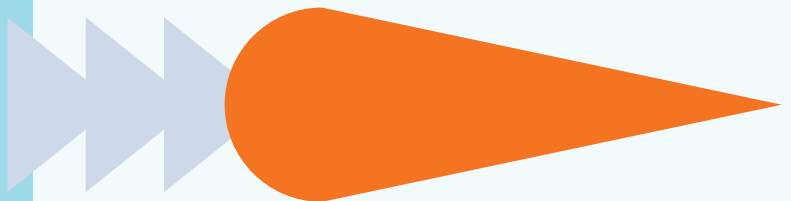
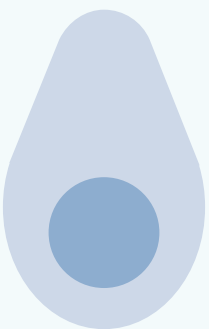
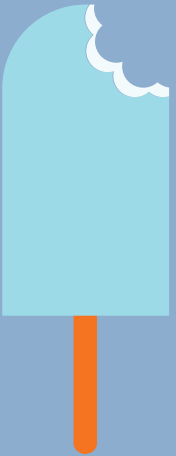
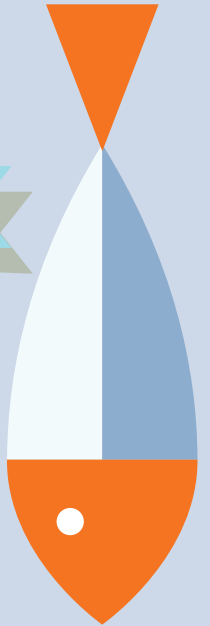
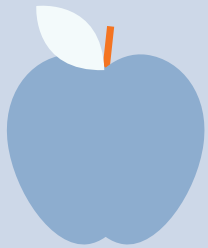
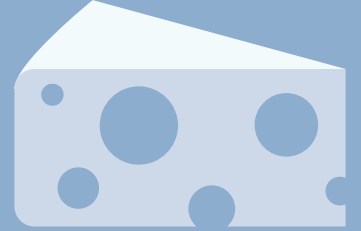
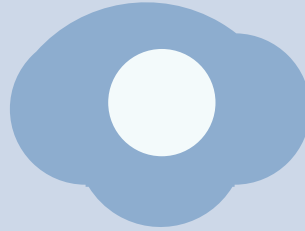
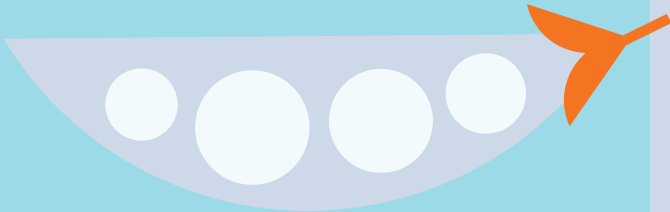
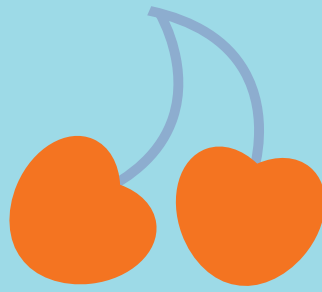


WHOLE FOODS CO-OP
garbanzo
gazette

FALL 2020

INSIDE

50th Anniversary Memories
Annual Owners Meeting
2021 Election and More!





HILLSIDE

610 East 4th Street
Duluth, MN 55805

DENFELD

4426 Grand Avenue
Duluth, MN 55807

218.728.0884
www.wholefoods.coop

Temporary hours
OPEN DAILY • 9AM-9PM

GARBANZO GAZETTE

is published by Whole Foods Co-op

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SUBMISSIONS

Submissions must be received one month prior to publication.

The next content deadline is:
December 1, 2020

Refer submissions and questions to:
marketing@wholefoods.coop

SHARE THE LOVE

Before recycling this copy of the Garbanzo Gazette, please pass it along or share it with a friend or neighbor. It's a great way to introduce your friends, family and co-workers to your Co-op!

WE'RE SOCIAL!

@WholeFoodsCoop



Follow us on social media to always stay up-to-date with all the latest happenings at your Co-op!



Cheers to 50 years! Don't miss out on limited-edition swag. Come in to our Customer Service Counter and pick up a t-shirt, sticker or tote (or maybe all three!).

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Sarah Hannigan
General Manager & Co-op Owner

Beyond Our Imaginations

‘Kee some room in your heart for the unimaginable’ nudges Mary Oliver in her poem Evidence. I love this. The reminder that out there -

beyond our plans, our dreams, and our wildest imaginations - there is more, and this is where the magic happens.

I’m quite certain the original members of the buying club that started in the basement of the Chester Creek house in October of 1970 could not have imagined what would grow from the seeds they planted as they pooled resources in a coffee can to purchase sacks of brown rice and bulgur wheat. Their collective action has sparked countless lasting connections and tremendous positive social and economic impact in our community. There is so much to celebrate and honor as our Co-op marks our 50th anniversary this month.

This summer we put out a call for memories of the Co-op. We receive so many touching stories of friendships forged, meals shared, hours volunteered, snowstorms endured, bulk bins cleaned, cardboard boxes flattened, honey spilled, neighbors fed, and community celebrated. You’ll find a selection of memories in the pages ahead – and through October, we’ll share even more on our social media platforms.

In another historical nod, featured in this issue is the story of our organic waste and the life it’s bringing back to the community thanks to both a long-term partnership and one of our newest. Jeffrey “Hobbs” Quast, Owner #19, is a staple of the Co-op, and has been picking up Hillside’s organic waste for years — turning it into rich, black soil for local gardeners. Over on the other side of town at our Denfeld store, a new relationship is being forged with Salt & Light Heritage farm. Owner Leah Bailey is using

the Co-op’s organic waste in a different way to feed pigs, turkeys and chickens at their farm in Two Harbors. What’s old is new, and we’re so grateful for all the ways the Co-op brings us together.

It feels good to be able to share this story of helping local businesses with initiatives that foster environmentally sound practices and the critical role of our community to help make these connections. A needed dose of relative normalcy in a world that often feels strange lately.

