



Community Based Organization (CBO)
Grant Application Scoring Sheet

Please rank each scoring area on a scale from 1 to 10 based (1 = lowest; 10 = highest). Some scoring areas are weighted more than others.

Applicant: MadWorC Scoring Committee Member Name: _____

Amount Requested by Applicant: _____

Amount Reviewer Recommends: _____

Scoring Areas

Quality and Completeness of Applications

Is the application complete? If no, provide additional comments in the box below.

Yes or No

Alignment (Weighted 2X)

How well is the proposed project aligned with MCDC's goals (creating co-ops, engaging low-income communities of color, sustainability)?

1 2 3 4 5 6 7 8 9 10

Experience and Expertise (Weighted 1X)

Does the applicant have experience, expertise, and/or credibility in the type of programming they are proposing to deliver?

1 2 3 4 5 6 7 8 9 10

Impact (Weighted 2X)

How will people and communities be impacted by the support of this programming? (E.g. number of jobs, filling community needs, etc.)

1 2 3 4 5 6 7 8 9 10

Viability (Weighted 2X)

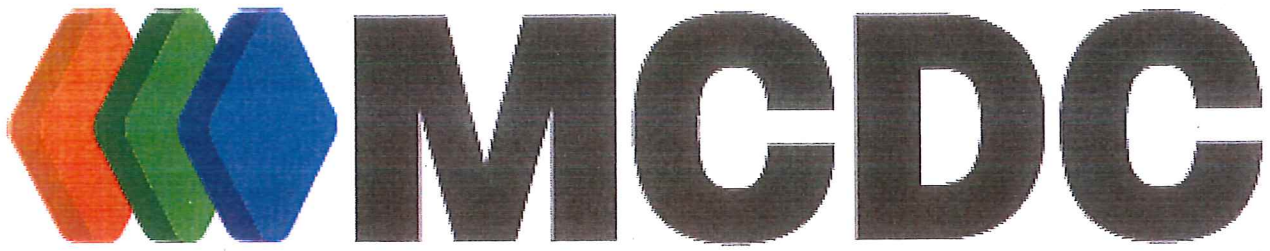
How viable is the program?

1 2 3 4 5 6 7 8 9 10

Soundness of Budget and Timeline (Weighted 1X)

Does the budget demonstrate logical and thoughtful use of funds with an accurate, achievable timeline?

1 2 3 4 5 6 7 8 9 10



Madison Cooperative Development Coalition

Scoring Areas	Score	Weighting	Weighted Score
Alignment		x 2	
Experience & Expertise		x 1	
Impact		x 2	
Viability		x 2	
Soundness of Budget and Timeline		x 1	
FINAL SCORE out of 80			

Additional Notes



MadWorC
Social Justice Center
1202 Williamson St, Madison WI
madworc@gmail.com

Madison Cooperative Development Coalition
Community Based Organization Grant Application
September 13, 2019

We are MadWorC (Madison Worker Cooperatives)

MadWorC cooperatively shares workspace in the Social Justice Center, 1202 Williamson St in Madison Wisconsin. We started meeting unofficially in 2009. In 2012 we incorporated as a Worker Cooperative under Chapter 185 of the Wisconsin Statutes. In July 2019 we re-filed our Articles of Incorporation and are now organized as a 501(3)c non-profit worker cooperative.

Our officers are:

President: Ole Olson, Isthmus Engineering; oolson@isthmuseng.com

Treasurer: Kim Grveles, WI Natural Heritage Cooperative, retired; kim.whnc@gmail.com

Secretary: Martha Kemble, Union Cab, Common Good Bookkeeping Cooperative; martha@cgb.coop

Mission and Vision

MadWorC is a non-profit worker cooperative organization promoting worker ownership and democratic workplaces in Wisconsin. MadWorC comes together to support the creation, development and growth of democratic workplaces organized as worker cooperatives. We provide peer support and mentoring to new and existing worker cooperatives through our monthly meetings, public outreach and direct voluntary support. Our vision is to nurture a peer support network locally and regionally with effective outreach, support, trainings and social events to ensure the sustainability of individual worker cooperatives and our greater cooperative community.

