



2020 ANNUAL REPORT

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STAFF NOTE

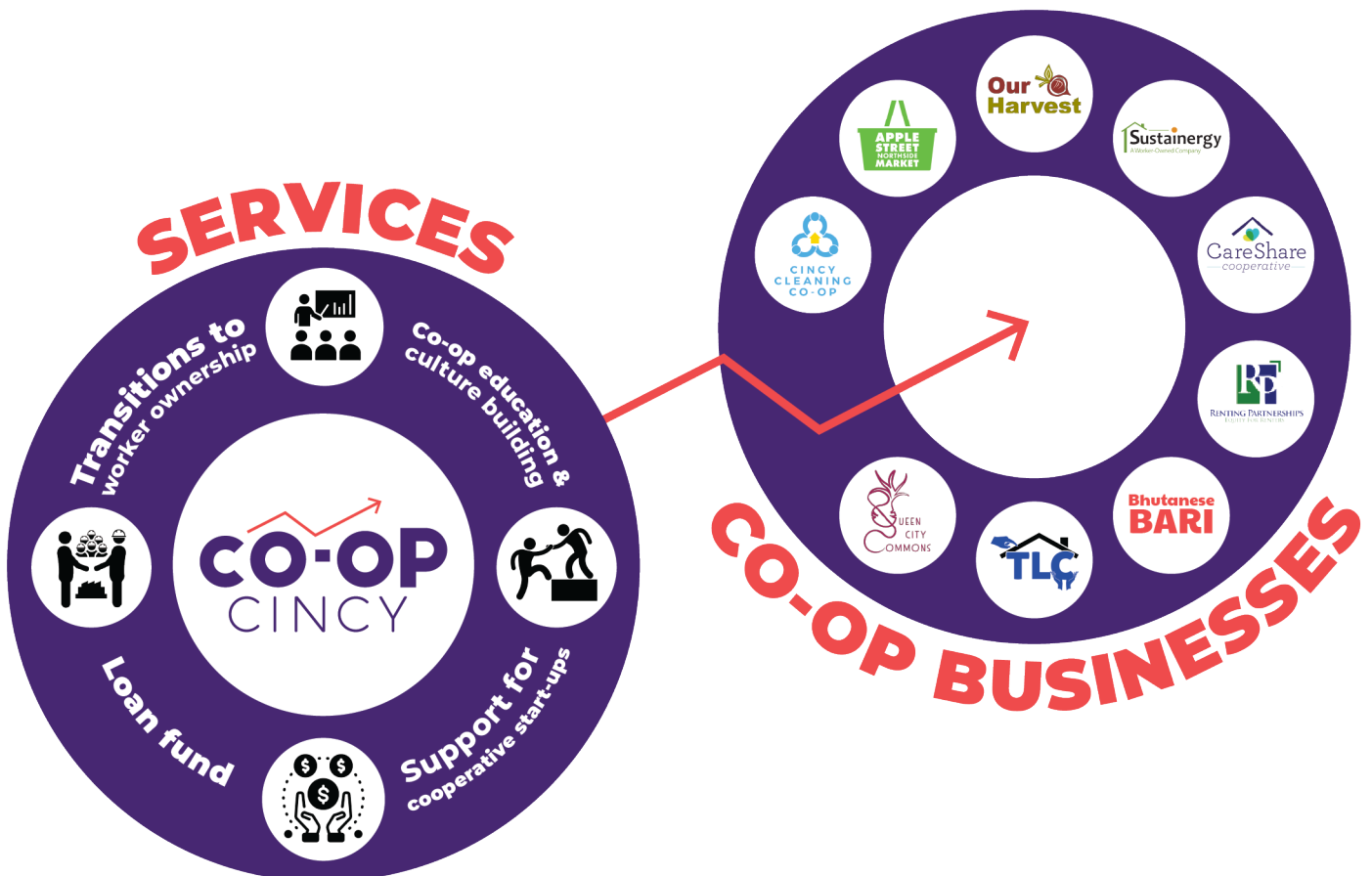
2020. Will it be a turning point? COVID-19 stopped the world as we knew it, revealing beauty, exposing horrors, clarifying values, opening up new possibilities. Our deep interconnectedness was made visible as we grappled with the virus worldwide. We affect one other profoundly. The love and solidarity that broke out in communities everywhere has been inspiring. This juxtaposed with the deep structural inequalities that have been exposed even more starkly. So much disease, death, fear, misinformation. So many of us are living paycheck to paycheck. So much economic pain. So many broken systems, so many people left out, struggling to meet basic needs. The importance of health, connection, love, and relationships comes into focus. The dignity of work as well as the importance of frontline workers. The importance of resilient, local economies, economies where communities and workers have a voice--economies that can meet people's needs. The opportunity to create better systems that serve the needs of all.

- » When the status quo dissolves, new openings emerge. How can we shift to a more resilient economy that works for all?
- » What is this moment calling from us?