We continue to flex and adapt to challenges posed by the global pandemic. Safety measures we’ve implemented at the stores to support

These roots are stronger than any one of us could have imagined as we put our shoulder to building and our heart in supporting our Co-op.

the health of staff and shoppers have become routine. But community engagement and connection remain tricky in a time when keeping one’s distance is top of mind. We recently reimagined our community education and are now offering yoga, Qigong, cooking classes and more through a virtual platform. We’re grateful for the educators who have helped us explore this new reality.

We’ve also moved our Annual Owners Meeting to the virtual space. While we can’t gather together for a meal this year, we are hoping to create an interactive and fun time for Owners. The event will celebrate our 50th Anniversary and elaborate on the highlights of the Annual Report for fiscal year 2020, which you’ll find

tucked in these pages. I do hope you’ll consider joining us on October 20th. See details on page 13.

As a democratic organization, the voice of Owners is important. Our annual election runs from October 1st through 16th. This is the time for you to elect Board members to represent Owner interests. This year, you’ll see some additions to the ballot including approval of minor technical edits to the Bylaws, and approval of the 2019 Annual Owner Meeting minutes — which has typically taken place at our Annual Meeting. This election cycle, Owners will also use ranked choice voting to select some of the GIVE round-up recipients for 2021.

You’ve likely already noticed the new format of our newsletter. The fresh design lends to easier reading both in the print and digital format. Additionally, we’re realizing significant savings in the cost of production. Closely managing our expenses is critical for our cooperative, especially with economic uncertainty ahead. This is one example of our work to reduce operational costs without minimizing our positive impact.

Our 50th anniversary celebration is not at all what I envisioned. And yet, looking back over the memories shared, I see that the collective commitment and passion for our Co-op has nurtured a resilient system of roots. These roots are stronger than any one of us could have imagined as we put our shoulder to building and our heart in supporting our Co-op.

I look forward to seeing what the next decades hold for our Co-op — that which we plan and build together, as well as that which we allow to surprise us.

In cooperation and with gratitude,
Sarah
sarah@wholefoods.coop



Mickey Pearson
Board of Directors & Co-op Owner

Looking Back, And Forward

Board service has been an incredibly rewarding experience for me. Over the last eight years, I've had the opportunity to tackle a variety of new challenges and learn from committed, patient leaders of our community. We can all relate to the sentiment of life moving fast; a moment of reflection offered by our 50th anniversary helps show just how much we've accomplished.

Formally, the Board has long used our ENDS statement as the overarching organizational compass for any of our work. Our Board culture, though, has always had another defining characteristic: the drive for constant improvement. Even in my early days of service in 2012, we had robust discussions around rolling three-year strategic plans, self-evaluation

I can say confidently that the Board I'll exit is one, by design, better equipped than any in history to take on the job of helping steer our Co-op towards continued strength and success.

and were availed of numerous trainings in an effort to stay abreast of industry standards. My first year also included the early discussions of second store expansion. This project required the Board to extend ourselves in a wide variety of ways, from analyzing site survey statistics, engaging owners in fundraising, and even testing our acting chops. (Fans of the Dating Game likely remember our collective star turn at the 2013 annual meeting.)

From a practical perspective, we've made considerable strides in the manner in which we do any work. It wasn't long before I joined the

Board that new members were greeted with a large plastic storage container full of binders delineating the numerous policies and historical work. Thankfully, our ongoing digital migration and fine-tuning of Board materials has helped immensely in 2020, when all of our work has necessitated fluency and flexibility with online materials.

Throughout, we have prioritized being a governing body who uses many means to edify our work. We look to our owners, suppliers, fellow co-ops and our stellar employees to help us better understand the role our organization plays in the Duluth community and beyond. As our co-op grows in physical size and owner count, we too have expanded to bring more minds and voices to the discussion. As a nine-member Board, we've been able to better balance the many regular tasks while contending with the urgent matters of the day. These are as often philosophical as fiduciary: we are active in an ongoing anti-racism workshop with other co-ops across the nation, preparing for a contested election and planning our first entirely online annual owner meeting.

As I write this, I'm coming off a recent trip to the Boundary Waters. My family camping trips always end with an all-hands effort to leave our campsite in better condition than we found it. As WFC enters our 51st year, I feel the Board alum who preceded me encouraged a similar ethos to my camping mentality. I can say confidently that the Board I'll exit is one, by design, better equipped than any in history to take on the job of helping steer our Co-op towards continued strength and success.

To contact the Board of Directors, email wfcbod@wholefoods.coop

Or write a letter and address to:
Board members
c/o Whole Foods Co-op
610 East 4th Street
Duluth, MN 55805

Current Board of Directors



JAMIE HARVIE
President
Term expires 2020
jharvie@wholefoods.coop



RYAN JONES-CASEY
Treasurer
Term expires 2020
rjonescasey@wholefoods.coop



KIM NORDIN
Secretary
Term expires 2021
knordin@wholefoods.coop



MICKEY PEARSON
Term expires 2021
mpearson@wholefoods.coop



BRANDON SMITH
Term expires 2021
brandonsmith@wholefoods.coop



MARIA ISLEY
Term expires 2022
misley@wholefoods.coop



DALE PEACOCK
Term expires 2020
dpeacock@wholefoods.coop



MELI OSANYA
Term expires 2022
mosanya@wholefoods.coop

Board Meetings

Meetings of the Board of Directors, except for closed sessions, are open to WFC Owners. If you have an item for discussion at the Board meeting, please submit your item in writing by the first Friday of the month requesting the Board's consideration. Board meetings are at 5:30 PM on the 4th Monday of every month, subject to change due to holidays and Co-op events.

Due to current circumstances, all WFC Board Meetings are currently being held via web conference. If you're interested in attending, please contact wfcbod@wholefoods.coop and we'll send you access information.



Helping feed our community

The Duluth Community School Collaborative recently hosted an Open House for K-12 students and families of Myers-Wilkins Elementary School, Lincoln Park Middle School and Denfeld High School. Whole Foods Co-op was asked to support the event by providing free grab & go meals and our amazing Denfeld Deli team prepped 250 healthy meals! This event was a great way to meet the Community School principals and staff and for families to get involved in making the change they want to see in our community schools.



