



2017 ANNUAL REPORT



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

What We've Done

Where We're Going

BUSINESS ANALYSIS & PLANNING

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.

- 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.

NETWORKING & SOURCING

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



- Hosted 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.

- Building the loan pipeline and attracting more dollars into our peer loan fund with the Financial Cooperative.
- Identifying additional businesses and cooperative mentors/coaches.

POPULAR EDUCATION & CULTURE BUILDING

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



- 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.

- Helping to develop & launch the 1worker1vote.org Community College Curriculum to make co-op development process more available to people across the country.

HIGHLIGHTS



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.

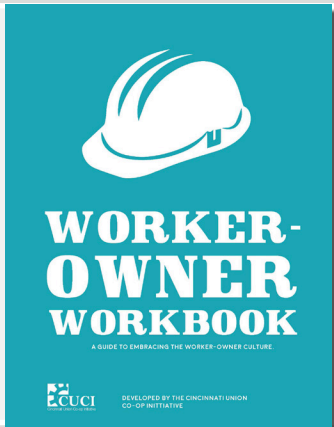
Union Co-op Symposium

"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



STAND UP & BUILD



Worker-Owner Workbook

After 5 years of development, CUCCI 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



Phil Amadon, Christina Brown, Ellen Vera, Kristen Barker, Andres Contreras, Maria Dienger

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

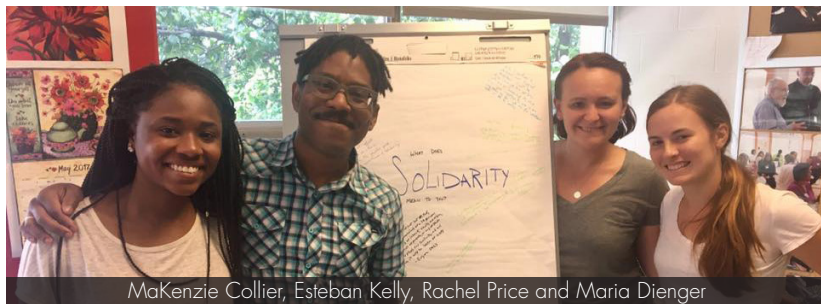
MaKenzie Collier

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



MaKenzie Collier, Esteban Kelly, Rachel Price and Maria Dienger

Board

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

Kristen Barker, President
 Executive Director, *CUCI*

Flequer Vera, Vice Chair
 CEO, *Sustainability 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 Talley
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Ohio AFL-CIO

Larry Oberding
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 Building & Construction Trades Council*

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

Important Sponsors

Michael Peck
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 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	Flequer Vera
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Denise & Joe Dienger	Logan Simmering
Diana Porter	Mary Steele
Don Barker	Peter Block
Ellen Vera	Pamela Newport
Eric Britton	Rachel Price
Eunice Timoney-Ravena	Stephen Dienger

National Affiliate



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