Experience and Expertise

As an organization comprised of worker cooperators, each member brings their individual and shared experiences of starting and working in worker cooperatives. Some of our local cooperatives have been in business for over 40 years. MadWorC organized in 2009 to help each other problem-solve issues and challenges we face as workers and as owners, as well as to help others develop their ideas for starting new worker cooperatives. Over the years we have expanded our support to providing outreach, trainings, social events, and new worker cooperative development. The first new co-op we supported is the Interpreters Cooperative, and continues to be very active in MadWorC!

In 2011 we started our outreach efforts, tabling at the Farmer's Market all summer. We now table throughout the summer at many neighborhood festivals, including the WORT Block Party, Atwood Fest, La Fete de Marquette, Labor Fest, and the Willy St Fair. Our tabling includes promoting MCDC as well as MadWorC, and we have had many interesting conversations with the public about MCDC as a city initiative and worker cooperatives in general.

Starting in 2011, we actively participated in Summit Credit Union's Principle 6 organization efforts, which resulted with the creation of Co-op Connections in 2012, an annual event held every October as part of the Farmer's Market drawing thousands of folks. This year's Co-op Connections will be held on Saturday, October 5, 2019 and MadWorC will once again take part.

In 2011 MadWorC members were instrumental in getting the City to dedicate money for a Cooperative Business Conference, meeting with Mayor Soglin, and working with the organizing team using our cooperative knowledge and connections to help plan the very successful 2012 conference that drew hundreds of economic development professionals from all over the state. This conference planted the seed for the Madison Cooperative Development Coalition, with multiple MadWorC members participating in planning, organizing and implementing MCDC's programs.

MadWorC members helped organize the US Federation of Worker Cooperatives, with members serving on the Board continuously from its inception in 2006 through 2018, and serving as President for five of those years. MadWorC members have also been certified through the US Federation as DAWN (Democracy at Work Network) Certified Peer Advisors.

Over the years our members have given worker cooperative presentations to various cooperative, government, non-profit, church and school groups, as well as presentations at Board Training events all over the state. MadWorC members have been invited to give presentations at the US Federation of Worker Cooperatives biennial national conference in 2012, 2014, 2016 and 2018. Isthmus Engineering, a founding MadWorC member, opens its doors throughout the year giving presentations and tours to various groups including CooperationWorks!, CUNA, and Filene, with over 1,000 folks passing through each year.

MadWorC members have put in many, many volunteer hours supporting worker cooperative development:

Startups we helped include Interpreters Cooperative, Slow Ride Rural Safety Cooperative, Union Technology Cooperative, Wisconsin Citizens Media Cooperative, and Common Good Bookkeeping Cooperative.

Conversions we helped transition include Madison Martial Arts Cooperative, Wisconsin Natural Heritage Cooperative, and Four Star Video.

MadWorC holds annual social events to support cooperative community and solidarity open to the public. Our big annual event for 2019 was a fundraiser for Anne Reynolds to celebrate her induction into the Cooperative Hall of Fame.

Other public social and educational events MadWorC helped organize and present this year include:

In March, Ed Whitfield's Workshop at the Social Justice Center on the practical side of worker cooperative development and building a solidarity economy;

In April, a presentation by a MadWorC member on worker cooperatives and fly fishing in Argentina;

In May, two MadWorC members were invited to present a Co-op 101 presentation at ShareFest held at the Social Justice Center and sponsored by the Dane County TimeBank;

In August a MadWorC member was invited to present at MCDC's monthly Co-op 101 seminar at the Central Library.

And in September MadWorC will host members from Cooperative Point at the Social Justice Center as they give a presentation to the Madison community on the cooperative development initiatives taking place in the Stevens Point area.

As active worker cooperators, MadWorC members bring worker cooperative experience and expertise to all our volunteer efforts and activities as we work towards strengthening Madison's peer support network while reaching out to the public with educational and social events to further develop Madison's cooperative community.

Organizational Capacity

Currently MadWorC operates as a 100% volunteer organization. MadWorC members put in a lot of volunteer hours supporting the peer network at its current level, and we are at our volunteer capacity. As our worker cooperative community grows, especially with the help of MCDC's initiative, MadWorC needs to bring on a part-time paid staff member so that we can fully realize our vision as a sustainable local and regional peer support network.

This grant will provide us the funds to create a paid staff position. This position will then be responsible for developing ongoing funding to sustain the position into the future. We simply don't have the capacity to fundraise the initial first-year pay for this position. And without this paid position we don't have the capacity to strengthen our peer support network beyond what it already is.