JANUARY
Life House
\$11,674

FEBRUARY
Men As Peacemakers
\$10,481

MARCH
CHUM +
Minnesota FoodShare
\$13,858

APRIL
St. Louis River Alliance
\$5,597

MAY
Clayton Jackson
McGhie Memorial
\$8,002

JUNE
Whole Foods Co-op
Access Discount
\$8,236

JULY
The Land Lab – UMD
\$9,329

AUGUST
POP! Power of Produce
\$8,763

SEPTEMBER
Duluth Community
School Collaborative
As of September 15,
\$3,938

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

“AICHO honors the resiliency of Native American people by strengthening communities and centering Indigenous values in all aspects of our work; we provide housing and supportive services while also managing arts, cultural, and food sovereignty initiatives in Duluth, MN. Our operating philosophy is that every Native American deserves to live in a non-violent and non-threatening environment and has the right to be treated with dignity and respect.”

NOVEMBER
Prøve Gallery

The mission of Prøve Gallery is to foster a greater appreciation of the contemporary arts; to bridge cultures; to create and expand community; and to provide cultural exchange, networking opportunities, and educational outreach through regular interaction with the contemporary arts.

DECEMBER
**Second Harvest/
Northern Food Bank's
Backpack Program**

“We secure easy-to-open, easy-to-prepare food with a balance of nutrition. It arrives at our food bank (from donors like Whole Foods Co-op) where it's packed into small bags by volunteers every month. Once packed, the food is transported to school districts within six Northland counties.”

Organic Compostables Enjoyed by Local Pigs, Gardeners

Waste, it's an unfortunate byproduct of the food industry. When the majority of our beautiful produce is picked at peak freshness and not sprayed with chemicals to prolong its shelf life then loss is inevitable. While a great portion of our unsellable produce is donated to the local food shelves, sometimes it's simply past any viable use. It's not something we enjoy, throwing out food, though sometimes it's unescapable. Fortunately, two in our community are taking our loss and turning it into a gain with their ingenuity and hard work.

Jeff "Hobbs" Quast, a fixture of the Co-op for years (Owner #19!), collects the organic materials from our Hillside store for his organic compost business, Garden Magic. Making compost is one of his favorite things to do, beginning as a young boy growing up on Turtle Lake when his father would pay him a nickel for every carp he could get, which went into the ground when planting to help fertilize the soil. Now he collects organic produce from the Co-op as well as from The Pharm Juice Bar, banana peels and eggshells from Positively 3rd Street Bakery, coffee chaff from Alakef Coffee Roasters, wood chips from Rick's Trees, organic manure from West Amity Stables, and organic lawn clippings and leaves from his own landscaping business. All of this is mixed together and added to the ever-growing pile that, with the help of red wiggler worms and patience, eventually cooks down to a rich black soil. When ready, he sells this soil to local gardeners to boost the nutrient density of their garden plots.

Over at our Denfeld location, organic compostables have a second life thanks to Leah Bailey of Salt and Light Heritage Farm. A passionate and energetic farmer, she campaigned with persistence to partner with our Denfeld Produce team to collect their unsellable organic materials. She uses it to feed the pigs, turkeys and chickens she raises with the help of her husband, Ron, and their two adorable children. And the compost really adds up, several times weekly she makes the trip into town to swap out her empty bins for the full bins which can weigh over 100 pounds apiece. The bins themselves are a crucial piece of this project. Leah received a grant from the Mill City Farmers Market allowing her to purchase the VarmintVault Animal Resistant bins which protect the produce from any marauding critters. The fruits and veggies are gobbled up by her farm animals who thoroughly enjoy all of it. Being able to feed her livestock in this manner will make a big difference in the overall health of the animals, especially in the winter months. Leah has built a great business selling their organic farm products through their website, organic-mn.com, and hopes to one day soon offer her products in our stores. Until then, through our Community Perks Program, Co-op owners get a \$10 credit on a future purchase with your first farm order of \$100.00.

What was once discarded, our compostable organic materials find a second life and continue feeding our community. The Co-op strives to eliminate as much waste as possible, but we delight in having these connections to the community and contributing to an ecosystem of helping our neighbors.



And the compost really adds up, several times weekly [Leah] makes the trip into town to swap out her empty bins for the full bins which can weigh over 100 pounds apiece.



Leah Bailey, her husband Ron, and their two kids.



Jeff "Hobbs" Quast

Make Duluth Flower Farm your Holiday Tradition

We recently spoke with Brook Hoffbauer, who along with her husband Derek, are the Owner/Operators of Duluth Flower Farm (DFF), to learn more about their preparations for the upcoming Holiday season.

DFF offers gorgeous bouquets and arrangements throughout the spring and summer, as well as artistic decor in the fall like decorative corn stalks, colorful gourds, and dried floral bouquets. In late fall we begin to see their beautifully rustic balsam wreaths, swags and kissing balls, holiday porch pots and festive table arrangements (which all smell Ah-ma-zing!).

Quality and sustainability are of the utmost concern to the Hoffbauer family. While production of the bows and other ornaments for the holiday items begins on October 1st, they cannot actually make the wreaths until our area has seen two significantly hard frosts - this ensures the wreaths will last through the entire season (they've received photos from customers in the spring to show their wreath is still as beautiful as it was when first received!).

They harvest all of the materials for their orders as needed and with an eye toward forest management. Most of the materials they forage from their own land, the remainder not sourced on their property comes from land approved by the Department of Agriculture. For instance, the birch used in Brook's designs comes from land under power lines



and would be mulched if not harvested with the proper permits.

Duluth Flower Farm is, like most farms, a family affair, with their four children pitching in when they can. In the busy season they employ an additional 10 to 13 full-time employees to fulfill all of the orders from both retail outlets as well as direct to customers. Brook mentioned how satisfying it is to see the same customers come back yearly, as their wreaths have become a part of that family's traditions. It's also fun to see how some of their customers are looking for more modern-themed designs.

Look for wreaths and other holiday decorations from Duluth Flower Farm in the coming weeks!

We've got everything you need for your Thanksgiving Meal!

PIES & SIDES • LOCAL TURKEYS •
GLUTEN FREE AND VEGAN OPTIONS •
FROM SCRATCH • AND MORE!

