

WHOLE FOODS COMMUNITY CO-OP, INC.
Minutes of 2022 Annual Owners Meeting held in-person
at Clyde Iron Works, Duluth, MN
on October 27 2022
as approved by Whole Foods Co-op Owners during the 2023 Annual Election

Live music from Gavin St. Clair while guests mingled, socialized, and ate dinner.

WELCOME AND INTRODUCTION

WFC Board President, Jamie Harvie, called business meeting to order at 6:43pm.

Jamie expressed gratitude to all WFC employees for the work of the last couple of years as frontline workers, and to those who put together this event to gather. Jamie expressed gratitude towards his board colleagues, WFC's General Manager, Sarah Hannigan, and the greater WFC community.

Jamie welcomed all attendees to the meeting, and shared his joy and gratitude for gathering in-person after two years of virtual meeting. Jamie discussed the interbeing-ness, the connected-ness of being together, in-person is what the co-op represents. "We all do better when we all do better" – Paul Wellstone.

Jamie shared that while he has one more year on the WFC Board of Directors, he will be passing baton of president. The next board president will be decided at a future board meeting.

Jamie shared the agenda for the business meeting and invited WFC General Manager, Sarah Hannigan, to the stage.

STATE OF THE CO-OP:

WFC General Manager, Sarah Hannigan, thanked Jamie for the warm welcome.

Sarah shared some highlights of the Annual Report with fiscal year ending on June 30th, 2022. Sarah reviewed and discussed the following topics:

- The ENDS -- the beacon, the north store, what drives the coop. Focused on top line of ENDS while dealing with supply chain hardships, inflation, a recession, and a tough labor market.
- Audited financials -- Sales did not meet budget, but expenses were kept in line. Controlling expenses allowed WFC to remain financially strong.
- A variety of business statistics:
 - Owners' investments in WFC including discounts that owners received, access discounts, and Fran Skinner
 - Local (MN & WI) inventory purchases and bioregion inventory purchases
 - Community education and events both virtually and moving back into in-person
 - GIVE! Donations exceeding half a million dollars since 2016
 - Investment in community through donations and sponsorships
 - Investment in staff
- Strategic Priorities created by leadership to have a plan to get WFC out of reacting from COVID and looking into the future. These priorities will be reviewed and adjusted annually. Specific strategic priorities created:

- Systems and infrastructure such as Hillside freezer replacement, an updated Point of Sale system, EV Charging stations at both stores, and rooftop solar at Denfeld.
- Staff experience and appreciation by creating and supporting a culture of appreciation, maintaining solid benefits and wages, and having fun and working hard.
- Customer experience such as increasing value of co-op ownership other than patronage rebate and expansion of Co-op Basics with more competitive pricing.

ELECTION RESULTS:

Jamie thanked outgoing board members for their service and shared 2022 Election Results and Outcomes.

2021 Annual Meeting Minutes

Minutes were approved

BOD Election Results:

1. Maria Isley (incumbent) – 3yr Term
2. Diane Desotelle – 3yr Term
3. Robin Pestalozzi (incumbent) – 3yr Term
4. Scott Van Daele – 2yr Term
5. Amber Schlater – 2yr Term
6. Lynn Kalnbach – 1yr Term

GIVE 2023! Recipients:

1. American Indian Education Parent Advisory Council
2. Community Action Duluth
3. First Witness Child Advocacy Center
4. Hawk Ridge Bird Observatory (HRBO)
5. Lincoln Park Children and Families Collaborative
6. Northwood Children’s Services
7. Safe Haven Shelter and Resource Center
8. Superior Hiking Trail Association
9. The Damiano Center
10. WE Health Clinic, P.A.
11. CHUM
12. WFC Access Discount

Jamie invited owners at the meeting to share their questions and comments about Whole Foods Co-op. Questions are not answered at this time. Owner’s questions will be answered at a later date by the Board of Directors.

Remarks for the Good and Welfare of Whole Foods Co-op:

1. Paul (6678):
 - a. Does anyone do a price check of other stores to see what other stores are charging?
 - b. Will there be a fee with EV charging? Do you enter member number? How will it work?
2. Chris Osbacken(?):

Commented [SK1]: Did not share last name, need to confirm

Commented [SK2]: Did not share owner number, need to confirm name spelling

Commented [SK3R2]:

- a. Very satisfied with a variety of products that WFC offers
 - b. Excited to see an updated POS system that will help create an efficient and accurate system for checking out.
 - c. Appreciates being able to donate so easily to organizations that matter.
 - d. Wonderful to have more basics coming in to support the surrounding neighborhoods
3. Carolyn Sheets:
 - a. The co-op is community and feels as if all staff should wear their name on their nametag.
 4. Gary Hanson:
 - a. Expressed what a wonderful meal tonight
 5. Elyse Lacosse-Smith:
 - a. Would be interested to see what percent of Hillside neighborhood shops at the co-op and utilizes co-op basics,
 - b. Suggested sending out flyers to the community to let them know about the upcoming change with co-op basics. Suggested giving out vouchers and offering meals in the parking lot for the neighborhood.
 6. Deborah Jackson:
 - a. The last couple years have been hard for everyone, especially WFC staff. The co-op rocks. She was so excited the first day she came into the store and could see everyone's faces.
 - b. Gets surveyed a couple times per year about her shopping experience and WFC and other places, would be interested to know what how results of those surveys are used.
 7. Rita: Shared her experience in the dessert line, and that "gluten-free" is the new name for "flour-free".
 8. Jeremiah Peck:
 - a. Thankful to the co-op for keeping the shelves stocked. He goes there nearly every day.
 - b. Requested a WFC location in Lakeside and Gary New Duluth.

Jamie thanked everyone who shared their remarks.

INTERACTIVE ACTIVITY:

Jamie introduced the cards placed at everyone's tables. He invited everyone to take a minute to think of a wish for WFC, write it on the card, and share with their table.

Jamie invited all guests who did not share to drop their completed WFC Wishes in the drop box on their way out of the meeting. He thanked everyone for attending and gathering.

Meeting adjourned at 7:35pm

DOOR PRIZES

Raffle prizes were distributed; guests were invited to take home floral centerpieces.

Commented [SK4]: No last name or owner number provided