- » How can we help nurture a more humane, thriving community to emerge?
- » How do we stay grounded and healthy as we navigate this time?

We are finding that--in so so many ways--our union co-op network is just what's needed to meet this moment. We're also thinking about ways that we can strengthen our co-ops and our network to be even more prepared for future emergent moments, particularly as they affect the most vulnerable among us. We'd love your help as we think through these questions.



CO-OP CINCY WELCOMED NEW STAFF

We enthusiastically welcomed our two new staff members during COVID-19. Paloma Correa is our new Co-op Culture and Business Developer, and comes to us with years of experience building regenerative organizations and cultural spaces in her home country of Chile. Paloma's work--such as the responsible consumer co-op she built in her community--has inspired many others to move towards their goals, as well.

Marakah Mancini is our new Director of Communications and Strategy, with over two decades of strategic research and communications experience in support of people organizing to improve their jobs, mostly at the Service Employees International Union. Marakah has long supported Co-op Cincy's work from her home city of Minneapolis, and we're thrilled to have her with us here in Cincinnati now.



BHUTANESE BARI STORY

When walking onto Our Harvest's farm in Cincinnati, Mangali Rai described a feeling of being at home for the first time since coming to the United States from Bhutan. She had worked as a gardener in the refugee camp.

In 2020, Our Harvest Cooperative teamed up with Co-op Cincy to help incubate Bhutanese Bari, the farming and grocery delivery co-op which will bring fresh, healthy and familiar foods to Bhutanese neighbors in a food desert in Cincinnati.

An industrious group of Bhutanese refugees began planting all sorts of spicy peppers and other foods from home, that are not easy to find in Cincinnati. They met weekly for 9 months in 2020 in order to launch their co-op. In this time, the group also grew an abundance of produce to share with family members, and sell to neighbors in pop-up stands.

In October, ten people became worker-owners of Bhutanese Bari: 8 women and 2 men. In celebration, one of the members, Harka Rai shared this beautiful poem he wrote:

**"INFINITE CONSEQUENCES
DO NOT TAKE THE ROAD OF SEPARATION
LEARN FROM THE ANTS ABOUT THE POWER OF SOLIDARITY
ALWAYS MARCHING FOR THE SUCCESS
WE ARE ALL HUMAN AS ONE, THOUGH CASTE MAY SEPARATE."**



» Bhutanese Bari worker owners clearing a hoop house for planting.

BUSINESS LEGACY FUND

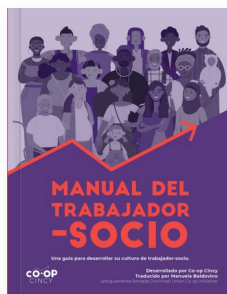
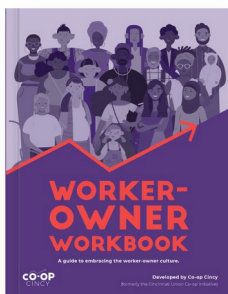
We launched the Business Legacy Fund, which puts a transition to worker ownership within reach for retiring business owners, saving jobs, stabilizing our economy, and opening up new pathways to worker ownership for more Cincinnati workers than ever before. We are entering 2021 with a strong cohort of 6 finalists in a variety of industries.



A TOUCH OF TLC HOME HEALTH CARE SERVICES, LLC

A cooperative business was launched by 5 powerful and dynamic Black women. They navigated challenges of Covid as they began bringing their co-op to life. They expect to strengthen and grow their co-op in 2021.

CO-OP RESOURCES



We also offer a Mondragon Principles card game on our website! Vist our 'Resources' page to learn more about how they were created through the LISTEN Project partnership.

New revised edition in english and spanish!

OUR WORK



BUSINESS ANALYSIS & PLANNING

Guide businesses and startups through the process of creating a co-op from concept to launch



NETWORKING & SOURCING

Attract and secure people and money to launch and grow union co-ops



POPULAR EDUCATION & CULTURE BUILDING

Develop curricula, training, & events to teach workers about running a community-minded co-op business.

WHERE WE'RE GOING

- » **Co-op U:** Hire a Racial Justice and Co-op Developer and hold 4-5 sessions with a special focus on refugee communities and black-led co-ops.
- » **Business Legacy Fund Acquisition Program:** Hire new staff person to manage the program and lead a cohort to acquire and transition existing companies to worker ownership.

WHAT WE'VE DONE

- » **Completed a Co-op U for Bhutanese refugees,** a three month training that takes teams through the steps to validate their idea and launch a co-op business. They launched Bhutanese Bari, a grocery delivery co-op.
- » Launched the **3 million dollar Business Legacy Fund** with the Seed Commons choosing 6 existing companies as finalists .
- » **Launched new co-ops:** A Touch of TLC Home Health Care Services, LLC and Bhutanese Bari.

