

WHOLE FOODS COMMUNITY CO-OP, INC.

Minutes of 2016 Annual Owners Meeting

held at the Harborside Room, Duluth Entertainment and Convention Center
on October 21, 2016

As approved by the Owners in attendance at the 2017 Annual Owners Meeting on October 24, 2017

WELCOME AND INTRODUCTIONS

Board President Jean Sramek called the meeting to order at 6:35 PM. Jean welcomed owners and guests and provided a brief review of the WFC ENDS statement and how it connects to the annual meeting.

PROOF OF NOTICE AND QUORUM

Board Vice President MaryAnn Bernard provided proof of timely mailing of the Notice of Meeting and announced 205 owners plus guests in attendance, meeting the quorum requirement of 100 owners.

APPROVAL OF 2015 MEETING MINUTES

Heather Murphy moved to waive reading of the Minutes for the 2015 Owners Annual Meeting (held on October 23, 2015) as submitted in the 2016 Annual Report. Jen Gilbertson seconded the motion. Motion carried.

Ron Salveson moved to approve the Minutes of the 2015 Owners Annual Meeting as submitted in the 2016 Annual Report. Alison Heitmiller seconded that motion. Motion carried.

STATE OF THE CO-OP REPORT BOARD PRESIDENT, JEAN SRAMEK AND VP, MARYANN BERNARD

MaryAnn announced that meeting attendees selected, via “bean counting votes” earlier in the evening Damiano Kids Café as the winner of both the 2017 reduce/reuse/recycle (RRR = \$0.10/transaction when customers bring their own bags) donations as well as the recipient of the balance of 2016 unclaimed abandoned equity.

MaryAnn announced that the Board approved a cash patronage rebate totaling \$90,904 for the fiscal year that ended June 30, 2016.

Jean introduced recently hired General Manager Sarah Hannigan and explained the Board’s GM hiring process that included a national candidate search. Previous General Manager, Sharon Murphy was recognized by applause from attendees.

STATE OF THE CO-OP REPORT BY GENERAL MANAGER, SARAH HANNIGAN

WFC has gone through a period of significant growth and change between last year’s annual meeting and October 2016:

- The Denfeld store opened on March 16 thanks to investment from Owners and Members Cooperative Credit Union; the hard work of WFC employees, Johnson Wilson Contractors, LHB architects and engineers, National Coop Grocers; set up support received from co-op neighbors in Virginia and Grand Marais co-ops.
- Access to the Hillside store has been impacted by major road construction on 4th Street.

- Attendees were encouraged to review financial statements in Annual Reports available on tables.

With growth and change, WFC has grown our collective positive impact in the community:

- Local purchasing has increased. From 2015 to 2016 the WFC increased purchases from farmers and producers in the Lake Superior bioregion by 15% and increased the number of vendors from the area by 38%.
- Ownership continues to be the greatest growth area; for example, the number of new owners increased by 28% over the same month last year.
- ENDS contributions totaled over \$34,000 for the fiscal year.
- Staffing levels increased with the opening of the second store; wages were increased in an effort to move toward livable wage; employees with full-time status increased from 53% to 71% since the opening of the Denfeld store. Some employees have expressed the desire to organize and join a union. WFC Board and Management recognize the employee's legal right to organize, and believe that the decision to organize is one that only employees can make. Attendees were referred to WFC's website for more information.

Sarah closed with the Japanese proverb: "None of us is as smart as all of us" and invited meeting attendees to join her in creating a future where we work together to make WFC the best it can be the Coop we can be.

REMARKS FOR THE GOOD AND WELFARE OF THE CO-OP

Attendees Chris Pier, Karin White, Alison Heitmiller, Abraham Wangnoo, Davis Jennison, Heather Murphy, Larry Sillanpa, Jesse Peterson, Mayson Longley, and Tony Cuneo shared remarks for the good and welfare of the co-op. Topics included a request for more local meat, expression of opinions employee unionizing efforts, a statement that employee organizing efforts weren't intended to create and us-vs-them relationship between staff and management, a suggestion to increase entry-level wages, a suggestion that the Board examine the bylaws and provide additional opportunity for owner engagement, a desire for WFC to return to the way it was before opening the Hillside store, a statement that the Board's most important job is to listen to Owners, and expressions of gratitude for WFC's service to the community.

ADJOURNMENT

MaryAnn adjourned the business meeting at 7:32 PM at which time the meeting concluded with distribution of door prizes.

Respectfully submitted by Carol Andrews, Board member and General Manager Sarah Hannigan