

SNO ISLE FOOD CO-OP

2021 ANNUAL REPORT



Land Acknowledgment

We would like to acknowledge the land our co-op resides on as belonging to the Tulalip and Snohomish Tribes. This land was forcibly taken from them by acts of violent means. May we honor this land and its people by committing every day to fostering healthy and sustainable communities.

Looking Forward

by Leah Scates, General Manager

First and foremost, I would like to thank our Staff and Board for welcoming me to the position of General Manager this last April. I am thankful for the opportunity to follow in the footsteps of my predecessors, the General Management team of Amber Kreisher and Gretchen Weimer. In Amber and Gretchen's 20+ year tenure, they led the Co-op to impactful financial growth and our most sustainable practices yet. It is my intent to continue leading the Co-op to a future of positive culture, larger retail space, and inclusive accessibility.

In review of every end of our Co-op's fiscal year, it's important to acknowledge where we came from and how far we've come. 2022 will mark the Co-op's 25th Anniversary. In 1996, Everett PCC closed its doors and members got together and created Sno-Isle Food Co-op. By March 3rd, 1997, the Co-op was open, and working towards forging what our vision would later become; "Sno-Isle Food Co-op: Growing our communities from the roots up!"

Cooperative principles are rooted in many values, one being community. The Co-op is committed to supporting resilient communities through our own practices and by also working with local governments and organizations. The past year has held many challenges concerning health, social justice, and community safety. I am proud of our staff for their own resiliency and patience during a time where much has been figured out along the way. One thing our past has proven to us is that through thick and thin, our Co-op will always have a bright future ahead.

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Leah Scates, General Manager

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Staff

This year Co-op staff not only had changes in general management, but we also endured critical turnaround in part-time employees. In the Co-op's many customer service-oriented positions we had trouble finding long-term hires while the employment market saw an inflation in starting wages. Beginning September 1st, 2021, we raised our starting wage to \$15 an hour. With the Co-op's new base wage, we hope to retain our newest talent while we work on staff's professional development and prepare for future expansion. Labor expenses have remained higher than our target goal of 24%; however we expect them to remain as such while the team builds more resilience and together, we raise sales past our peak height of \$6.8 million in 2019.





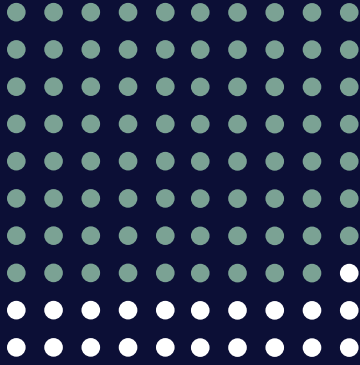
58 Total Staff

28 Full time (eligible for health care)

30 Part Time

Ownership + Expansion

The past fiscal year, the Co-op grossed \$6.4 million in sales. Of that, 79% of sales came from the Co-op's 9,070 Co-op owners. Prior to 2020 and the Covid-19 pandemic, the Co-op was at an average of 7% sales increase annually since 2016 and we have been outgrowing our current floorplan for some time now. In the coming months, Co-op owners will have an opportunity to invest further equity into the Co-op's plan for physical growth. A low-minimum investment opportunity for all Co-op owners, these accessible investments will provide the Co-op a sustainable financing solution for store expansion. We predict this opportunity to be available mid-Spring 2022, should we finalize our expansion planning in the months prior.



79%

of sales come from
co-op owners

21%

of sales come from
other shoppers



Giving Back

The Co-op can be a powerful vehicle for change in our community. Register Roundups is one of our baseline programs instituted in 2017 to ensure the Co-op uses its strength to help community non-profits. This year, Co-op shoppers raised \$9,414.88 for local non-profits that our ownership elected. In 2021, the Co-op began a match program, and we added an additional \$5,691.60 creating a grand total of \$15,106.50 given directly back to organizations such as Child Strive, Leadership Snohomish County, and EastWest Food Rescue.





\$15,106.52 Total

\$9,414.88 Customer Donations

\$5,691.64 Co-op Match

Local love.

Sales from WA products total:

1.3M | **21%**
in revenue dollars | of total sales

Giving back to the community also comes in the form of supporting local business. This year at the Co-op 38.67% of our sales were from organic products and \$1.3 million came from Washington-made products. Many local companies and farms had production issues the past year and this can be seen by our increase in out-of-stock products and the similarities of these numbers to last year's. Nonetheless, we will take this as an opportunity to evaluate our own product and diversify our offerings to incorporate more local business into our own.