However, we have the vision, we have the ideas, we have the dedication, and we have the shared experience and expertise to build MadWorC into a strong organization with dedicated staff to support our efforts.

Grant Fund Budget

We are asking for \$30,000 to fund one year (12 months) of a part time paid staff position and to cover the associated payroll and training expenses:

Staff at \$25.00/hour X 20 hours/week X 50 weeks = \$25,000

Payroll Expenses at 10% = \$2,500

Training and Development Costs (including 2020 conference fees and travel expense) - \$2,500

Staff Duties:

- Liaison with MCDC's staff to fulfill all of MCDC's reporting and evaluation requirements, and to ensure all MCDC requests to MadWorC and its members are followed up on in a timely manner;
- Fully develop and manage the local peer support network, including monthly newsletters, website and listserv management, and other communications;
- Work with existing co-ops to develop "tool kits" and support packages to offer to cooperatives in development and newly formed cooperatives through the MCDC initiative. For example, work with Union Technology to develop a one-year digital package which would include setting up all things digital with one year support. Work with Common Good Bookkeeping to develop a one-year bookkeeping package to set up books, and provide one year of support and training. The list is as long as MadWorC members have experience from which other groups would benefit;
- MadWorC Membership development, including collecting member dues to ensure MadWorC's financial sustainability;
- Manage any Crowdfunding or Raffle initiatives to support MadWorC and its member cooperatives;

- Investigate and write grants for MadWorC and member cooperatives, potentially serving as fiscal agent for other worker cooperatives if needed, to ensure financial sustainability and get financial help outside of the MCDC initiative;
- Develop a regional network, from Minnesota to Chicago to Cooperation Jackson, with the goal of organizing a MidWest Regional Worker Cooperative Conference in Madison by 2022.

Grant Timeline

November 2019: Upon receipt of grant, publish an announcement for the part-time staff position;

December 2019: Hire staff, develop one-year (2020) work plan, work with MCDC staff to ensure reporting and evaluation requirements are met, and work with MCDC staff to define what types of support packages for MCDC's cooperatives in development (CIDs) are needed;

January 2020: Present to MCDC the first fully developed support packages, produce first monthly newsletter, update website, meet MCDC's monthly evaluation and reporting requirements;

February through November 2020: Grant writing and membership drive to ensure this position continues in subsequent years; continue working with MCDC staff to ensure all reporting and evaluation requirements are met in a timely manner; continue supporting the local peer support network; begin developing the regional network and planning for the MidWest Conference.

MadWorC (voluntary) Commitments:

- Provide office space at the Social Justice Center (\$400/month), computer and office supplies;
- Continue to coordinate all MadWorC governance work, including monthly member meetings;
- Continue to coordinate public outreach events, including summer tabling, educational and conference presentations, and social events;
- Continue to support MCDC staff with its events, presentations and CID support.

Grant Impact

As worker cooperators who work, live and breathe in our local community, we are all deeply committed to supporting and further developing worker cooperatives. The voluntary time and effort we have put into this work for the past decade should be evidence enough that our commitment is not based on any monetary reward, but rather the reward of building community and empowering our fellow human beings with sustainable work that brings dignity and self determination.

MadWorC has envisioned strengthening our local peer support network for many years. Peer networks provide critical support to worker cooperative businesses, and MCDC has envisioned a well-functioning peer support network as central to its success. This staff position will allow MadWorC to help meet the goals of MCDC by developing a formal, more organized network. We need the full year of payroll support so that this position has time to develop the peer support network rather than having to focus on subsequent-year funding from the outset.

MadWorC has also envisioned hosting a MidWest Conference. MadWorC members have developed invaluable connections attending regional and national worker cooperative conferences over the years. From these connections, MadWorC has many relationships to call upon when organizing this event,

bringing diverse worker cooperators to Madison to share their experiences and expertise, to inspire and support MadWorC and the MCDC mission. However, we have not had the capacity to move forward with planning and organizing such a big event. Funding a part time staff position for one year will allow us to realize this dream for our cooperative community.

If you have any questions or concerns that we could address prior to your decision, please let us know, we are available via email or in person. We appreciate your consideration, and anxiously await your decision.

