This is the 5th annual report for the Cincinnati Union Co-op Initiative (CUCI). 2017 was a year of achievement and challenge; important progress for individual co-ops in Cincinnati, and growth of the co-op movement in our region and nation.

The infographic to the right gives you a snapshot of CUCI’s impact to date.

### What We Do
Guide established businesses and start-ups through the process of creating a union co-op from concept to launch

- Isabel Uribe, who worked for Mondragon’s premier co-op incubator Saiolan, collaborated with CUCI to infuse the best practices of Mondragon into CUCI’s co-op curriculum.
- Piloted nanny-share co-op, a multi-stakeholder co-op of parents and workers, that provides a living wage to childcare providers.
- Developed a leveraged buy-out conversion model for industrial services and manufacturing companies.

### What We’ve Done
- Hosting 3rd Biennial Union Co-op Symposium drawing 200 participants from across the US and as far away as the UK, Australia, and Argentina.
- Joined The Financial Cooperative anchored by the Working World and established a local loan fund that has already benefited our co-ops.
- Published the Worker-Owner Workbook, an interactive training manual, that will assist co-op members’ understanding of the union co-op model; build skills; and create a culture of solidarity.

### Where We’re Going
- Launching Co-op U, an interactive training that takes teams through the steps to validate their idea and launch a co-op business. Coaching and mentoring included. Co-op U also offers Co-op Culture & Skills Building & Union Co-op Network Building workshops as well.
- Investigating ways the co-op model might help strengthen childcare centers in Cincinnati. Exploring the power of shared services as well as multi-stakeholder co-op models.
- Helping retiring business owners sell their businesses to their employees.
- Building the loan pipeline and attracting more dollars into our peer loan fund with the Financial Cooperative.
- Identifying additional businesses and cooperative mentors/coaches.
Apple Street Market

After months of advocacy and organizing, Cincinnati City Council unanimously approved funding for NEST, Northside’s community development corporation, to purchase the building to house the market. Building acquisition unlocks 3 million in additional financing. Construction on the worker and community-owned grocery store in a food desert will begin in 2018. Fundraising for working capital can now begin in earnest.

Union Co-op Symposium

“This conference marked a watershed of sorts, as the union co-op idea is increasingly seen by both union and co-op activists as a vehicle for community transformation.” ~ Nonprofit Quarterly

Pictured on the right at the 3rd Biennial Symposium is the Executive Director, Kristen Barker, speaking to the 200+ participants from across the United States and as far away as Argentina, England, and Australia.

Worker-Owner Workbook

After 5 years of development, CUCI is excited to release the Worker-Owner Workbook. This workbook was designed to help union co-op teams develop their worker-ownership culture. The workbook contains the essentials of the co-op movement, labor movement, and the Mondragon cooperative network of Spain. It teaches the nuts and bolts of business financials, conflict management and team building skills. Access it at cincinnatiunioncoop.org/worker-owner-workbook.

Renting Partnerships

Renting Partnerships is an innovative approach to community building and wealth building; residents participate in managing their housing, and build financial credits as well as relationships as they meet operating goals. Credits can build to $10,000 in ten years, providing the savings they need to improve their lives and remain stable. This year, Renting Partnerships will be launching a social investment vehicle to create more permanently affordable housing.
THE PEOPLE

Staff
Kristen Barker, Executive Director
Ellen Vera, Co-founder of CUCI joins our team as Director of Development & Co-op Organizing
Christina Brown, Project Manager
Andres Contreras, Financial Analyst
Maria Dienger, Communications Coordinator
Chloe Kaplan, Administrative Assistant
Mary Steele, Bookkeeper

SUMMER INTERN
MaKenzie Collier

VOLUNTEERS
David Hulefeld
Linda Davis
Logan Simmering
Pete Healy
Phil Amadon
Rachel Price, Volunteer Consultant from Harvard MBA

TRANSITIONING STAFF
Lela Klein, began 2017 as the Director of Manufacturing Co-op Organizing and is now the Executive Director of Greater Dayton Union Cooperative Initiative

Board
Katy Heins, Chair
Senior Field Organizer, Center for Community Change

Kristen Barker, President
Executive Director, CUCI

Flequer Vera, Vice Chair
CEO, Sustainergy Cooperative

Brian Frank, Treasurer

Cynthia Pinchback Hines, Education Chair

Don Barker, Fundraising Chair

Phil Amadon, Founding Member
Labor Council Delegate

Pete McLinden
Executive Secretary-Treasurer, Cincinnati AFL-CIO

Gary Hines
President, NAACP of Hamilton/Fairfield/West Chester and Liberty Townships

Sam Dunlap
Waterfields LLC

Dave McLean
Sub-District 5 Director, USW

Pete Teal
Secretary Treasurer, Ohio AFL-CIO

Larry Oberding
Executive Secretary, Greater Cincinnati Building & Construction Trades Council

Reginald Lee
Consultant & PhD, Business Dynamics & Research Ltd.

Important Sponsors
Michael Peck
Greater Cincinnati Foundation
Interact for Health
IUE-CWA (Industrial Division of Communication Workers of America)
Cincinnati Federation of Teachers
Carol Ann & Ralph V. Haile, Jr./US Bank Foundation
Peter Block

2017 Awardees
United Steelworkers – Tom Conway
Isabel Uribe
Rachel Price
Union Co-op Council of the U.S. Federation of Workers Cooperatives – Liz Ryder & Mary Hoyer

Sustaining Donors
Alice Gerdeman, CDP
Aziz Bahha
Bill Galagher
Brian Frank
Catherine Wagner
Christopher DeAngelis
David Hulefeld
Denise & Joe Dienger
Diana Porter
Don Barker
Ellen Vera
Eric Britton
Eunice Timoney-Ravenna

MakKenzie Collier, Estebian Kelly, Rachel Price and Maria Dienger

Michael Peck
Greater Cincinnati Foundation
Interact for Health
IUE-CWA (Industrial Division of Communication Workers of America)
Cincinnati Federation of Teachers
Carol Ann & Ralph V. Haile, Jr./US Bank Foundation
Peter Block

2017 Awardees
United Steelworkers – Tom Conway
Isabel Uribe
Rachel Price
Union Co-op Council of the U.S. Federation of Workers Cooperatives – Liz Ryder & Mary Hoyer

Sustaining Donors
Alice Gerdeman, CDP
Aziz Bahha
Bill Galagher
Brian Frank
Catherine Wagner
Christopher DeAngelis
David Hulefeld
Denise & Joe Dienger
Diana Porter
Don Barker
Ellen Vera
Eric Britton
Eunice Timoney-Ravenna

1worker1vote.org and Mondragon International North America are building a national network of unionized worker-owned cooperative businesses to overcome inequality of opportunity, mobility, and income.