



**SNO ISLE
FOOD
CO-OP**

2022 FISCAL YEAR
Sept 1st 2021 - Aug 31st 2022

STAFF

57 *Current Employees*

36 *Full-Time* (63.16%)

21 *Part-Time* (33.93%)

Our staff numbers are consistent with the previous years'; however, we are proud to see 14% more staff members at full-time hours and eligible for health benefits. In addition, all staff members also received wage increases this past year as we restructured our wages to create a more equitable pay scale system.



EXPANSION

Written by Tye Ferrell, Board Vice-President

As you may have noticed, the Co-op has outgrown its current space. Since our founding 25 years ago, we've grown from 200 members to almost 10,000!

If we are going to continue to grow and serve the expanding interest in natural and local foods, we need a larger store. Thanks to the imagination and initiative of the General Manager and staff, we have gained some new breathing room by reorganizing the bulk section and aisles. These changes will buy us time to seek expansion opportunities.

The Sno-Isle Board and General Manager have been actively seeking to expand the store's footprint since at least 2003. Just in the past few years, the Co-op has paid to have several area properties evaluated for suitability. Unfortunately, none of them worked out.

The Co-op has specific needs in terms of the size of a potential space, its configuration, visibility, and access to parking. In addition, the location and visibility of a future Co-op are vital. Our search has so far centered in or around Downtown Everett, though we have also looked further afield.

The Co-op Board and GM continue to seek new locations. We are partnering with organizations that share our values and we have the support of city and county officials who are interested in a thriving natural foods cooperative that supports the region.

In the meantime, the Board plans to revise the Co-op bylaws to facilitate member investment. This will enable us to launch a campaign to raise funds for the expansion once we find the right space.

Do you own a like-minded business or are you part of an organization that shares the Co-op values that might be interested in partnering with the Co-op on expansion? Or do you own property, or know someone who owns property, that might be suitable for a medium-sized grocery store? If so, please email our GM at leah@snoislefoods.coop.

FINANCE

\$6.5M
Total Revenue



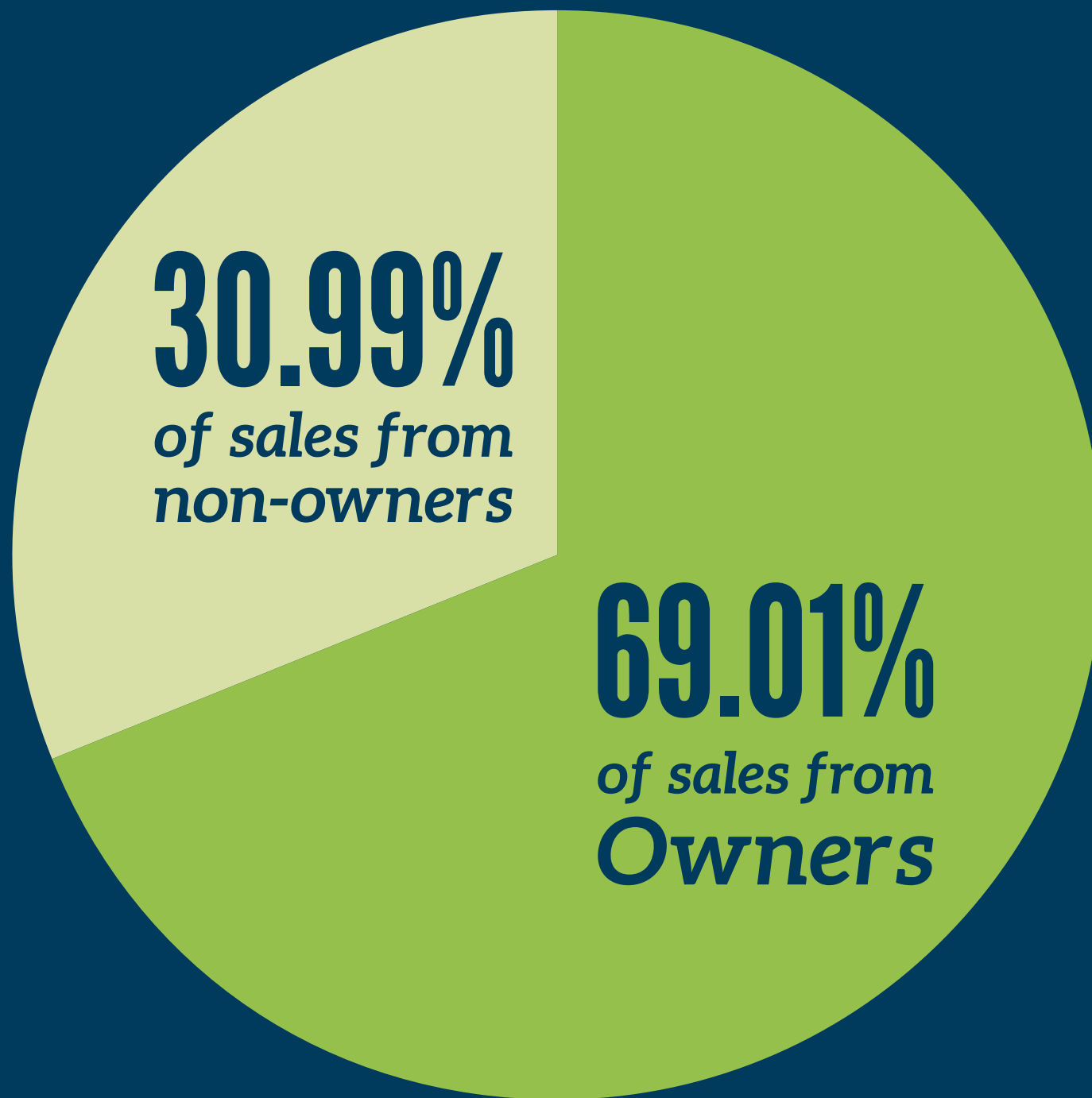
\$1,227,177.30
*Sales From Local
WA Products*

