and economic injustice can be compensated for their participation.

The **Policy and Advocacy Council** dug deep into local and state organizing, informing and creating federal legislation, working to prioritize advocacy initiatives and develop our infrastructure for member engagement around public policy work, peer workshopping local campaigns and sharing resources to support worker owners in their

advocacy efforts. This council became one of the major outlets to share knowledge and resources regarding COVID-19 relief, and continues to be one of the primary ways to engage and inform the USFWC's policy priorities.

The **Movimiento de Inmigrantes en Cooperativas Council** focused its efforts on three rapid response webinars on finances, communications and emergent mutual aid to support members.

The **Union Co-ops Council** put together a statement in support of Black lives through the lens of workers with labor unions, to encourage labor leaders to speak out against racism. Throughout the year, this council's task forces focused on increasing membership, compiling case studies and educational resources, and formalizing systems and committee members. These task forces work to educate unions to be more aware of the union co-op strategy and become involved in it, as well as connecting worker dignity and ownership with the labor movement nationally and locally.

A photograph of a woman with dark hair, wearing a dark patterned top, smiling and holding a large pizza on a metal tray. She is standing outdoors under a large white canopy tent. In the background, there is a building with a corrugated metal roof and some greenery. The text "Woodbelly Pizza | Montpelier, VT" is visible in the top right corner of the image.

MEMBER ENGAGEMENT HIGHLIGHTS

- The **Worker Co-op Farms Peer Network** which connects primarily through email, met once during 2020, and spent this meeting sharing strategies for rapid response pivoting of their models during the pandemic: thinking about how to scale up their CSAs while expecting orders to drop again in future years, shifting to models of pre-ordering instead of open farmers markets, etc.
- The **Tech Worker Cooperative Peer Network** outlined a new vision for the group and opened to new members.
- Members presented at our first two **Worker Co-op Policy Pulse** sessions, a public event highlighting public policy and advocacy initiatives across the country.



Hike the Hill Day, Washington DC in 2019

POLICY & ADVOCACY

In 2020, the USFWC led advocacy efforts alongside national partners to ensure the inclusion of cooperatives in COVID-19 relief programs from the Small Business Administration and other sources. We also worked with Small Business Development Centers across the country to build out support infrastructure, tracked national/state resources to share with members and partners, and educated legislators on using worker co-ops as a solution for COVID-19 recovery. In July, Communications Director Mo Manklang transitioned into the Policy Director role, formalizing our strategies to dedicate more efforts toward our advocacy efforts. Other initiatives in 2020 included:

- Garnering support for the Rural Cooperative Development Grant Program, which fuels support for our rural co-ops;
- Providing testimony and supporting members NCB and South Mountain Company to testify at a House Small Business Committee hearing in support of worker ownership;
- Working with Rep. Ro Khanna (CA-17) to champion worker cooperatives both publicly and through developing legislation.
- Participating in the development of the New Economy Coalition's Policy Toolkit, including worker co-op strategies;
- Beginning the transition of direction of the 501(c)4 organization of the Sustainable Economies Law Center, currently known as Policy Advocates for Sustainable Economies (PASE). Executive Director Esteban Kelly and Policy Director Mo Manklang joined the board of PASE, which has been focused on envisioning the future of the organization as a tool for advancing advocacy initiatives.
- Starting a long term initiative to map out which sectors of our field are best positioned to implement a Green New Deal through democratically operated businesses addressing Climate Justice and resiliency.

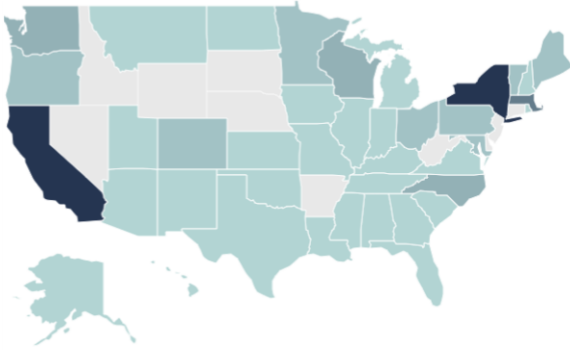
ENDORSEMENTS

As a values-based membership organization, from time to time the USFWC endorses campaigns, initiatives, and candidates which align with the priorities of the membership.