[WHOLEFOODS.COOP/THANKSGIVING](https://www.wholefoods.coop/thanksgiving)



YOUR CO-OP HISTORY

1970

20 members form the Whole Foods Buying Club in the Chester Creek House at 13th Avenue East & 2nd Street.

1971

First Coordinator hired

1972

Summer: 901 East 7th Street
Fall: 24 West 5th Street

1973

WFC merges with Community Food Buying Club at 631 East 8th Street

1981

WFC merges with West End Co-op

1983

West End Co-op closes



2005

Moved to 610 East 4th Street

1993

Moved to 1332 East 4th Street



2006

Whole Foods Co-op becomes the first LEED Certified Co-op in the U.S and receives the Co-op Excellence Award.

2007

Certified Organic Retailer status achieved.

2010

40 years in business. Way to go, WFC!

2012

International Year of Cooperatives, The June 20 'Great Flood', Brewery Creek Overlook seating area and parking lot expanded.

2016

WFC Denfeld location opens at 4426 Grand Avenue.

2014

Second location site purchased, Hillside store undergoes remodelling.



By late 1969, a group of anywhere from 20 to 60 people was meeting to plan how to better advance anti-Vietnam war activities. A consensus built that broader issues needed to be addressed such as the environment, education, housing, food issues, draft counseling, and civil rights.

It was decided that a community house was needed to make it possible for people to live simpler, financially support each other, and provide a place to promote the changes needed. Money was raised and a home was purchased. I was one of 5 adults and an infant who moved into the Chester Creek House. **One of the first actions taken was the establishment of the food buying club in the basement where bulk goods could be purchased. Everyone was a volunteer, from bringing goods from warehouses in the Twin Cities to stacking shelves to helping new people use the “co-op”.**

More people moved into the house, and the food co-op became one of the best organizing and community-building activities. It got too big, and was moved to an abandoned corner grocery on 7th street, then 14th and 4th, then the current locations. People working together for each other made it happen and still do.

Matt Doyle

Helga Ragan, who lives in Esko now, shared many stories with me. Helga told me about the Co-op starting in the basement cellar of the Chester Creek House and how there was a scale, paper bags and products like rice/flour in bulk. **It was on the honor system and there was a container that you would put your money into.**

Binner Rahn

In the late... like many members would like to move from space that people vol... Fisher M

My earliest me... it was a very... My Mom used... along during h... in the bins. W... was a dehydr... That was bac... the

CO-OP MEMEN CHEERS TO

A very very long time ago on the corner of 7th Avenue East and 8th Street there was a butcher shop. The proprietor was Mr. Krogh, a Danish American, who was everyone's idea of the classic old world butcher: a large white apron, very rotund, a friendly nature, rosy cheeks, and never in a hurry. People would travel long distances, especially around the holidays, to purchase his old world specialties, most particularly the pressed veal. After his retirement, the store became the Co-op. It had grown to about 300 members and still felt very much like a neighborhood store. One neighbor who frequented was a thin, wiry and very energetic man of his eighties. None other than Mr. Krogh! His explanation to his amazed former customers, **if you want to live long, you have to eat healthy!**

Arden Johnson

Long before becoming a member, I volunteered at the Co-op on 8th street. It was so tiny. **It was really just a step up from the buying club** I was also in back in those days. Some of us formed an organization called Trash Busters that helped the state of MN ultimately move to statewide recycling. The Co-op helped push the idea with its emphasis on buying in bulk (also why buying clubs were popular) and reducing waste from excess packaging.

Judy Gibbs
Co-op Owner Number 103



In the 80s, I moved to Duluth, still an active member volunteering for several hours a month for other members. At that time, most co-ops were begging people to come to a once-a-year membership meeting. I think there was barely a quorum of around 7 or so of us. When asked if I would like to be on the board, I said 'sure why not'? That was my adventure into helping the Co-op move from 8th Street to a new, more accessible space on 4th Street. It took a long time to find a location that would work. I also remember painting the walls on that makeover. We still had some members volunteering to build a better Co-op. But **we also owe much to our earlier managers John Merritt and especially to Sharon Murphy, our dedicated long time general manager.**

Micky McGilligan

Some of my memories of the Co-op are from the original location when it was a small single-story store with creaky wood plank floors. I used to volunteer there and she would bring my sister and I on her shifts. I loved looking at all the spices and bulk foods and we were able to pick out one treat each time and usually it was a pineapple ring or a piece of licorice root to suck on. I worked there in the early very late 1970s or very early 1980s. **It had the look and feeling of an old time mercantile.**

Chris Laumeyer

MEMORIES

50 YEARS!



I worked at WFC for almost 8 years. The Co-op was like my family while I lived in Duluth. I made life-long friends and I miss them and the store dearly. I moved to Seattle 17 years ago and am sad I can't visit but love seeing all the updates and pictures on Instagram. **I still bring my canvas bag everywhere and my water bottle hasn't faded a bit (like my memories).**

Brenda Brock

I met my wife at the Co-op. I was called in on my day off to wash dishes in the deli. My first conversation I had with the most important person in my life was because she couldn't close up until I was done and I was wrestling with a dishwasher that wouldn't drain because it was jammed full of silverware. I went on a rather lengthy rant about the mess I had inherited, how not to load silverware and how it was supposed to be my day off. About the time I realized I was ranting and began to feel self-conscious, she said most empathetically, "that SUCKS man!" She turned and walked away. She had pink Crocks and a walkie-talkie. **We now have two kids, farm in Wrenshall and sell produce to the Co-op.**

Adam Kemp (Uff-Da Organics)

Though she's now a teenager, I still keep the co op explorer card of my little buddy in my wallet. Her old handwriting is juvenile and adorable. **A sweet reminder of our old grocery shopping trips with an excited treasure of a kiwi or banana in the basket.**

Ariana Homich

One of my favorite memories happened shortly after I had become a member. I was doing my usual Saturday morning shopping. While waiting to check out, the woman ahead of me said to the cashier: "I am from the Twin Cities area. How can you call yourselves Whole Foods when Whole Foods Market already exists?" All the cashier did was hit a button on his screen and up popped the Certificate of Incorporation showing the date, which was much **longer than Whole Foods Market had been around.** It really made me chuckle.