WHERE WE'RE GOING

- » **Union Co-op Symposium** will happen Nov 13 and Nov 14, 2021 for people from across the country and around the world for a 2-day conference on union co-op development.
- » **National Childcare Co-op U:** Co-op Cincy and CareShare will anchor a 14 week childcare Co-op U with Cooperation Jackson, Wellspring Cooperative, and Cooperación Santa Ana, incredible networks of co-op developers located in Mississippi, Massachusetts, and Southern California.
- » **Statewide Network:** Grow the network by 5-7 more groups to remove barriers and accelerate worker ownership across the state.

WHAT WE'VE DONE

- » **Launched a statewide worker ownership network,** in partnership with Co-op Dayton and the Ohio Employee Ownership Center.
- » **Created a Business Legacy Fund Acquisition Program** to broaden ownership, with the African American Chamber, Minority Business Accelerator, Greater Cincinnati Microenterprise Initiative, and All-in Cincinnati.
- » Through the Seed Commons financial cooperative **our Loan Fund has made \$300K in loans to 5 co-ops** in our network, including a new loan to Sustainergy that will double its size and expand into solar.

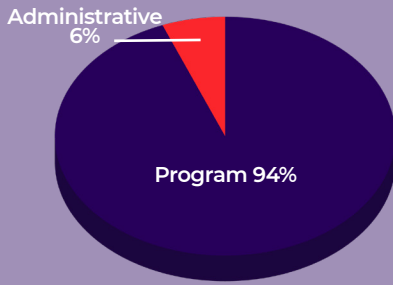
WHERE WE'RE GOING

- » **New Co-op Education Materials:** To increase access to co-op development and culture building education, CC will develop a Facilitator Guide and Participant Manual for Co-op U, and translate these resources into Spanish.
- » **Cooperative Business Management Management Certificate:** in process to launch in partnership with a local university.

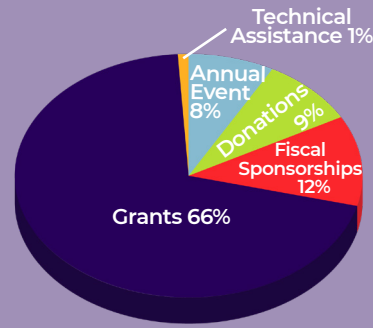
WHAT WE'VE DONE

- » **Revised and updated our Worker-Owner Workbook,** our union co-op culture development and financial literacy book, and translated it into Spanish.
- » **Co-op of Co-ops:** Co-op Cincy's existing co-ops joined together during two retreats to join forces to further develop the Co-op of Co-ops and synergies possible.

FINANCIALS



TOTAL EXPENSES
\$375,441



TOTAL INCOME
\$446,345

\$18 GENERATED IN LOCAL ECONOMY **\$1** FOR EVERY DOLLAR DONATED

8 CO-OPS & ORGANIZATIONS CREATED **20** POTENTIAL CO-OPS IN THE QUEUE

STAFF

Kristen Barker
Executive Director

Ellen Vera
Director of Development & Co-op Organizing

Paloma Correa
Co-op Culture & Business Developer

Marakah Mancini
Director of Communications & Strategy

Cynthia Pinchback-Hines
Racial Justice Educator & Co-op Developer

Mary Steele
Bookkeeper

BOARD

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

Kristen Barker, Secretary
Executive Director, Co-op Cincy

Flequer Vera, Vice Chair
CEO, Sustainergy Cooperative

Pete McLinden, Treasurer
Secretary-Treasurer, Cincinnati AFL-CIO

Ellen Vera,
Director of Development, Co-op Cincy

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Legal Counsel, Fifth Third Bank

Jamie Love
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David McLean
Subdistrict Director, USW

Phil Amadon,
Founding Member Labor Council Delegate

SUSTAINING DONORS

Co-op Cincy deeply appreciates the support of our Sustaining Donors!

TRANSFORMATIVE FUNDERS

1Worker1vote	Greater Cincinnati Foundation
Seed Commons Cooperative	Carol Ann and Ralph V. Haile, Jr. Foundation
Common Future Reimagine Fund	Christ Church Cathedral
Tides Foundation	Fifth Third Bank
US Office of Refugee Resettlement	Peter Block

SOLIDARITY SPONSORS

Bellarmino Chapel	Shumaker
National Cooperative Bank	IBEW Local 212
United Steelworkers	Ohio Employee Ownership Center
PNC Foundation	IUE-CWA
Shared Capital Cooperative	United Food & Commercial Workers
Brueggeman Center for Dialogue at Xavier University	Co-op Dayton
Cincinnati AFL-CIO	First Financial Bank
ICA Group	Meshewa Farm Foundation
Cincinnati Development Fund	Comboni Missionaries



1worker1vote.org is building a national network of hybrid, shared ownership, regional and municipal ecosystems starting with unionized worker-owned cooperative businesses to overcome structural inequalities of opportunity, mobility, and income. Building pathways out of poverty leading to pathways toward prosperity.