We endorsed:

- The Breathe Act, which offers a radical reimagining of public safety, community care, and how we spend money as a society, including divesting federal resources from incarceration and policing, investing in new, non-punitive, non-carceral approaches to community safety that lead states to shrink their criminal-legal systems and center the protection of Black lives, holding political leaders to their promises and enhancing the self-determination of all Black communities.
- A moratorium on all utility shut offs nationwide
- The NYC Equity Agenda's demand for a debt collection moratorium during the COVID-19 crisis.
- The Worker-Owned Recovery California (WORC) Coalition's roadmap for economic recovery.

STATE AND LOCAL INITIATIVES



Representing states in which gov'ts have illustrated support for worker co-ops in messaging and/or financially.

California

- Working with partners to develop the Worker Cooperative Development Initiative for the City of Santa Clara
- Strategizing as a core member of the newly formed Worker-Owned Recovery California (WORC) Coalition who crafted a \$10 million roadmap for economic recovery.

Illinois

- Uplifting the successful efforts to recognize limited liability cooperatives.

Massachusetts

- Continuing to advise on MA state legislative priorities, including through the Coalition for Worker Ownership and Power (COWOP).

Since the passing of the Main Street Employee Ownership Initiative in 2018, we have seen support grow at all levels of government for worker ownership. The USFWC works to organize at the federal level and support state and local campaigns and initiatives through our members and partners, through our Policy and Advocacy Council as well as dedicated consulting and advisory, including:

Minnesota

- Providing advice and support for the \$100,000 program Minneapolis dedicated toward worker co-op startups and conversions in 2020.

New York State

- Advising on Sen. Jamaal Bailey's worker co-op amendment bill to grant access to the state Economic Development Fund.
- Rebecca Lurie was named a member of the NYC COVID-19 Labor Committee, supporting proposed worker co-op solutions as a recovery effort.

Pennsylvania

- Working with the Philadelphia Area Cooperative Alliance (PACA)'s Policy and Advocacy Committee to organize around the Philadelphia City Budget, city co-op initiatives, and state legislative priorities.



WORKER CO-OPS: WEATHERING THE STORM OF COVID-19 AND BEYOND

The USFWC and DAWI published a brief sharing the challenges, impacts and organizing of worker co-ops during COVID-19. The brief includes data and anecdotal stories from the 250+ worker cooperatives that we contacted, and recommendations for legislative solutions to aid co-ops in their recovery effort. The brief illustrates that worker co-ops more easily pivoted their business models during the pandemic, adapting to avoid closure and prioritize worker and community health.



INTERNATIONAL

Within weeks of the world-wide lockdown in April 2020, the USFWC organized an international webinar to hear about how worker co-ops around the world were impacted by the Covid-19 pandemic. In many ways the global nature of the crisis brought our communities closer together. Leaders as far away as Chile, Japan, Belgium and the UK shared stories of developing solidarity funds, advocating for government support for small businesses and also shared data about job retention, furloughs and business adaptations across industries.

Our international co-op association CICOPA held its first video conference General Assembly, and more members from around the world were able to engage and begin to develop relationships. USFWC leaders increased our presence internationally, with E.D. Esteban Kelly being elected to the board of CICOPA, and Membership Director Ana Martina Rivas and Board Member Daniella Preisler serving in leadership for the regional groups CICOPA North America and CICOPA Americas respectively. USFWC members presented in half a dozen international online events in 2020, including the Stir to Action festival organized by Co-ops UK, a Social Co-ops Forum based in Italy and a virtual conference from our closest international friends at the Canadian Worker Co-op Federation. We were especially honored to submit a letter of support for a bill in the Japanese parliament, the “Japan Worker Cooperative Law” and were delighted to learn that the legislation passed.