Susan D. Magnuson

Follow us on social @wholefoodscoop to see more memories during the month of October!

Co-op Free Virtual Classes

Visit [wholefoods.coop/classes](https://www.wholefoods.coop/classes) to see our latest virtual class offerings and how to register. If you're interested in being a digital instructor we'd love to have you on board. Email marketing@wholefoods.coop for more details.

OCTOBER

Cajun Gumbo

Led by Chef Arlene Coco
Thursday, October 1 • 6pm

This is the Louisiana state soup that cooks with Jazz! Made with everything except red meat, there are countless variations, depending on the season. Both a version of meat and the swap out for plant-based gumbo will be featured in the same class

Homemade Bitters

Led by Lanae Rhoads
Tuesday, October 27 • 6pm

Got the itch to become a true cocktail craftsman? Then you've no doubt wondered how to make your own bitters! From the medicine cabinet to the bar, bitters have a long history of curing ailments and flavoring drinks. Though they may seem mysterious, bitters are simply bitter and aromatic herbs and spices, infused or tinctured in spirits. This class will help you start making your own bitters at home! Lanae will highlight a selection of herbs and bases that can be used to create your very own blend and leave you with some basic recipes to get started.

NOVEMBER

Easy Thanksgiving Sides

Led by Chef Arlene Coco
Tuesday, November 17 • 6pm

Chef Arlene Coco will walk you step by step on some holiday sides sure to delight:

Wild and gathered Thanksgiving Salad with Maple Mustard Vinaigrette - A classic side salad that's made with greens, blue cheese, and an easy-peasy recipe for Spiced pecans.

Roasted Spiced Squash - Pan Roasted, make-ahead winter squash spiked with sweet and savory spices.

DECEMBER

Stress-Free Holiday Appetizers

Led by Chef Arlene Coco
Thursday, December 3 • 6pm

Chef Arlene Coco will walk you step by step on some holiday apps that'll tickle the tummy:

Mini Potatoes on the Half Shell - A variety of flavors fit perfectly for this recipe that can be done ahead of time and frozen.

The Mediterranean Inspired Appetizer Board - Lots of ideas of things to pull together for a festive board of delicious bites.

Co-op Yoga Nights

Led by Joella of JEM Yoga & Massage
Thursday • 5:30pm

October 15
November 19
December 17

Grab your mat and join us for a relaxing hour of yoga taught by Joella of JEM Yoga and Massage. All abilities are welcome!

Qigong

Led by Rebecca Alsum
Saturday • 11am

October 24
November 28
December 26

Join us for a Qigong session that includes the Five Elements from Spring Forest Qigong! This practice combines meditation, breathing techniques, and simple movements to cultivate one's qi and create space for healing the body. You do not need anything but your body and breath for this practice and can wear whatever clothing is comfortable. The motions are simple and accessible for all ages and abilities.

Abandoned Equity

In compliance with its policy on the Abandoned Equity Process and in acknowledgement that in Fiscal Year 2020 WFC achieved growth in new Owners, in new equity and in earnings, the Board unanimously approved returning approximately \$3,000, net after any indebtedness owed to WFC, of the oldest abandoned equity (no current address on file and/or Owner is more than one year behind in purchase of required equity).

The process to return abandoned equity is to publish the names of these Owners in the Garbanzo Gazette and allow at least sixty (60) days (by December 15, 2020) for them to provide a current address for an equity refund or to complete their purchase of required equity. The balance of unclaimed abandoned equity will be donated to a GIVE 2021 non-profit runner-up.

Ben Ebacher
Cynthia Sundstrom
Maureen Matheson
Nora L. Eckstine
Janet Sutton
Katherine Laucamp
Edward Marsman
Sarah Ann Walker
Duane Ohman
Anne Frances Redfield
Lorraine Fish
Angela Rae Locker
David Robison
Moriah Grace
Sandra Dantes
Nancy Krull
Ellen L. Abare

Angela Rae Richarte
Nicole Caldwell
Elena Ingersoll
Cheryl J. Husby
Beverly Robinson
Derrick Snyder
Sara Cook
James Frericks
Lucy Sweeney
Jesse Shaddrick
Roberta Pascuzzi
Michell S. Parmeter
Edward Wilson
Michaela Frokjer
Fiona Mckee
Ilone Ann Hamilton
Lee Bujold

Maria Mayotte
Virginia Hanson
Karri Kiefert
Jon Welles
Linda D. Johnson
Victoria Starr
Angela D. Robinson
Monica Asher
Lee D. Wicklander
Sean P. Burns
William T. Lucas
Becky J. Chisholm
Karen Swanson
Shannon Pearson
Carla Luokkala
Clarence Stariha
Jessi Mickelson

AJ Matthews
Kim Eisenhuth
Paulette Sahir
Maureen Olson
Lindsay Jo Tritabaugh
Roscoe H.M. Hanson
Kimberly S. Wick
Elizabeth A. Beagan
Cammie Jezierski
Thor C. Kurtz
Denese M. Winterscheidt
Peter W. Sailstad
Mary Kallemeyn
Michael Mrozinski
Susan N. Maher
Dean A. Packingham
Sandeep Bhowmick

Kevin G. Keeley
Molly Debrock
Helen Hase
David Whitebird
Linn K. Eng
Tori L. Billings
Jenise Flower
Gina Beste-Wuorinen
Mark Norfleet
Judith Fleischer
Christina Sislo
Kristi Cook
Les Glazman
Thomas M. Casey
Nicholas Gigliotti
Mary B. Husby
Adetokunbo Okanla

Dana Cope
Carol A. Kleusch
Jaquelin Marie Provost
Jessica L. Ronkainen
Kathleen M. Martin
Maren Schumacher
Kristin Retzloff
Andres Marroquin
Therese Spehar
Michael Endres
Justin Tweedale
Jean Heitkamp
Nicole Graf
Joel P. Vos

Annual Owners Meeting

JOIN
US!

TUESDAY • OCTOBER 20 • 2020

While we will miss seeing the many faces of the Co-op and sharing a meal together, we're excited to explore a new way to connect and share all that we've accomplished together. These are unprecedented times and your participation is needed now more than ever!

