

SNO ISLE FOOD CO-OP

ANNUAL
REPORT



## A Note from the Board

## By Tye Ferrell, Board President

In college, I worked for Puget Consumers' Cooperative in Seattle (now PCC Natural Markets) as a minutes taker for PCC's Board and store committees. I was inspired by the volunteers who showed up for evening meetings to democratically govern the co-op and I gained an appreciation for the important role cooperatives can play in the local economy and community. Today, as volunteer Board President of Sno-Isle Food Co-op, I can see how vital cooperatives truly are.

As we increasingly feel the impacts of climate change, inequality, and political polarization, cooperatives can be part of the solution. As a cooperative, Sno-Isle Food Coop is organized as a community-owned not-for-profit. Our "profits" are reinvested in the business through living wages, fair prices, and investments to make the store more safe and attractive. When our net income is robust, we share a portion of it with owners as dividends. We also give to local nonprofits, with the support of owners and customers who round up purchases at the register.

At Sno-Isle, we prioritize the environment and local producers and farmers. By prioritizing local, we cut down on the carbon emissions required for transporting goods and produce. We also help to sustain the local economy, by circulating dollars closer to home for longer. This has a positive multiplier effect in the community.

Because everyone needs healthy food, we are a community hub, bringing people together from all walks of life. And we are working to become more inclusive to all members of the community. For example, we registered to become eligible to accept Supplemental Nutrition Assistance Program benefits. We also participate in the Coop Basics program to provide basic wholesome foods at a lower cost. In addition, we are always seeking to offer food that our owners and customers from different backgrounds and cultures find familiar and comforting.

The beating heart of Sno-Isle Co-op are the people who keep it going. The staff keep store operations running smoothly and make our shopping experiences positive and welcoming. You, our owners, support the Co-op with your member fees, and by shopping, voting, and volunteering. Volunteers support the Co-op as democratically-elected Board members or Nominating Committee members, and as representatives of the Co-op at community events.

Thank you for your part in sustaining the Co-op. The pandemic was a difficult time. As the staff work to rebuild our sales and revenue to increase our resilience, the Co-op Board is continuing to explore how best to increase access to wholesome local, and organic foods in the region, in partnership with our owners, customers, producers, and broader community.

As the Co-op evolves, the Board remains committed to modeling cooperative governing principles and business operations, spreading the cooperative model, supporting local producers, being a great place to work and shop, and reducing our ecological footprint, while we grow and thrive with you.

The Co-op Board represents your interests. Please vote in the current co-op election. This year, we've made it easier than ever to participate.



### The Co-op Board

Back row, left to right: Diane Belote, Kari Quaas (Treasurer), Leah Scates (GM), Ana Gregory Richard Porter, and Tye Ferrell (President).

Front row, left to right: Stev Moore (Secretary), Christina Kilbourn, Stevie Wallace, an Bruce MacCracken (Vice President).

## **Looking Forward**

By The Board of Trustees

The pandemic has been a difficult time for Sno-Isle Food Co-op. As we re-emerge, our focus is on building and sustaining our operational and financial resilience.

At the same time, the Co-op Board is continuing to explore how best to increase access to wholesome local, and organic foods in the Snohomish and Island County communities in partnership with our owners, customers, producers, and the broader community.

As the Co-op continues to evolve, the Board remains committed to modeling cooperative business principles and operations, spreading the cooperative model, supporting local producers, being a great place to work and shop, and reducing our ecological footprint while we grow and thrive with you into the future.



Planting flowers at Downtown Everett Association's planting day

## **Annual Report 2023**

Fiscal Year: September 1, 2022 - August 31, 2023

It is with a heart full of gratitude that I highlight our Co-op's accomplishments this year in the following annual report. Our dedicated group of board members, staff, owners, and shoppers are who make serving our community with bright and vibrant foods possible. When considering our achievements, you must know that there is more for us to be proud of than the figures shared in this report. This special group of people have created belonging, positivity, and authentic experiences for everyone who steps foot inside our store. Thank you for making this work possible.

Leah Scates General Manager

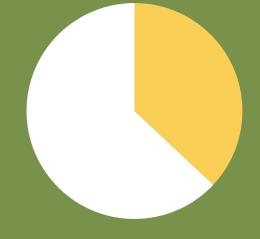
# We have a staff of 54 AMAZING PEOPLE!