Daniella Preisler
Board member



Ana Martina Rivas
Membership Director

FEDERATION PARTNERS

We recognize that deepening the impact of our collective organizing requires strong local and state partnerships. One challenge is that members in our Federation Partners peer network each serve different purposes from one another. Leaning instead into their commonalities, the USFWC has been learning the best ways to convene local organizers so that they can learn from and support one another, and iterate on effective strategies for member engagement, technical assistance, social events, advocacy and ecosystem development. In 2020 we started to reconvene the group but realized that our Federation Partners were maxed out by attending to co-op needs throughout the pandemic. We invested in a digital organizing fellow, Christo Johnson to bring some focus to this work, and after a few meetings in Spring and Summer of 2020, we decided to pause this organizing for a year. Instead, the USFWC connected one-on-one with local co-op networks to address administrative loose ends and amplify mutual aid, training and solidarity programming.

WORKER BENEFITS

In 2020, the Worker Benefits Program gained its first full-time staff member Maddie Taterka, who was hired as the Worker Benefits Coordinator in January. With a dedicated staff, the Worker Benefits Program was able to streamline many systems, including putting invoicing on a regular, automated schedule and improving member communications. In addition to growing our longtime dental and vision insurance programs, we also expanded our offerings with three new benefits: accident insurance, short-term disability insurance, and tax-advantaged plans like HRAs, HSAs and FSAs.

The Worker Benefits Program continued research on strategies to make health insurance and retirement benefits accessible to our member workplaces. The Worker Benefits Program Coordinator hosted webinars in English and Spanish to educate members on the Program, other healthcare options and the importance of this work in the context of our long-term vision of universal healthcare.

The USFWC was able to offer flexible payment options for workplaces experiencing financial distress during COVID-19 as well as the option to pause enrollment. Due to the pandemic, our open enrollment numbers were lower than the targets set early in the year. Still, 11 new organizations joined and across all enrolled organizations, nearly 100 new individuals enrolled. The steady growth of the Worker Benefits Program illustrates the power of our collective numbers to achieve access and better rates for coverage for all members, and this offering has become a vitally importance piece of our work.

The USFWC Worker Benefits program proudly serves

50
workplaces

500+
individuals

Since 2017, the Worker Benefits Program has helped over 800 people receive health-related benefits in the worker cooperative movement.





Cooperators in Massachusetts

CO-OP CLINIC

The Co-op Clinic is a project of the USFWC aimed to meet the demand for technical assistance and development advice with high-quality services, and increase worker cooperative technical assistance capacity from inside the movement. Several conversions and startups found support through the Co-op Clinic, from financials to bylaws and general guidance. **In the fall of 2020, staff and consultants took up the project of building a more complete business plan for the Co-op Clinic.**



The plan outlines a roadmap for improvement of the Co-op Clinic program with appropriate projections of growth and specific recommendations to improve marketing, branding and quality and efficiency of service delivery. The expected growth relies on the expertise of peer advisors from USFWC member cooperatives as well as increased staff and partner capacity to offer training and perform consultation.

CONSULTING

The fee for service consulting work that the USFWC offers to nonprofits, cooperative and community projects, unions, and government agencies has become an essential component of our financial stability and the diversification of revenue streams. **In 2020 this amounted to just over \$140,000 of revenue spread out over a dozen different clients.**

While some groups struggled to adapt to virtual facilitation, most were accustomed to zoom-based training and thankfully we were able to maintain the confirmed clients while booking new ones even through the uncertainty of the pandemic. We closed the year by hiring a Director of Education and Training, Dyresha Harris, who joined Esteban and Daniel Park as a lead trainer and consultant. Clients in 2020 straddled arts and culture work, community economic development, food sovereignty, racial justice, LGBTQ services and cooperative initiatives. By volume, this work was set to nearly double for 2021.

2020 consulting clients included:

- *ArtPlace America- Community reinvestment / Group governance
- Boston Ujima Project- Co-op training and transformative justice
- Center for Family Life- Cooperative training
- Closing the Hunger Gap- Group governance
- *The Movement Cooperative- Cooperative governance
- Neighborhood Garden Trust- racial equity training and group governance
- New Left Accelerator / Freedom in Action- governance for advocacy
- *Philadelphia Food Policy Advisory Council- Theory of Change/ Strategic Planning
- William Way Center- racial equity and organizational development

* clients billed more than \$30,000

GUILD: THE FREELANCER CO-OP

In the beginning of 2020, the USFWC launched its **Freelancer Cooperative Initiative** with support and funding from the Cultural Center for Innovation in the Arts. The 125K grant led to a lot of progress, most importantly, the formal incorporation of a new cooperative named **Guided LCA**.