▶ Come ready to engage with other Co-op owners in a fun, interactive community activity to celebrate our milestone 50th anniversary.

▶ Bring your comments, feedback and ideas to the table during our tradition of "Remarks for the Good and Welfare of the Co-op" where owner voices can be heard.

▶ Get an inside look at the financial health of the Co-op including the pandemic's impact on our business, double digit growth at our Denfeld store and the impact on our community through generous sponsorships and food donations.

▶ Learn about the line-up of 12 local non-profits our community helped select to be the 2021 GIVE Round Up recipients—receiving tens of thousands of dollars in shopper donations!

▶ Meet the new WFC Board Members that will lead us into the next 50 years.

And of course, no Annual Meeting would be complete without fabulous prizes! Register today to join in the fun and help us make this transition to a new way to connect a success. We're in this together.

Agenda

5:30 – 7pm

- ▶ Welcome and Introduction
- ▶ Proof of notice of meeting
- ▶ State of the Co-op Reports from Management and Board
- ▶ 50th Anniversary interactive reflection
- ▶ Remarks for the good and welfare of the Co-op
- ▶ Board of Directors Election Results
- ▶ 2021 GIVE Recipients
- ▶ Prizes

Registration open

October 1st through 16th

wholefoods.coop/annual-meeting



2020 Election Guide

WHOLE FOODS CO-OP

Help shape our Co-op and the community in a big way. Highlights on the ballot include Four open seats in the Whole Foods Co-op Board of Directors and an opportunity to use ranked choice voting to select GIVE round-up participants for 2021. Cast your vote and play a role in guiding Co-op leadership and our impact on the community - it really makes a difference!



BOARD OF DIRECTORS CANDIDATE

Louise Levy

Please provide a brief statement of introduction/ bio

I love trees and I love good food. I love food grown by people I know. I love snow and my solo canoe. I am not very good at art and poetry except as these disciplines apply to pruning trees. I believe it is not how long you have lived in a community that makes you a good candidate for a representative position, but rather the variety of ideas, experiences and perspectives you can add to the discussion.

Why would you like to serve on the Board of Directors of Whole Foods Co-op?

I wish to become more involved, more than just as a shopper. I have watched the Co-op grow and change since 1976 and am so impressed. I am intrigued by what the Board does and does not concern itself with, and find these parameters share similarities with practices like meditation and yoga. I am keen to engage in this practice with others on the Board.

Describe any volunteer or paid experiences relevant to your service as a Co-op Board member. What skills or experience will you bring to this Board?

Before I left forestry to enter arboriculture in the private sector, I ran a state-wide continuing education program for forest resource professionals. This position required me to work with people representing different landowner groups, finding common ground while presenting new, sometimes challenging information. I served on the City of Duluth Tree Commission (now the Natural Resources Commission) and have held volunteer positions with several forestry and arboriculture organizations.

What opportunities and challenges do you see in the future for Whole Foods Co-op?

Covid-19 is presenting challenges (and opportunities) that no one foresaw. Though the purview of the General Manager and not the Board, I want to see continued promotion/exposure of our local growers to shoppers and owners.

Other comments:

Were I to be elected, I would be super excited to join such an excellent team.



BOARD OF DIRECTORS CANDIDATE
Current Board Member

Jamie Harvie

Please provide a brief statement of introduction/ bio

When I first moved to Duluth in 1990, one of the first things I did was to become a co-op owner. Back then, I simply wanted a community and access to local, organic food. Today, my passion for the co-op is not about my needs. Rather, I have become convinced that the co-op economic model and its vision will be a standard for Duluth and communities across the globe as a new relational consciousness takes root.

Why would you like to serve on the Board of Directors of Whole Foods Co-op?

My life experiences have provided me with strong foundational knowledge and interpersonal skills that I would like to share and contribute to help the success of our co-op. Moreover, I'm inspired by our current, highly functioning board culture. For the continued stability of our board, I would like to impart culture making skills to a new board cohort and sustain organizational knowledge.

Describe any volunteer or paid experiences relevant to your service as a Co-op Board member. What skills or experience will you bring to this Board?

Though trained as a civil engineer, I bring decades of experience working at the intersection of food systems, health, healthcare and environmental policy. I coordinated the successful national mercury phase-out campaign and created and directed the national Healthy Food in Healthcare Campaign. I am the author of numerous journal articles and recently contributed a chapter to the text book on climate change and health, entitled "Health of People, Health of Planet and Our Responsibility". I also offer workshops on collaborative leadership and serve as a strategic planning consultant and racial healing facilitator. In 2018, I was selected as one of twenty five BALLE Local Living Economy Fellows, joining diverse leaders from around North America, where we explored and shared strategies to build an economy that works for all. And, over the last few years, I voluntarily coordinated the successful Bag it Duluth Campaign.

What opportunities and challenges do you see in the future for Whole Foods Co-op?

Science informs us that humans are wired for connection, innately cooperative and in deep relationship with the natural world, despite our current culture that would suggest otherwise. People are hungry for a new operating system and an economic model that is reflective of our shared humanity. This is what we offer, and it is our opportunity. Nevertheless, our co-op remains deeply woven into the dominant economic system which is suffering the biggest shock since the Great Depression. Business around the country are failing. I believe our challenge will be inner and interpersonal as we – owners, employees, board members, suppliers, producers – wrestle with the natural tension between our vision and that the fact that we remain tied to a fragile economic paradigm that holds competition and individualism as a virtue. It is my hope that we continue to attract and populate the board with individuals that can bring heart, courage, care, and compassion and the ability to adapt. I believe I offer these skills and am thrilled to offer my service.

How to vote

Online

Use the personalized login information to vote online at www.wholefoods.coop/vote. Your Owner number is your elector ID. Your password is the last name of the primary account holder. See the back page for your information.

Paper ballot

Pick up a paper ballot at the customer service desk at either store. Complete the ballot as directed and return to WFC.

Voting is open
9am Thursday,
Oct. 1 through
9pm Friday,
Oct. 16



BOARD OF DIRECTORS CANDIDATE

Holly Wolfe

Please provide a brief statement of introduction/ bio

I graduated from Northland College in Ashland, WI, in 2005 and lived across the country for a few years before deciding that Duluth is where my family wanted to live. If you can't find me in my pottery studio, working in the garden, or creating in the kitchen, I am probably on cross-country skis or canoeing in the BWCA.