Cooperatively,

MadWorC

Ole Olson, President; Isthmus Engineering; oolson@isthmuseng.com

Kim Grveles, Treasurer; WI Natural Heritage Cooperative, retired; kim.whnc@gmail.com

Martha Kemble, Secretary; Union Cab, Common Good Bookkeeping Cooperative; martha@cgb.coop

Letters of Support (attached)

Annie Kraus: Director of Development and Operations, Social Justice Center

John McNamara: Senior Cooperative Development Specialist, Northwest Cooperative Development Center

Judy Ziewacz: retired, former President and CEO, National Cooperative Business Association CLUSA International

Madison Worker Cooperatives active with MadWorC in 2019:

- Common Good Bookkeeping Cooperative (2018 / MCDC)
- Interpreters' Cooperative of Madison (2009)
- Isthmus Engineering and Manufacturing Cooperative (1980)
- Madison Freewheel Bicycle Cooperative (2011)
- Slow Ride Rural Safety Cooperative (2016)
- Soaring Independent Cooperative (2019 / MCDC)
- Union Cab of Madison Cooperative (celebrating 40 years of driving democracy, since 1979)
- Union Technology Cooperative (2008)
- Wisconsin Citizens Media Cooperative (2012)
- Wisconsin Natural Heritage Cooperative (2012)

Madison Worker Cooperatives not active with MadWorC in 2019:

- Codeversant Cooperative (2013)
- Community Pharmacy Cooperative (1972)
- Four Star Video Cooperative (opened in 1987, converted to cooperative in 2014)
- Just Coffee Cooperative (2006)
- Madison Martial Arts Cooperative (opened in 1989, converted to cooperative in 2012)
- Nature's Bakery Cooperative (1975)



Madison Cooperative Development Coalition

September 13 2019

To Whom it May Concern,

1202 Williamson St.
Lower Level
Madison, WI 53703
608.227.0206
www.socialjusticecenter.org

I'm writing to express my enthusiastic support for MadWorC in their application for the MCDCC Community Based Organization Grant. I am Director of Development and Operations for the Social Justice Center. The Social Justice Center (SJC) was established in 2000 to provide office space to organizations critical to our community and to be an incubator space where smaller start-ups can grow their organizations with affordable rent and access to necessary office amenities. Today the SJC is home to 11 organizations, both nonprofits and cooperatives. SJC promotes collaboration between resident organizations and now are working on more collaborative programs that engage our organizations and our greater community.

MadWorC is one of our member organizations and leases our incubator space, where several MadWorC co-ops work on a regular basis. At the Social Justice Center we also have a community space where MadWorC and its affiliated cooperatives have organized and participated in many workshops, meetings and events. They have led workshops on cooperative development at the Social Justice Center, held well-attended events on worker-coop related subjects and been our go to source for all things coops at tabling and outreach events around Madison this past year.

Through my working relationship with MadWorC I have seen their dedication to building a thriving, supportive network for worker cooperatives. Of all the incredible organizations I work with, MadWorC and their co-ops working at the SJC are growing and expanding at an impressive pace. When people come in to the SJC or approach me at outreach events, cooperative development has become one of the main topics of interest. Members of the Madison community come to the SJC looking for support in a variety of areas, but there is an increasing demand for support and mentorship around starting a new worker cooperative and MadWorC is where I direct them.

The SJC is similar to MadWorC in that we are all about providing support and resources for our members, and we simply could not do that without paid staff. I have seen the passion, expertise and commitment of members of MadWorC firsthand. This is a network of driven individuals and worker-cooperatives that are blazing the trail, locally and regionally, towards a more sustainable and livable economy. With the addition of part-time staff, MadWorC could provide crucial support to start up worker-coops by taking the skills and lessons learned by more established coop members and creating tools tailored to specific needs. I've seen how MadWorC cooperatives support one another, having a dedicated staff person to facilitate that assistance could allow the coops to build their coops too. It is with the utmost confidence and enthusiasm that I submit this letter on MadWorC's behalf and sincerely hope you will fund this important initiative.