Guided is based on the co-op model first employed by Smart EU which provides employee benefits for freelance and contract workers throughout the EU. This model inspired the USFWC to explore how the in-depth research and benefits we provide to our worker-owners could be adapted for freelancers if they had ownership within a cooperative.

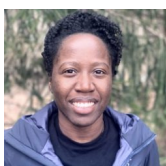
Guided benefits were selected based on a larger freelancer needs study, conducted by our partner, the Freelancer's Union, in conjunction with UpWork.

The current suite of benefits available to our members are:

- State and Federal Tax Preparation Subsidy
- Health Care Access through Direct Primary Care Clinic

We partnered with accounting co-op Key Figures to develop a customized onboarding form for Guided members in 4 states where Key Figures provides services. This allows them to quickly indicate their tax filing needs and informs them of any external charges not covered through their Guided membership. Furthermore, the platform directs qualified freelancers to free tax filing services when it would be more financially beneficial. As Guided grows, we will expand our state tax filing offerings.

In addition to our programmatic work, Guided did intentional fundraising so that adequate capital would be available to expand and continue program-specific projects. We also produced several compelling media assets to enhance our public communications and member recruitment strategies.



Ajoke Williams
Guided Program Manager

Highlights and major accomplishments of Guided in 2020:

- **Membership**
 - 136 member registrations with 27 members enrolled in one of Guided's benefits programs.
 - 72 registered members are artists/cultural workers.
- **Partnerships and Marketing**
 - Created an Advisory Council: SmartEU, Freelancers Union, Crux, USDAC
 - Established partnerships with Arts Organizations : US Department of Arts and Culture,
 - Provided Presentations at DC Cooperative Stakeholders Group, Asian Arts Initiative, 2020 Worker Cooperative Conference.

FREELANCER
GUILD
COOPERATIVE



THANK YOU FOR WORKING WITH US

We would like to extend appreciation to everyone who made our 2020 accomplishments possible including the following individuals who worked with us as volunteers, interns, fellows and contractors. **Thank you!**

- Alison Booth Gribas
- Anne Phillips
- Annette Griffin
- Catalina Gallagher
- Christo Johnson
- Deborah Craig
- Devra Gartenstein
- Laura Smoot
- Lucienne Cross
- Maria Luisa Rosal

THANK YOU FOR SUPPORTING US

We are grateful to the many people whose financial contributions make our work possible: our members, funders, donors, consulting clients, and those who contribute after attending our events.

Special thanks to:

- The Democracy at Work Initiative (DAWI), our sister 501(c)3 affiliate
- North American Students of Cooperation (NASCO), our fiscal sponsor
- Policy Advocates for Sustainable Economies, our nascent 501(c)4 affiliate running the End the Billionaire Economy campaign

Our foundation funders in 2020:

- Chorus Foundation
- WhyHunger
- Center for Cultural Innovation / AmbitioUS
- Kataly Foundation (2021)

Our technical assistance funders in 2020, which include:

- USDA Rural Cooperative Development Grant Program (via DAWI)
- New York City Worker Cooperative Business Development Initiative (via DAWI)

Thank you to the 121 individual and monthly donors who helped us raise over \$75,000 in 2020.

Special thanks to the 63 monthly sustainers whose gifts of \$10-50 per month have helped immensely to advance the worker co-op movement in the U.S.

Longtime USFWC sustainer, worker-owner and founder of ChiFresh Kitchen Camille Kerr says *"I believe worker cooperatives are the foundation for a fairer, more sustainable economy. Having a membership organization supporting our field is critical."*

You can become a sustainer too! Committing to monthly donations helps you give in a sustainable way and helps us when planning our budget -- [give today.](#)