Why would you like to serve on the Board of Directors of Whole Foods Co-op?

Within the first week of moving to rural Duluth in 2017, I became an owner of the Whole Foods Co-op. Every time I enter the Denfeld store, I feel welcomed, respected, and valued. The Co-op is not just a building selling products; it's a family of like-minded individuals building a healthy and vibrant community. I want to serve on the board of directors to help bring awareness to how complicated it is for those who live in rural areas of Duluth to access the many benefits that the Co-op provides, and I would like to provide ideas on how to better serve Duluth's rural areas.

Describe any volunteer or paid experiences relevant to your service as a Co-op Board member. What skills or experience will you bring to this Board?

From 2007-2012, I was the Resource Conservation Manager at a school district of 10,000 students in Portland, OR. The position started as a one-year Americorps position where I analyzed utility data and coordinated with engineers, custodians, and the school board to improve efficiency of HVAC systems and operations inside seventeen buildings. After one year, I wrote my own job description and was hired through the school district to expand the position to include education and behavior modifications with students and staff. I built a bicycle that generated electricity to assist with energy conservation principles; organized green team monitors for recycling and energy in classrooms; and assisted with bioswales and stormwater management projects. I implemented vermicomposting in several classrooms and even started a commercial composting system in three cafeterias!

I actively volunteered six hours every week from 2013-2017 at The Wild Ramp, a non-profit food and artisan market in Huntington, WV. This market sourced all of their products from within a 250 mile radius of their store. I routinely assisted farmers and vendors with marketing and displaying their products, and in doing so, I developed deep relationships with these people and learned a lot about their products and farming practices.

In 2015, I started a seed library in Hurricane, WV, where budding gardeners could "check out" seeds to start their own gardens. I created little seed packets with growing information and seed saving instructions to create a sustainable cycle where the seeds could be "checked in" to supply the following years inventory. I also taught a few workshops on gardening and teaching self-sufficiency skills.

What opportunities and challenges do you see in the future for Whole Foods Co-op?

If you go "up on the hill," you will notice most food options are corporate with very little local and organic selection. I would venture that there are many owners of the Whole Foods Co-op, like me, who have to travel twenty or more minutes just to get to the Co-op which makes it challenging to engage fully in the community experiences that the Co-op provides. This is a huge challenge to overcome, but one that has many potential solutions.

Other comments:

Self-sufficiency, food preservation, and growing my own food year round are a few of my passions that I enjoy sharing with others. In fact, I started my own business four years ago making crocks, weights, and other items that help with fermentation.

All of my experiences show that I can be an instrumental member on the Co-op board and this is precisely why I am so excited to apply for this position. This is about improving our local, relationship-driven, food and health-focused community; I would be proud to be a part of the Co-op board, and help achieve this goal.



BOARD OF DIRECTORS CANDIDATE

Emily Anderson

Please provide a brief statement of introduction/ bio

Emily Anderson works as the Director of Community Health at Essentia Health, leading community health improvement programs by developing strategic activities and partnerships with communities. Emily moved to Duluth in 2017 from Minneapolis for the career opportunity and because of the proximity to nature and outdoor activities. Emily has an educational background in public health and is passionate about creating communities that support health. Since moving to Duluth, Emily has been involved with many food access programs including working with partners to start the Hillside Farmers Market, expanding Farm to School programs, and working with many local food access partners across northern Minnesota. Emily strongly believes in collaboration and teamwork, and brings experience working with diverse teams to create solutions. Outside of work, Emily loves spending time in nature exploring the North Shore and volunteering in the community.

Why would you like to serve on the Board of Directors of Whole Foods Co-op?

The Whole Foods Co-op is such an important organization in our community. The Co-op strengthens the local economy, supports local growers, reduces food insecurity, and promotes a nutritious diet. I believe this is crucial for a healthy and thriving community. I am interested in bringing energy, creative ideas and practical leadership to the board to support the long-term sustainability of the Whole Foods Co-op. I became an owner the first week I moved to Duluth and have been so impressed with the Co-op. I appreciate the model of shared ownership and incorporating voices of all Co-op members into decision making. I would be proud to serve on committees, engage owners, and think strategically about the future of the Co-op.

Describe any volunteer or paid experiences relevant to your service as a Co-op Board member. What skills or experience will you bring to this Board?

I serve in a leadership capacity on several community collaborative efforts and have practical skills related to leading of groups. I appreciate the WFC Board governance policy model, where day-to-day operations are the responsibility of the General Manager, with the board focused more on vision, upholding policies, and strategic planning. I bring experience with long-term strategic planning, creating guiding principles that inform day-to-day work, developing new partnerships, and engaging the community in decision making.

What opportunities and challenges do you see in the future for Whole Foods Co-op?

Every business is facing new opportunities and challenges during the COVID-19 pandemic. WFC has done an amazing job of keeping people safe and healthy while continuing to operate as an essential business. I believe the work that has been done to change service models by expanding delivery and curbside pick-up will continue as our lifestyles have shifted in the past few months. The Co-op has a huge opportunity to make healthy food accessible in the community, and a challenge with keeping the food affordable. In an increasingly-challenging economy, the Co-op also has a huge opportunity to provide economic opportunities for local producers/growers and meet food access needs of local families struggling to afford healthy food.



BOARD OF DIRECTORS CANDIDATE
Current Board Member

Ryan Jones-Casey

Please provide a brief statement of introduction/ bio

When I moved to Duluth, at the top of my to-do list was signing up for a Co-op membership. In 2018, I was elected to the board and for the last three years have served as Treasurer, contributing my sustainable business and finance experience to the board's work.

Why would you like to serve on the Board of Directors of Whole Foods Co-op?

I would like to continue serving on the Board because I'm passionate about supporting local food and agriculture, have relevant graduate-level educational training in sustainable business and cooperative business models, and currently work professionally in a values-aligned role within the socially responsible investing field. I love shopping at the Co-op while contributing my skills to help it flourish as a model of cooperative economic empowerment providing our community with equitable access to healthy, local, sustainable food.