Our fresh and quality products, abundant shelves, and welcoming store experience can all be attributed to our incredible team here at the Co-op. Our staff of 54 work hard every day to make sure our community's needs are met. This year, our staff turnover rate was 59%, an improvement from last year's 66%. As the Co-op prioritizes development of our staff, we also celebrated 7 staff promotions this year. As our sales increase we hope to offer more competitive benefits in the coming years.



63% FULL TIME

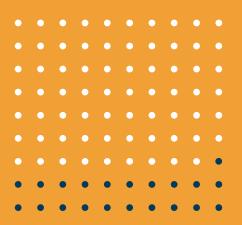
37% PART TIME



Co-op Ownership continues to grow at Sno-Isle as we average 41 new ownerships each month. This year, we are excited to announce a new benefit to our Co-op Owners. Starting in January, owners can receive an additional 10% off all Co-op Deals. This new addition applies to products across the whole store and provides Co-op Owners with opportunity to save money on daily purchases. With this new benefit, we hope to see our ownership grow exponentially in the coming years.



## We have 10,044 co-op owners!



69%

of total store sales came from co-op owners

\$4.8 million

## 17% of sales

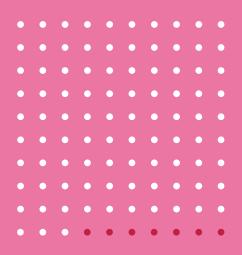
came from Washington made products

\$1,231,137.92

At The Co-op we understand the value of shopping local. With every dollar spent at the Co-op, this money goes back into the community – whether it goes to the wages of staff, gets donated to local non-profits, or goes straight to the grower or maker of a Washington product. This year, 17% of our sales went to Washington products. This number has gone down since the start of the pandemic in 2020, however our Co-op is committed to growing this number year after year.

VANCOUVER EVERETT SEATTLE

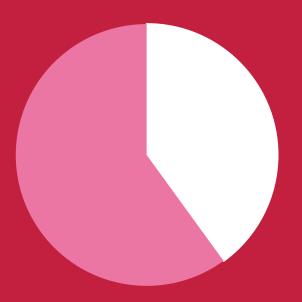
PORTLAND



93%

of waste was diverted from the landfill





36%

of total store sales came from organic products

\$2.5 million

Sustainability is of great importance when it comes to both strategic planning and operations at the Co-op. This year, 36% of our product sales were of USDA certified organic products. Organic agriculture plays an important part in creating a biodiverse ecosystem. We are thankful to our shoppers for supporting these values by voting organic with their purchases. In addition, our Co-op is committed to reducing our waste impact over each previous year. As we enter our new fiscal year, we have created new metric keeping techniques so we can create further detailed and accurate waste measurements.



Customers donated \$11,728.18

at the registers to local non-profits

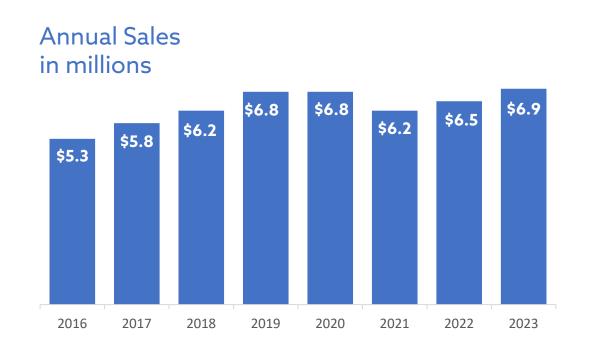


The Co-op donated \$3,461.10 to local non-profits

Our Co-op adheres to twelve cooperative principles when considering our daily decisions. Cooperative Principle #7 is Concern for the Community. Through the implementation of our Register Roundup program, we have invited our shoppers to participate with us in giving back to Snohomish and Island County non-profits. Since adopting this program, our shoppers have donated over \$52K in Register Roundups. As co-op sales flourish we will continue to dedicate a portion of our profits to non-profits with community values.

## \$6,993,063.40 TOTAL SALES

## 6.7% SALES INCREASE





Cost of Goods	60.70%
Payroll	29.80%
Other Operating Expenses	9.45%
Net Income	0.05%