OUR MEMBERS

A & Associates	Cooperative Economics Alliance of New York City	Mattole Uplift Coop	Rock Steady Farm & Flowers
A Bookkeeping Cooperative	Cooperative Fund of New England	May First Movement Technology	Rocky Mountain Employee Ownership Center
A Slice of New York	Cooperative Home Care Associates	Means TV	Rocky Mountain Farmers Union Foundation
A Yard & A Half Landscaping Cooperative, Inc.	Cooperatives United for Sunset Park (CUSP)	Meerkat Media Collective	Root Volume Cooperative Inc.
ABQ Assisted Care en Comunidad	Courage Homecare Cooperative	Metis Construction Inc.	Round Sky Solutions
Access cooperative	Custom Collaborative	Mission West Community Development Partner	Samamkaya Yoga Back Care & Scoliosis Collective
AcornOak	Democracy at Work Institute	Moving Images	Samara Collective
Agaric, LLC	Democracy Collaborative Foundation	NannyBee	San Francisco TechCollective
Ampled	Design Action Collective	National Cooperative Bank	Sassafras Tech Collective
AORTA	Earth-Bound Building	NCBA (National Cooperative Business Association)	Serenity Soular
APARIA, LLC	Echo Adventure Cooperative	Network for Developing Conscious Communities	Seward Community Co-op
Apple Eco-Cleaning	Ecomundo Cleaning Coop	New Digital Cooperative	SF Green Cab LLC dba Green Cab
Arizmendi Association of Cooperatives	Editide	New Frameworks Construction	Shared Capital Cooperative
Arizmendi Bakery 9th Avenue	Electric Embers Cooperative, Inc	New Moon Cooperative Cafe	South Mountain Company, Inc.
Arizmendi Bakery Lakeshore	Encuentro	New Prairie Construction Company	Southeast Center for Cooperative Development
Arizmendi Bakery San Rafael	Equal Exchange	North American Students of Cooperation (NASCO)	Southern Exposure Seed Exchange
Arizmendi Bakery Valencia	Equality Trades LLC	Nexus Community Partners	Southside Worker Center
Artisan Beverage Coop	Evanston Development Cooperative	Niles Pie Company	Start.coop
Artists Designing Evolution (adé PROJECT)	Fellow Travelers	Norcal Media Coop	Story 2 Designs
Austin Cooperative Business Association	Fertile Ground Cooperative	North Carolina Employee Ownership Center	Sunlight Strategies NYC, LLC
Baltimore Bicycle Works	Find My Way, LLC	Northern Manhattan Improvement Corporation	Sunset Scholars Tutoring Cooperative
Beyond Care Childcare Coop	Firestorm Books & Coffee	Northwest Cooperative Development Center	Sustainable Economies Law Center
Bio-Classic Cleaning	Flying V Farm	NOVA Web Development	Sweet Hollow Farm
Birth Brown	Friends of the Third World/Co-op Trading	NYC Network of Worker Cooperatives (NYC NoWC)	TakeRoot Justice
BKLN CLEAN Coop	Fuerza Laboral	Oban Cooperative	Tangerine Clean
Blue Scorchers Bakery & Cafe	FullSteam Labs	Obvious Agency	TeamWorks Cleaning
Bonfire Media Collective, LLC	Fund for Democratic Communities	Olio Culinary Collective	TECHNICIANS FOR SUSTAINABILITY (TFS)
Boston Center for Community Ownership	Get It Right Educators Cooperative	OnPoint Security NYC	TESA Collective
Boston Cleaning Collective LLC	GOLDEN STEPS ELDER COOPERATIVE	Openflows Community Technology Cooperative	The Hub Bike Co-op
Box Dog Bikes	Grace in Action Collectives	Orca Books Cooperative	The ICA Group, Inc.
Bridge Change	Grassroots Economic Organizing	OSHA Solutions	The Illuminator
Brightly Carroll Gardens	Green Mountain Spinnery	Other Avenues	The Industrial Commons
Brightly East Harlem	Groundswell Community and Retreat Center	Pa'lante Forward Green Cleaning	The Kola Nut Collaborative
Brightly Port Richmond	Haven Herbs	Palante Technology Cooperative, Inc.	The National Center for Employee Ownership
Brightly Washington Heights	Healing Living Systems, Inc.	Parable of the Sower Intentional Community Cooperative	The Network of Bay Area Worker Cooperatives - NoBAWC