Sincerely,

Annie Kraus
Social Justice Center
coordinator@socialjusticecenter.org



Fostering community economic development through the cooperative business model

September 13, 2019

Dear

I am writing in support of the grant application for Madison Worker Cooperatives (MadWorC). For over 25 years, I was a member of Union Cab of Madison Cooperative and saw the incredible benefits that worker-ownership through the cooperative model brought to an industry known for extraction at the expense of its employees. During that time, I became involved in the national worker co-op movement as a founding member of the US Federation of Worker Co-ops (USFWC) and the Democracy at Work Network (DAWN). I was also an early organizer and incorporator of MadWorC. I eventually earned a Masters in Management: Co-operatives and Credit Unions and PhD in Business Administration from St. Mary's University. I now teach on co-op management and help people in the Pacific Northwest start or improve co-ops.

MadWorC offers a unique model for supporting worker co-ops due to its membership, which are practitioners of worker co-ops. Having practical experience in governing and managing worker co-ops provides an incredible synergy that is too rare in the co-op development world. In Olympia, the connection between developers with practical experience, a development center, and a liberal arts college committed to a vision very akin to the Wisconsin Idea has allowed worker-owned businesses to flourish as each success spurs new successful projects. Madison already has very seasoned and successful co-ops such as Union Cab, Isthmus Engineering, and Community Pharmacy which combined have over a century of operational experience to share. Leveraging this community knowledge with dedicated staff will create fertile ground for successful new co-ops.

From my time working in and with cooperatives in Madison, I know many of the people involved with MadWorC. I am convinced that MadWorC has the vision and governance structure to help lead a new era of co-op development in Madison. I support this grant which will provide the basis for MadWorC to become an engine of development and channel the synergy of co-op managerial and governance experience with practical development programming.

In Cooperation

John A. McNamara, Ph.D.
Senior Cooperative Development Specialist

Office Address: 407 4th Ave. E. Ste. 201, Olympia, WA 98501 Mailing Address: P.O. Box 256, Olympia, WA 98507-0256

Phone: (360) 943-4241 Fax: (360) 570-8415 E-Mail: info@nwcde.coop

The Northwest Cooperative Development Center is a 501(c)3 nonprofit and donations may be tax deductible. NWCDC attests that no direct goods or services were provided to the donor.

September 13, 2019

Grant Application Selection Committee

Madison Cooperative Development Coalition

Madison, WI

To Whom it May Concern:

I am writing to support the grant application submitted by MadWorC for funds that will be used to develop its staffing capacity for peer support network as well as cooperative development and training.

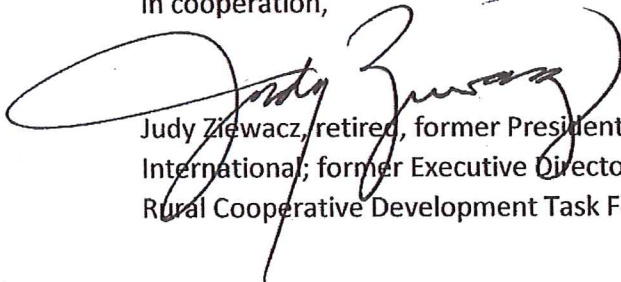
MadWorC was established ten years ago as an informal volunteer network of worker cooperatives in Madison. It has been the primary organization in the Madison community advocating for the worker cooperative business model to create and retain jobs that are locally owned and controlled, that stay in the community and generate ownership.

I have been involved in creating public resources to be used in capacity building for cooperative development since 1981. The chairman of the Board of Directors of the national Cooperative Development Foundation once asked me how we could get more cooperatives established. My simple reply was "make it someone's job and pay them to do it". That is the essence of the MadWorC application.

As you know, the cooperative business model requires many people to become organized around a market, mission and joint ownership. The challenges of starting a new business are compounded by the fact few people know how to jointly own and run a mutual business. Fortunately, those who are providing leadership at MadWorC are the few that have done it successfully and are in the position to help mentor newly established workers cooperatives. I can think of no organization in a better position to provide this element for success.

I hope that you will provide a grant to MadWorC so that they can increase their capacity to organize and stabilize worker cooperatives in the Madison community. Thank you for your consideration.

In cooperation,

A handwritten signature in black ink, appearing to read "Judy Ziewacz", is written over the typed name and title.

Judy Ziewacz, retired, former President and CEO, National Cooperative Business Association CLUSA International; former Executive Director of the Cooperative Development Foundation and the National Rural Cooperative Development Task Force