Inspirational Quotes for Home Care Co-op Workers

Recruitment: Using Words that Work

“We’re looking for exceptional caregivers.”

“We’re looking for people who are passionate about caregiving.”

“Are you ready to be a co-owner?”

“This is not just a job that pays a higher wage than other agencies; It’s a responsibility and an opportunity to own a business in our town.” -- Kippi Waters, Peninsula Homecare Cooperative

Retention

“Workers who own the business are workers who stay in the business.” -- Kippi Waters, Peninsula Homecare Cooperative

Communication

“The number one responsibility of members is communication.” -- Kippi Waters, Peninsula Homecare Cooperative

Empowerment

“Empowered caregivers make the very best caregivers.” -- Kippi Waters, Peninsula Homecare Cooperative

“Becoming a member of a cooperative is more than just a job. It’s an opportunity to have good and meaningful work, and to provide care for people in the best possible way – in their homes. Members also share in the profits when the cooperative has a good year.” Kippi Waters, Peninsula Homecare Cooperative

Membership

“Membership means that a caregiver is ready to become a co-owner of the business and embrace the responsibilities of that position.” –- Margaret Bau, USDA Rural Development

“Paying membership fees is important because it goes back to the cooperative principle of member economic participation. As a co-owner of the business you need to invest – your time, your talent and your financial resources.” – Margaret Bau, USDA Rural Development

Financial Awareness

“You’re a business owner. You need to be able to understand financially what’s going on with your business.” -- Margaret Bau, USDA Rural Development

Member Responsibilities

“The most important responsibility as a member is keeping in contact with what’s going on with the co-op. Being willing to voice your opinion. Being willing to serve on committees that set co-op policy --like whether there will be travel reimbursement, or how overtime will be paid.” -- Margaret Bau, USDA Rural Development

Board Membership

“Responsibility may mean stepping forward to serve on the board of directors. It’s an opportunity to have a voice. You know best what’s going on out in the field. You can take that perspective and make sure it’s translated into the decisions that the cooperative makes for itself.” -- Margaret Bau, USDA Rural Development

“I ran for the Board because if I saw a problem in the field, I could bring it back to the board to get it fixed right away.” Sharon Becker, Co-op Member

“At first I had no idea what a co-op is. Then I realized I could be a business owner! Now being part of my cooperative has changed me as a person and has allowed me to do many things I never would have done otherwise. I used to be quiet and shy and did what I was told when I was told. Now I’m board chair. I sit on a national board of directors and I’ve met the President because of this work.” --Tracy Dudzinsky, Cooperative Care

Security

“Now that our doors are open, I feel so safe and protected.  As a private caregiver, who could afford licensing and bonding?  For me, worker owned model is perfect.” -- Patrice Berry, Peninsula Home Care Co-op in Port Townsend, WA.