



WAGES

Women's Action to Gain Economic Security

2000 • ANNUAL REPORT • 2000

With WAGES' assistance, women become more economically stable through cooperative ownership. We make use of the cooperative structure to allow women to pool their skills and work together to succeed. Members make decisions democratically by giving each person a vote and distributing income equitably to all workers.

Our mission is to promote the economic and social well-being of low-income women and to raise their awareness and participation in the struggle for self-determination and a just and democratic community.

"Before joining the cooperative, I worked as an assembly worker. I didn't like being an employee—they didn't recognize my capacities. Now, I'm doing work I like to do. I have opportunities to learn new skills. I'm more confident."

— Cooperative member



Since 1995 **WAGES** has assisted women identify feasible business opportunities and start environmentally sound housecleaning businesses and a retail party supply store. We are currently assisting:

Emma's Eco-Clean, Redwood City

Opened with five women in 1999. By the end of 2000 they were operating with 12 owners.

Eco-Care Housecleaning, Morgan Hill

In 2000, nine women began business start up training. Their business will open on April 30, 2001.

Este reporte está disponible en español. Favor de llamarnos para una copia traducida : 510-272-0564

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2000 • COOPERATIVE ACCOMPLISHMENTS • 2000

Non -Toxic Professional Housecleaning in Mountain View graduated from WAGES' 3 - year technical assistance program. Nine women continue to provide environmentally sound housecleaning services in the Palo Alto area as a result of WAGES' program.

Emma's Eco-Clean in Redwood City expanded dramatically:

In 1999:

- Gross sales were \$45,000
- Emma's employed six workers

In 2000:

- Gross sales reached \$201,000- a 350% increase from 1999.
- Emma's employed twelve workers - **doubling** its workforce from 1999.
- Provided work for an additional eight women as substitute cleaners.

In 2000 members of Emma's Eco-Clean earned \$11-14 per hour plus benefits, which included:

- paid training and meeting time
- \$150 each in health benefits
- mileage and laundry reimbursements
- access to personal loans through the business
- paid travel time between clients' houses
- taxes submitted for them on their behalf every quarter
- the use of least-toxic products in their own homes at no personal cost



After orienting 60 women at 6 organizations throughout the Bay Area, WAGES began a new cooperative development project with a group of women affiliated with the ¹Learning and Loving Center in Morgan Hill.

- Nine women completed a 6-month, 210 hour business cooperative training program.
- They completed their business plan.
- Members raised \$10,000 through tamale sales, car washes and membership fees to offset start-up loans.
- They hired Office and Business Managers.

2000 • EDUCATION • MODEL DISSEMINATION • 2000

- WAGES coordinated 7 hours of training in environmental protection and workplace safety. (Thanks to volunteers **Karin Morris** and **Raquel Sancho**)
- Volunteer **Roy Schachter** offered a 4-hour diversity training for co-op members.
- WAGES provided 230 hours of direct training in business cooperative ownership, conflict-resolution, tax preparation, and teamwork.
- Three interns from the cooperatives (**Indra Barragan**, **Vicky Lemus** and **Maria Rosales**) joined WAGES to develop a least-toxic training program and assist in business training for new co-op members.

In addition we:

- Presented our development model at three conferences including: **Cooperative Charitable Trust** in Cambridge, Mass., **UC Berkeley School of Education**, **UC Davis-Center for Cooperatives Annual Conference**.
- Provided detailed information about our model to 16 development organizations throughout the U.S.
- Changed our cooperative development program to build a network of interdependent cooperatives providing mutual support and training to other women.



2000 • UPDATES • CELEBRATIONS • 2000

- We successfully relocated to two new office sites following rent increases in the Silicon Valley.

Our main office moved to **Oakland** in November, sharing space with the **New Non-Profit Nexus**, and program staff are working out of an office in the **Fair Oaks Community Center** in **Redwood City**.
- WAGES welcomed **Layne Mosler** as Eco-Care's new Business Manager in November.
- We upgraded our computer system to include iMacs, iBooks and a new internet service, based on a new technology plan finalized by Tech Soup/Compumentor to assist in communicating across the region and in launching our new website.
- Our new website, www.WAGEScooperatives.org is currently under construction. Please look for us on the web this summer!



WAGES celebrated our accomplishments with great food and dancing at a grand year-end party in Mountain View. Each cooperative member gave one of her co-workers a special 'thank you' for some aspect of her work that she appreciated. Shown here are Yesenia and Vero from Eco-Care.

2000 • WAGES TEAM • 2000

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Karen Morris

Environmental Consultant

Raquel Sancho

Santa Clara Center for Occupational Safety and Health

Eric Weaver

Lenders for Community Development

Resource Committee

Jean Barker
Sydney Brown
Jing Lyman



Jing Lyman receives a 'thank you' at the year-end party.

Private Foundations

Abelard Foundation
California Endowment
California Wellness Foundation
Columbia Foundation
Compton Foundation
Draper Foundation
Flora Family Foundation
Friedman Family Foundation
Jenifer Altman Foundation
Luke B. Hancock Foundation
Palo Alto Endowment
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California Community Investment Program
Citigroup (Citibank) Foundation
Comerica Bank
Greater Bay Bancorp
Packard Foundation
Rainbow Grocery Cooperative
State Farm Insurance Companies
Union Bank of California
Wells Fargo Foundation

In-Kind Donations

Ervin Barrios (translation)
Carolyn Caddes (photography)
Compumentor (technology plan & computer
volunteers)
Elena Featherstone (multicultural training)
Learning and Loving Education Center
(recruitment, childcare, training space,
hospitality)
Microsoft (computer software)
Silicon Valley Community Foundation
(technology plan)
Paul Terry & Associates (business planning)

2000 • FINANCIAL STATEMENT • 2000

ASSETS AND LIABILITIES

Dec. 31, 2000

ASSETS

Cash	104,849
Grants Receivable	10,000
Equipment and Furniture	14,841

Total Assets 129,690

LIABILITIES AND NET ASSETS

Payable	1,843
Unrestricted net assets	57,847
Temporarily restricted net assets	70,000
Permanently restricted net assets	0

Total Liabilities and Net Assets 129,690

REVENUES AND EXPENSES AND CHANGE IN ORGANIZATION ASSETS

REVENUES

Donations from corporate foundations	59,869
Donations from private foundations	205,875
Donations from individuals	7,828
Program fees	11,855
Interest and miscellaneous	3,476

Total Revenues 288,903

EXPENSES

Salaries and benefits	185,925
Consulting and training expenses	6,849
Operations	29,639

Total Expenses 222,413

Change in organization assets 66,490

WAGES is a 501c 3 organization. Our 2000 990 is available upon request.

2000

• WAGES STAFF •

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Rebecca Bauen, Agency Director
Manager

Monica Norley, Business

Ivette Castillo, Coop Development Trainer
Manager

Layne Mosler, Business

To find out more about the cleaning services offered by the cooperatives please contact:

Emma's Eco-Clean
(650) 261-1788 (tel)

Service area: So. San Francisco to Sunnyvale

*"Absolutedy stellar sevice! Its nice not
to have the place smell like
chemicals."-- customer*

Eco-Care Housecleaning
(408) 778-8445 (tel)

Service area: San Jose to Gilroy

*"They are reliable, professional,
friendly and my house looks
terrific!"-- customer*



To get involved or to find out more about WAGES, please contact us at:

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(510) 272-0384 (fax)

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