Rabbit Fields Farm, Skagit County WA

Sustainability

Environmental consciousness is high on the list of Co-op values. Even amidst a pandemic where PPE (Personal Protection Equipment) was a-plenty, the Co-op still managed to divert 92.85% of waste from the landfill. Of that percentage, 3,400 pounds of product was donated and 1,674 pounds went to farm and agricultural efforts. This year, Co-op staff can look forward to participating in the Co-op's environmental efforts in the resurgence of the Green Team Committee. This group of individuals will work together to maintain and create efficient environmental practices at the Co-op.



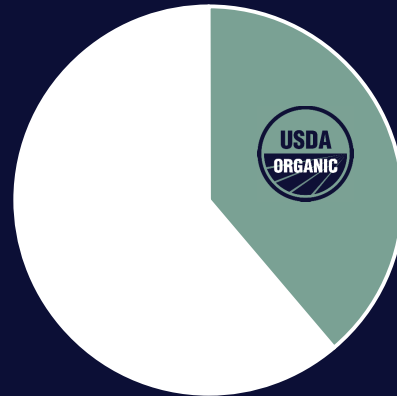
93% 

of our waste was
diverted from the
landfill. That's
69 tons!



63,893 lbs

of healthy, edible food diverted from landfill
and given to those in need.



38.67%

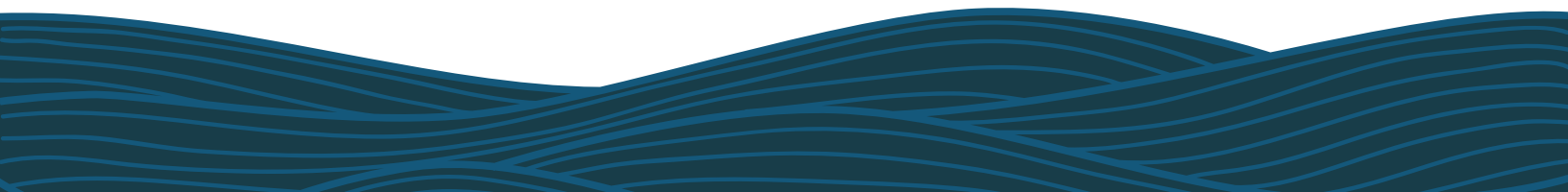
of total store sales
came from
organic products

\$2.4M

A Year in Review

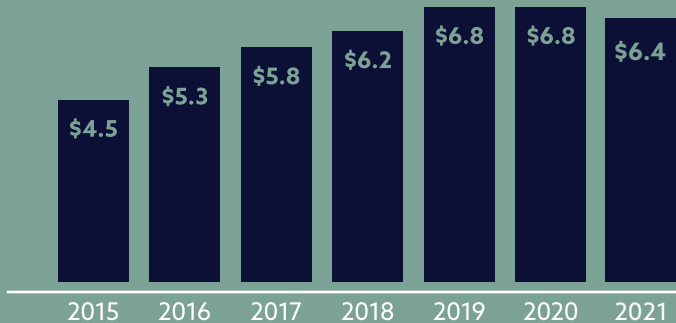
In addition to the review of the products we carry we are also reviewing our company policies and procedures. Amidst the global shift of attention towards social justice, our Co-op's Board of Trustees recognizes the priority of equitable business practices. In this fiscal year, it is budgeted for the Co-op's management team to receive consultation learning from local organizations focused on diversity, equity, and inclusion. From this experience, we intend to decide tangible steps we can take to ensure a more inclusive place to work, shop, and be simply be.

On behalf of the entire Co-op, I would like to thank our shoppers for choosing Sno-Isle Food Co-op to spend your time and money. We appreciate your patience and kindness as we have navigated a second year of pandemic. It is with your support and patronage we are able to take care of our employees and the community at large. This year and every day we will commit to creating forward paths to healthy communities and sustainable future.





annual sales
in millions



\$6,367,678.96

TOTAL SALES

6%

SALES DECREASE

THE EVERETT PUBLIC MARKET

ORGANIC PRODUCE MILK & EGGS HEALTH & WELLNESS BULK GOODS

SNO ISLE FOOD CO-OP

JUICES & SMOOTHIES SOUPS & SANDWICHES BEER & WINE

SNOW ISLAND FOOD CO-OP

