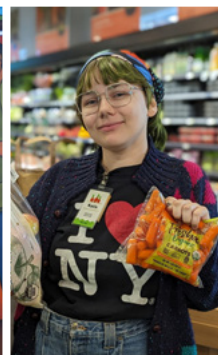


WHOLE FOODS
CO-OP

Annual Report

2023

Fiscal Year
July 1, 2022 – June 30, 2023



Management Report



Sarah Hannigan
General Manager

Whole-Hearted

The page is turned on another year at Whole Foods Co-op! Our collective impact continues to grow, and we continue to make progress toward our ENDS. At its heart is a commitment to operating a thriving business for the collective good.

This year, the combination of strong sales growth, well-managed expenses, strategic capital investment, and increased Owner equity left us on solid financial ground at the end of the fiscal year. We repaid the last of the Owner investments in our Denfeld expansion in March. In total, over \$2.1M in loan principal and interest was paid back to Owners who helped WFC open a second

store in 2016. We continue to grow at Denfeld. Last year, 37.9% of annual sales at WFC came through our West Duluth store!

Sustaining business health is at the heart of our ongoing success. We made up the ground lost during the pandemic with our strategic long-term investments this year. Resilience and efficiency investments included the point-of-sale conversion that replaced the cash registers and the last phase of refrigeration replacements at the Hillside store.

The heart of any cooperative is its members. As a consumer-owned cooperative, WFC was created to serve our shoppers. We work to deliver the best experience, meet changing needs, and demonstrate continued value in cooperative ownership. This year, 568 new Owners increased our community of consumer-owners to over 13,000!

The heart of a local business is its impact on the local economy. Local inventory purchases grew, allowing us to offer a wider variety of products from a larger number of independent vendors. Our Grow Local Food Fund provided over \$47,000 in grants

to local farms and producers. We celebrated local vendors and products through ongoing promotions and special events.

A heart is whole when shared with others. WFC supported accessibility through equity and discount programs, sponsored community initiatives and events, and passed through GIVE! shopper donations to non-profits and GLFF grants. We also returned to sharing WFC beyond the stores, in person at classes, community events, and celebrations.

The true heart of a business is its employees. We completed positive and productive contract negotiations with UFCW Local 1189 this spring. We hosted two off-site employee appreciation events and convened an employee committee to promote ongoing engagement and appreciation. I'm proud of and grateful for our dedicated team and the heart they bring to serving our community.

Thank you for sharing in the collective success of our cooperative!

From the heart,
Sarah Hannigan, General Manager
sarah@wholefoods.coop



Maria Isley
Board President

Embracing Change and Fostering Growth

Whole Foods Co-op has successfully adapted to changing circumstances over the past three years, emerging as a stronger organization. The Board remains dedicated to securing future viability and promoting long-term sustainability. Functioning as a policy Board, it plays a pivotal role in shaping WFC's overall direction, strategy, and policies, directly influencing the organization's success and impact.

During the past year, our focus centered on enhancing and fortifying the Board's operational systems, along with evaluating the Board's implementation of recently updated policies. Our efforts concentrated on refining evaluation best practices to ensure that these policies remain in alignment with the organization's mission, ENDS, legal obligations, and progress toward strategic objectives. This endeavor involved closely monitoring the performance of the General Manager and upholding the Board's established policies and procedures. Such oversight fosters transparency and accountability for everyone.

One of the primary objectives of the Board this year was to foster engagement and connection. To this end, we established an ad-hoc Board Engagement committee, charged with identifying ways for the Board to actively interact with and represent WFC within the community. Moreover, each Board member took part in a workshop, training, retreat, or conference. This initiative not only enhances governance practices and learning but also

provides an avenue for Board members to connect with cooperatives nationwide. During our participation at the Consumer Cooperative Management Association annual conference, we had the opportunity to meet several other cooperatives who have served their communities for decades. This provided a poignant reminder of the enduring strength of cooperatives and the dedication required to sustain them. Through collaborative efforts, steadfast governance, and ongoing engagement we can ensure that much like those commemorating their 50th anniversary as we did a few years ago, WFC can thrive for generations to come.

*In cooperation,
Maria Isley, Board President
misley@wholefoods.coop*

Ownership

13,100

Co-op Owners

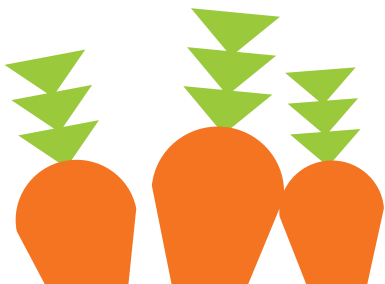
568

New Owners

Owner Savings

\$291,032

in Coupons and Discounts



Food Accessibility

\$93,400

Access Discounts

Owners with limited means can enroll to get 10% off shopping trips

544

Access Discount Program Participants

\$9,767

Fran Skinner Memorial Matching Fund Grants

Owners with limited means can become an Owner for \$20

122

Fran Skinner Matching Fund Recipients



Investment in Staff

\$5,577,732

In wages, benefits, staff discounts, 401k match, and other personnel-related costs

152

Employees

64%

of Employees
Are Full-time

25%

of Staff with 5+ years
of employment

26

Staff
Promotions

Donations

\$178,316

Value of Soup Kitchen/Food Pantry Donations

\$29,503

Cash Donations
& Sponsorships

136

Local Organization
Donation/Sponsorship Recipients

Education & Outreach

53

Co-op
Classes

24

Events Attended
or Hosted

70

Artists
Featured



GIVE!

