

Beanchain Coffee – Fact Sheet

Who We Are

Beanchain Coffee is a community-focused, worker-directed coffee shop based in **Mesa, Arizona**. It serves as a prototype for converting small businesses into worker-owned cooperatives. Beanchain is built on fairness, solidarity, and the belief that economic systems can—and should—serve people, not just profits.

[Beanchain Breakdown Miro Board:](#) [Beanchain Breakdown](#)

The Beanchain Breakdown Board is a Miro board that contains numerous media links, explanations, inspirations, and information about Beanchain's mission and how we're going about achieving it. Take a look and leave a comment if you have any questions or thoughts! It's a great place to interact with us about what we're trying to build here!

Mission

To build fair, worker-directed coffee shops that serve their communities and provide a replicable model for transitioning into fully worker-owned cooperatives.

Vision

- End poverty through democratic business models
 - Empower workers as leaders, decision-makers, and owners
 - Build a coalition of cooperatives offering shared services and mutual support
 - Prove that local ownership can be scalable and community-centered
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Values

- **Good Faith** — Assume positive intent and seek mutual understanding
 - **Love** — Build relationships, support the team, and the community
 - **Fairness** — Share value, voice, and decisions equitably
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Business Model

- **Worker-Directed:** Workers participate in forums, votes, and teams that influence pay and policy
Video Explainer for the Worker Directed model and the Beanchain's Journey:
<https://youtu.be/1HA36W8ayBg>
 - **Apprenticeship Path to Ownership:** Workers can become Members through a clear, mentored process
 - **Gradual Founder Exit:** Founders retain temporary veto rights and profit share until shares are sold to Members
 - **Nonprofit Support Network (Planned):** Centralized services for future Beanchain locations
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Roles

Role	Description
Founder	Built the business, retains veto and profit share until transition to full coop
Member	Voted in after apprenticeship, shares profits and decisions
Apprentice	Mentored by a Member/Founder, trained for ownership
Worker	All baristas and staff, with access to leadership tools and pathways

Co-Worker Mutual Agreement

All workers commit to:

- Operate in Good faith with co-workers and customers
 - Perform Duties to the Best of Your Abilities
 - To Communicate Clearly with Co-workers
 - Be on time or early for my shifts.
 - Be kind, welcoming, and attentive to our customers and co-workers.
 - To be curious and compassionate when misunderstandings arise.
 - To not gossip or violate the trust of my co-workers
 - To never resort to violence, bigoted language, threats, or cruelty.
 - Following safety and shift policies
Violations trigger **Solution Seeking Sessions** instead of immediate discipline.
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The Solution Seeking System

A structured, compassionate framework for leadership and problem-solving.

Core Protocol (3 Steps):

1. **Introspection** – Reflect before reacting
2. **Mutual Understanding** – Listen and clarify
3. **Solution Seeking** – Create actionable next steps

Leadership Tools:

- Feedback
- Targeted Conversations
- One-on-Ones

- Solution Seeking Sessions
- Performance Reviews

It supports the creation of **Living Systems**—organizations that adapt and improve continuously.

A comprehensive description of the Solution Seeking System:

<https://www.bchain.coffee/post/the-solution-seeking-system-1>

ChatGPT tools we developed to support the use of the Solution Seeking System:

<https://www.bchain.coffee/post/try-our-solution-seeking-gpts>

Compensation & Participation

- **Living wage target:** \$21/hr + tips
 - **50% health insurance premium support**
 - **Profit sharing** for Members and Founders
 - **Founder repayment** for time, money, and risk
 - **Wage postponement with 5% interest** during hardship (Members/Founders)
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Community Programs

Program	Description
Pay It Forward Board	Buy a meal for someone in need! (Purchase a Meal online)
Unhoused Help Pamphlets	Free trifold guides listing local resources for people experiencing homelessness (Learn More or Download)
Community Book	A public journal with artwork, poetry, and messages from customers—archived digitally
Art Wall	Free local artist display space (submit here)
Curated Library	Community-donated books with personal meaning

Local Marketplace	Shelf space for vetted local vendors who align with Beanchain's ethics (Signup for Local Marketplace and Marketplace Events)
Shared Workspace	Free seating, power outlets, printers, whiteboards, and in-seat ordering

Educational & Cooperative Development

Beanchain serves as an **incubator for future cooperatives**, including:

- **Beanchain Marketing Cooperative:** Currently, the internal team will become an independent coop
- **Solution Seeking Company:** Tools and training for democratic workplaces
- **Beanchain Music Cooperative / Baristers:** Long-term expansions in development

Beanchain is the **first building block** of the future **Cooperate Network**, a nonprofit alliance of cooperatives sharing legal, IT, HR, and marketing services.

Video Explainer for Beanchain's mission regarding cooperative development:

<https://youtu.be/IJqHlf5cKsY>

Location & Hours









Address:

1110 W Southern Avenue, Mesa, AZ 85210 Suite 8

Hours:

- Mon: 8am–6pm
 - Tue–Sat: 6am–6pm
 - Sun: 8am–5pm
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Online Presence




-  Website: www.bchain.coffee
 -  Instagram: [@beanchaincoffee](https://www.instagram.com/beanchaincoffee)
 -  YouTube: [Beanchain Coffee](https://www.youtube.com/Beanchain Coffee)
 -  TikTok: [@beanchaincoffee](https://www.tiktok.com/@beanchaincoffee)
 -  Facebook: [Beanchain](https://www.facebook.com/Beanchain)
 -  Bluesky: [bchain.coffee](https://bsky.app/bchain.coffee)
 - LinkedIn: <https://www.linkedin.com/company/beanchain-coffee>
 -  Quora: [Beanchain on Quora](https://www.quora.com/Beanchain-on-Quora)
 -  Events Calendar: [Google Calendar](https://calendar.google.com/calendar?cid=bchain.coffee)
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Media Mentions

- [AZ Family: “Mesa coffee shop hopes to turn into co-op to combat poverty” \(June 2024\)](#)
 - [Mesa Tribune: “Mesa coffee shop aims to fight poverty” \(June 2024\)](#)
 - [Podcast: “The Power is in the People at Beanchain” – Buzzsprout](#)
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Contact

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