2%
*Sales
Increase*

-1.20%
Profit

OWNERSHIP & SALES

By The Numbers



This past year, we saw nearly 10% growth in sales from non-Co-op Owners. This growth shows us that we are meeting our goal of reaching new customers and improving accessibility for our community. As we head into this next fiscal year, we aim to turn locals into shoppers, shoppers into Co-op Owners, and Owners into active Co-op participants.

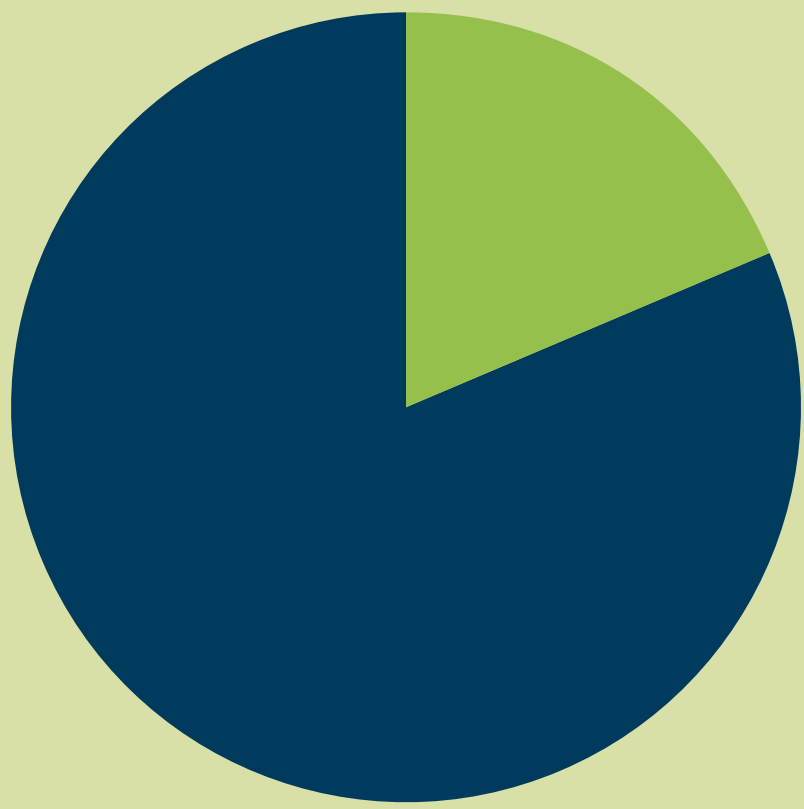
513

*New
Owners*

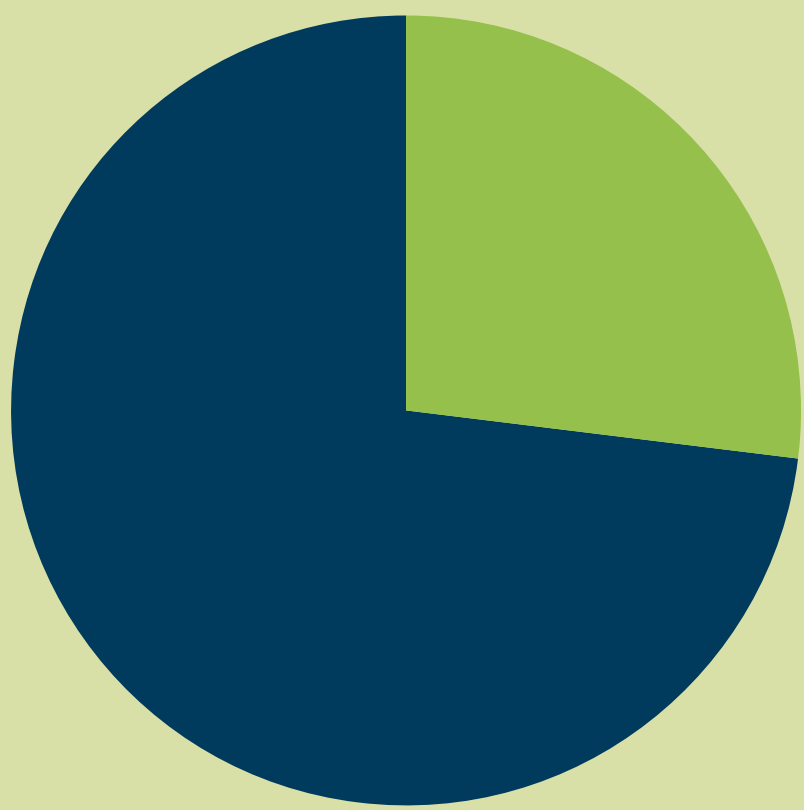
9,601

Total Owners

PRODUCTS & SUSTAINABILITY



18.88%
*of sales from local
WA products*



37.11%
*of sales from
organic products*



92.59%
*of waste diverted
from landfill*

Cooperative Principle #7

CONCERN *for*

COMMUNITY

Diversity, Equity, & Inclusion (DEI) are a crucial part of everything we do as a Co-op, and in many ways, it's written right into the Cooperative Principles. Last year our Board of Trustees decided to create a DEI Committee for Sno-Isle Food Co-op comprised of Board and staff members. They are working to develop a DEI vision statement and standards for the co-op. They also reviewed Register Roundup candidates to ensure that partner organizations align with the Co-op's values.

This past year, we've completed the following additional steps that align us closer to our goals in this area:

Management and admin staff completed DEI lifework training courses through Hooks Global.

Select managers were able to attend a national conference with keynotes and training sessions on the History of the Native American and Indigenous People's Food Heritage led by Chef Sean Sherman, as well as Black Food Justice and Food Sovereignty led by Dr. Jas Ratliff of [BlackFoodJustice.org](https://www.blackfoodjustice.org).

Staff members were trained to recognize the signs of an opioid overdose and administer the opioid overdose reversal drug Narcan.

We began the work of changing the store layout to better accommodate folks with mobility devices.

We look forward to continuing this work in the year ahead.



\$14,691.00
from customers

\$9,713.49
Donations from Co-op

Food Donations
2236.87 lbs

