

Elevating Caregivers into Passionate Business Owners

A revolutionary approach to meeting the needs of an aging population.



“At different points in my life, I’ve worked in restaurants, retail, and as a driver. Honestly, those were all fine, but I love life best as a caregiver. Instead of concentrating on entrees, sales, and deliveries, I now focus on people and the relationships we build, by offering support and connection in times of need. It feels amazing to be part of the lives of all the wonderful people I care for. This position is especially good in a worker-owned cooperative like PHC, because members always have a vote in major decisions, and we can look forward to profit-sharing checks every January and July!”
Meso T. – Caregiver and Owner



“I love sitting at the kitchen table with my client and planning the day. What problems need solving? What are we going to get done today? What’s for dinner? I am always looking for strategies to help my clients live safely and comfortably in their own homes. And as a member of the cooperative, I have found a rich trove of knowledge in my co-workers. We share our ideas and experience freely, and as a result, our clients benefit from not just one caregiver, but from the entire cooperative.”
Robin E. – Caregiver and Owner



Caregiving is one of the fastest growing jobs in the U.S. The demand for caregivers will only increase over the next decade. To meet this challenge, the job of caregiving must be uplifted into an empowering, creative, lucrative career. One way to accomplish this is through caregiver cooperatives.

Caregiver cooperatives are home care agencies owned, operated, and governed by the employees. The caregivers collectively decide on policies that define the practices and culture of their business, while directly benefiting from the business’s success.

Peninsula Homecare Cooperative (PHC) is one of five caregiver cooperatives in Western Washington. PHC, located in downtown Port Townsend, has been in business since 2016. PHC caregivers visit seniors in their homes – offering personal care, preparing meals, running errands, providing transportation and companionship. They also have the additional privileges and responsibilities of being co-owners of their business – visualizing a strategic plan, voting on policy, establishing supportive teams, and sharing profit.

The Cooperative Advantage in Home Care

Working for a caregiver cooperative offers a broad range of career opportunities. Caregivers have the chance to utilize their unique talents by serving on the board of directors, participating in various aspects of operations, or managing special projects. As co-owners, they experience and partake in a democratic workplace – where employees have a voice and a vote in the matters that affect the culture and success of their business. Empowered caregivers actualize the best care practices for their clients, and fair and profitable employment policies for themselves.

Washington Homecare Cooperatives (WHC)

WHC is a federation of caregiver cooperatives incorporated early this year to promote and strengthen caregiver-owned home care agencies. The federation offers extensive training and support to caregivers wanting to start their own businesses. It also offers ongoing education and guidance to home care cooperatives that are already established. Training ranges from understanding and implementing the Department of Health regulations governing home care, to actualizing the principles and practices of a democratic workplace. The five established caregiver cooperatives in Western Washington are founding members of the federation. They take advantage of mutual support and free educational programs pertinent to home care operations, governance, and caregiving. Training ranges from marketing and recruiting, to understanding budgeting and financial statements, to caring for clients with dementia. Anyone who joins a home care cooperative in Western Washington is automatically a member of the federation.

Open House – April 15th

Peninsula Homecare Cooperative will be hosting an open house on April 15th, between noon and 5pm. They are located in downtown Port Townsend in the Flagship Landing Building – 1007 Water Street. Members of the cooperative will be available to share their experience as the only caregiver-owned home care agency in Jefferson County. They invite anyone interested in learning more about democracy in the workplace, worker-ownership, and the fulfilling career of caregiving to attend.

“My experience with PHC has been the best employment experience of my life. I have grown in my capacity as a team member, a leader, and caregiver. I invite you to learn more about the significance of a democratic workplace and the importance of caregiver cooperatives at our open house on April 15th.”

Robby K. - PHC Board President



Peninsula Homecare Cooperative

OPEN HOUSE

Saturday April 15, 2023

Noon - 5PM

1007 Water Street
(Flagship Landing)

www.phc.coop 360-385-9664