Broadway Bicycle School	Highlander Research & Education Center	Patty Cake Bakery	The New School of Montpelier
Brooklyn Stone and Tile	Home Care Associates	Patty Pan Cooperative	The Peoples Gardening Collective
Business Services Cooperative	Home Green Home LLC	Paw Partners	The Tech Support Cooperative
C4 Tech & Design	Hopewell Care Childcare Cooperative	Peachy Green Clean Cooperative	The Vital Compass
California Center for Cooperative Development	Human Agenda C.L.A.R.O.	Pecan Milk Cooperative, LLC	The Working World, Inc.
Capital Bookkeeping Cooperative	Indiana Cooperative Development Center, Inc.	Pedal People Cooperative Inc	Third Root Community Health Center, LLC
Capital Homecare Cooperative	Interpreters' Cooperative of Madison	Pelham Industrial Group	Tightshift Laboring Cooperative
Carolina Common Enterprise	Island Employee Cooperative	People's Food Co-op	tilde Language Justice Cooperative
Catalyst Cooperative	Isthmus Engineering and Manufacturing Cooperative	Philadelphia Area Cooperative Alliance	TimberHomes Vermont
Catamount Solar	It Takes A City LLC	Pioneer Valley PhotoVoltaics Cooperative Inc	Time Of Day Media
Center for Community-Based Enterprise, Inc	Jacobin Logistics LLC	Pioneer Valley Workers Center	Treasure City Thrift
Center for Family Life	Jason Wiener p.c.	Platform Cooperativism Consortium	TRIBE Co-Create
Centro de Trabajadores Unidos: United Workers' Center	JOAN LLC	Polycot Associates LLC	Trufty Amigos Coop
Cheese Board Collective	Just Coffee Cooperative	Position Development	Union Technology Cooperative
ChiFresh Kitchen, LWCA	Kelpful	Professional Eco-Cleaning LLC	United Food and Commercial Workers Union (UFCW) Local 1459
Childspace Mt. Airy	Key Figures	Project Equity	Upside Down Consulting
Chroma Technology Corp	Keystone Bicycle Co.	Prospera	Uptown Village Cooperative
Circle Yoga Cooperative	Khao'na Kitchen, LLC	Queer Paint Cooperative	Valley Alliance of Worker Cooperatives (VAWC)
City Roots Contractors Guild	Koinonia Farm	Radiate Bay Area	Vermont Employee Ownership Center
Co-op Cincy	L.A. Coop Lab	Rainbow Grocery Cooperative Inc.	Wanderwell
Co-op Dayton	Life Transformations by hilda, llc	Real Pickles Cooperative	Ward Lumber Workers Cooperative
Co-operate WNC	LIFEQUALITY, INC.	Red Emma's Bookstore Coffeehouse	Washington Area Community Investment Fund
Co-Risk Labs	LIFT Economy	Red Sun Press	Wegner CPAs
Cohere, LLC	LINC Foods	Regenerative Landscape Alliance, LLC	Wellspring Cooperative
CoLab Cooperative	Line Break Media	Relay Online Marketing, LLC	Wholistic.art
Collective Copies/Levellers Press	Line Index LLC	Reparations Law	Woke Foods
Collective REMAKE	Little Grill Collective	Research Action Design, LLC	Woodbelly Pizza
Colmenar Cooperative Consulting	Living Hope Wheelchair Association	Research Action	Worcester Bookkeeping Cooperative
Columinate	Local Enterprise Assistance Fund (LEAF)	Revolutionary Fitness NY	Worcester Roots
Communitas Financial Planning	Long Island Progressive Coalition	Riseboro Community Partnership	worX printing cooperative
Community Care Cooperative	Los Angeles Union Cooperative Initiative/LUCI	Rock City Employee Cooperative	XENSHA
Community Food Bank of Southern Arizona	LuLu's Foods, LLC		Zinc Cooperative
Community Network Solutions	Lutea Consulting		
Community to Community Development	M Baldiga Bookkeeping		
Community Vision Capital & Consulting	Madison Cooperative Development Coalition		
Cooperation Buffalo	Madison Worker Cooperatives (MADWorC)		
Cooperation Humboldt	Maharlika Cleaning Cooperative		
Cooperation Jackson	Maine Solar Cooperative, Inc. dba Insource		
CooperationWorks!	Renewables		
Cooperative Development Foundation	Mandela Grocery Cooperative		
Cooperative Development Institute	Massachusetts Recreational Consumer Council		
Cooperative Development Services			