Describe any volunteer or paid experiences relevant to your service as a Co-op Board member. What skills or experience will you bring to this Board?

I have the following volunteer and paid experiences that are relevant to my service as a Co-op board member:

- ▶ I currently serve on the board and chair the finance committee of One Roof Community Housing. In this role, I help steward the organization's financial resources. The holistic missions of One Roof and Whole Foods Co-op are inextricably linked, and I would be thrilled to continue contributing my service to both organizations.
- ▶ In 2010 I earned a MBA in Sustainable Business from Bainbridge Graduate Institute. My coursework included case studies on innovative business strategies including cooperative models.
- ▶ For the last 12 years, my professional work at Natural Investments has focused on helping individuals, families and non-profits align their investment portfolios with their values. In addition to public market investments, I help people invest in affordable housing, microfinance, renewable energy, and sustainable agriculture. Natural Investments also helps clients advocate with companies to improve their environmental and social policies.

What opportunities and challenges do you see in the future for Whole Foods Co-op?

I see the following opportunities and challenges in the future for Whole Foods Co-op:

- ▶ Increasing access to affordable, healthy, and local food in the Lake Superior bioregion. Local producers face many challenges bringing products to market. The Co-op is uniquely positioned to innovate ways to partner with local farmers and producers to increase local product availability while helping our bioregion become more self-sufficient across socio-economic divides.
- ▶ Fostering other cooperative businesses and organizations in the region. The Co-op is an example of a thriving cooperative business and is well-positioned to mentor and encourage other cooperative businesses in the region, leading to increased economic empowerment in our community.
- ▶ Big box competition like Cub Foods and Costco are increasingly offering organic and natural foods. This underscores the challenge and opportunity for the Co-op to continue to innovate and define its greater purpose, living out the organization's ENDS Statement to support, invest and partner to create a healthy community, one which nurtures emotional, mental and physical health.

Other comments:

Thank you for your consideration!



This year, Co-op Owners will help us select GIVE Round Up recipients that are committed to Environmental Stewardship, Equity and Diversity, Food Access, and the Local Food Economy. In 2021, we expect to raise tens of thousands of dollars through this program for non-profits in need. We're excited for Co-op Owners to be a part of the process! **Learn about what our finalists are up to in the community and VOTE at [wholefoods.coop/vote](https://www.wholefoods.coop/vote)**

WHOLE FOODS COMMUNITY CO-OP, INC.

Proposed Amendments to Bylaws

The Board of Directors of Whole Foods Community Co-op, Inc. (the “Co-op”) has considered the amendments to Sections 4.3, 4.4 and 4.5 of the Bylaws, indicated below by the **blue text** reflecting the proposed additions and deletions to those Sections. The Board has determined that it is in the best interests of the Co-op to approve such amendments for presentation to the Owners for a vote to approve and adopt such amendments in the Co-op’s upcoming 2020 Owner election.

4.3 Terms and Elections.

Directors shall be elected annually to terms of three (3) years, in a manner prescribed by the Board. Directors shall serve staggered terms, such that approximately one-third of the directors shall be elected each year. If any director shall cease to be an Owner, his or her office shall be automatically vacated. No director may serve more than three (3) consecutive three-year elected terms, plus any partial term served to fill a vacancy. Upon the expiration of such terms, an Owner shall not be eligible for election to the Board until the next **annual election of Directors by the Owners meeting.**

4.4 Removal.

A Director may be removed by decision of $\frac{2}{3}$ of the remaining Directors for conduct contrary to the Cooperative or failure to follow Board policies. A Director may be removed by decision of the Owners in accordance with the petition and voting provisions of these bylaws, in which case the owners may elect a Director to fill such vacancy until the next annual **election of Directors by meeting of the Owners**; the candidates with the highest vote totals shall get three-year terms, and the candidate(s) with the next-highest vote total(s) shall fill the vacated seat(s) for the remainder of the term(s).

4.5 Vacancies.

The Board, in its reasonable discretion, may fill any vacancy in the Board, to serve on the Board until the next annual **election of Directors by meeting of the owners**, except in the event the vacancy is due to removal of a Director by the owners, in which case the owners may fill such vacancy as described above in Section 4.4.

The Board hereby requests that the Owners approve this amendment to Section 4.5 so that any Director position appointed by Board due to a vacancy can be filled by the owners pursuant to a vote at the same time as the annual election of Directors.

All other Sections of the Bylaws will remain in effect as previously adopted.

WHOLE FOODS CO-OP

HILLSIDE

610 East 4th Street
Duluth, MN 55805

DENFELD

4426 Grand Avenue
Duluth, MN 55807

www.wholefoods.coop
218.728.0884

Temporary Hours:
OPEN DAILY • 9am-9pm

wholefoods.coop/vote

How to log in:

Elector ID = Owner Number

Password = Your Last Name
(Primary Owner)

See your log-in
information below!

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11,585

Co-op Owners

Become a Co-op
Owner member today!

You'll get exclusive monthly
coupons, discounts at 50+ local
businesses and more. Learn more:
wholefoods.coop/ownership

Join our email list to learn
about new deals & coupons.

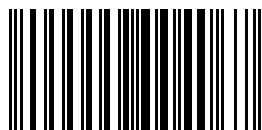
Sign up at wholefoods.coop/newsletter

Join us for our **Annual Owners Meeting!**
Look inside for more details

OCTOBER

\$5
OFF
YOUR \$25 SHOP

Deal valid at both Whole Foods Co-op locations;
for in-store use only. Deals for Owners only.
No rainchecks. May not be applied to special orders.
No cash value. Valid October 1-31, 2020.



499999004067

NOVEMBER

\$5
OFF
YOUR \$25 SHOP

Deal valid at both Whole Foods Co-op locations;
for in-store use only. Deals for Owners only.
No rainchecks. May not be applied to special orders.
No cash value. Valid November 1-30, 2020.



499999004074

DECEMBER

\$5
OFF
YOUR \$25 SHOP

Deal valid at both Whole Foods Co-op locations;
for in-store use only. Deals for Owners only.
No rainchecks. May not be applied to special orders.
No cash value. Valid December 1-31, 2020.



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