\$131,309

Total Round Up Donations from Shoppers

All donations are split between the Non-Profit Support Program and Grow Local Food Fund



**NON-PROFIT
SUPPORT PROGRAM**

Planned Parenthood Teen Council

Family Freedom Center

Duluth Farm to School

**Center Against Sexual & Domestic
Abuse (CASDA)**

**American Indian Community Housing
Organization (AICHO)**

Animals Allies Humane Society

Northwood Children's Services

Safe Haven Shelter & Resource Center

CHUM + Minnesota FoodShare

First Witness Child Advocacy Center

Community Action Duluth

Access Discount Program
(Whole Foods Co-op)



**GROW LOCAL
FOOD FUND**

Birds N' Things Farm

Farm Sol

Lucky Dog Farm

Midway Meadows

Observation Hill Farm

Roper Farms

The Boreal Farm

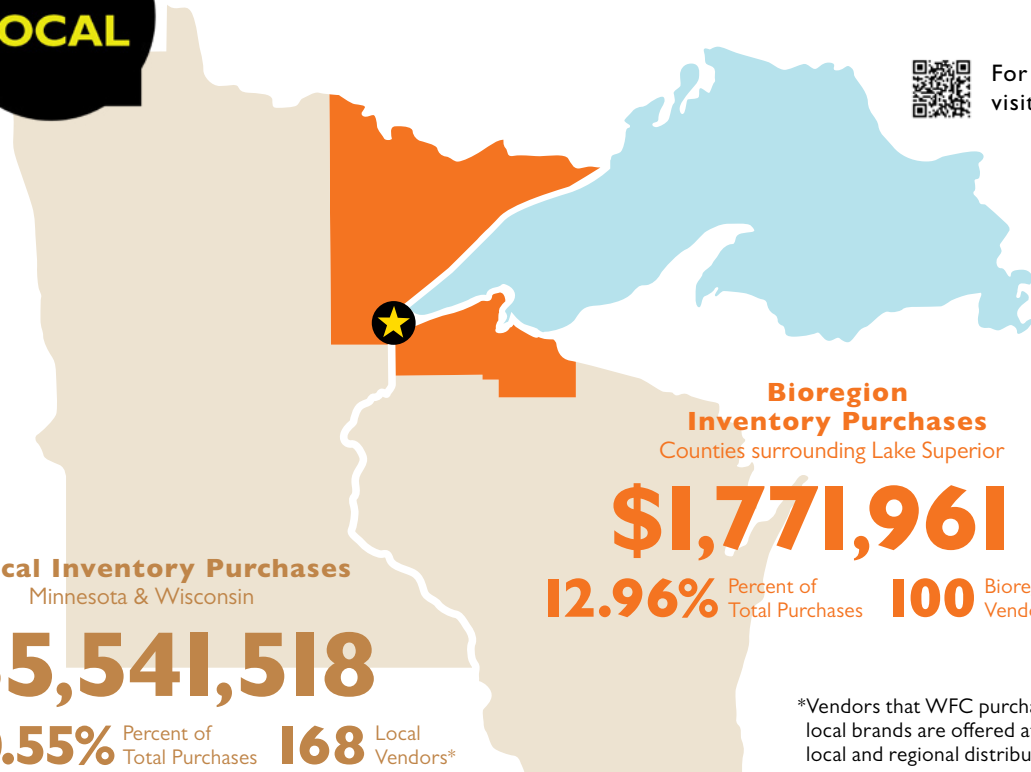
**Thank
you for
rounding
up!**



Whole Foods Co-op supports independent vendors in Minnesota and Wisconsin and prioritizes purchases from vendors located in the **LAKE SUPERIOR BIOREGION**



For a list of our local vendors, visit wholefoods.coop/local



Look for this shelf sign at the Co-op to find local products!

*Vendors that WFC purchased products from directly. Many more local brands are offered at the Co-op that are purchased through local and regional distributors.



Co-op Financials

Income Statement

FY 2023
unaudited

FY 2022
audited

SALES	22,173,478	20,814,907
<i>Less Cost of Goods Sold</i>	-13,667,506	-13,060,738
NET SALES	8,505,972	7,754,169
OPERATING EXPENSES	-8,345,707	-7,719,236
GAIN FROM OPERATIONS	160,265	34,933
OTHER INCOME/EXPENSE	-172,103	-126,562
NET INCOME	-11,838	-91,629

Balance Sheet

FY 2023
unaudited

FY 2022
audited

6/30/2023

6/30/2022

ASSETS

Current Assets	2,830,026	3,094,522
Property/Building/Equipment	8,589,571	8,576,223
Other Assets	487,324	471,180
TOTAL ASSETS	11,906,921	12,141,925

LIABILITIES

Current Liabilities	1,892,177	2,116,968
Long-Term Liabilities	4,311,886	4,359,832
TOTAL LIABILITIES	6,204,063	6,476,800

EQUITY

Owner Equity	4,598,615	4,547,179
Fran Skinner Memorial Matching Fund	8,113	14,667
Retained Earnings	1,096,131	1,103,279
TOTAL EQUITY	5,702,858	5,665,125
TOTAL LIABILITIES & EQUITY	11,906,921	12,141,925



WHOLE FOODS CO-OP

Community Owned Since 1970

Food Farm
Wrenshak MN

wholefoods.coop • 218.728.0884

Open Daily 7am-9pm

HILLSIDE + DENFELD

610 East 4th Street
Duluth, MN 55805

4426 Grand Avenue
Duluth, MN 55807



We're Social!
@WholeFoodsCoop