

WHOLE FOODS COMMUNITY CO-OP, INC.

Minutes of 2025 Annual Owners Meeting
at Ursa Minor Brewing, Duluth, MN
on October 7, 2025
Draft Minutes for Owner Approval

BUSINESS MEETING:

Welcome and Introduction

Sarah Hannigan called the business meeting to order at 5:10pm.

State of the Co-op Reports

Fiscal Year 2025 Annual Report: General Manager Sarah provided the state of the coop: fiscal year 2025 financials as articulated in the 2025 Annual Report. Highlights included \$23 million in sales and \$214,403 in net income (profit). We welcomed 633 new Owners for a total of 14,288 Whole Foods Co-op Owners.

The FY2025 Annual Report outlines our financials, but also our impact, which goes above and beyond just selling groceries. Different ways that WFC makes an impact in our community are:

- Food Accessibility Program
- Investment in staff
- Staff Appreciation
- Annual Owner savings
- Community donations and sponsorships
- GIVE! Round-up donations \$142,024
- Non-Profit support recipients and Grow Local Food Fund recipients
- Community engagement: Co-op classes, events attended or hosted, featured artists
- Local Inventory Purchases and Bioregion Inventory Purchases \$1,816,679

Election for Board of Directors and GIVE! 2026 Recipients

Sarah thanked everyone who has voted for the current Owner Election. She encouraged Owners who have not yet voted to please visit the Election Kiosks before the evening ends.

Beer Naming Contest

Sarah announced the Beer Contest Winner for the Hazy IPA: Co-Hop 55

Partnerships, Progress & Policy

Board President, Amber Schlater thanked everyone for attending the 2025 Annual Owner Meeting and shared work the Board has accomplished in the last year. Highlights included:

- Hosting the Consumer Cooperative Management Association (CCMA) in Duluth. This multi-day event included visits to local places such as: Native Wise, St. Louis River Alliance, Food Farm, Northern Harvest Farm, Spirit Creek Farm, and Y-Ker Acres. Maria Isley, former Board President received the Cooperative Board Service Award showcasing her commitment to Whole Foods Co-op and the greater Duluth area at the conference.
- Adopting a New Ends Policy: a foundational component of policy governance, defining the ultimate purpose and intended impact of Whole Foods Co-op. Annual Owner Meeting

attendees were invited to share their thoughts/feedback about the new Ends Policy on the back of the BINGO sheet given to them at registration. The new Ends Policy is:

"With Whole Foods Co-op, our community is better connected, our food system is resilient, and our regional economy is thriving."

Business Meeting Adjourned at 5:23pm.

Remarks for the Good and Welfare of the Co-op

Sarah invited owners at the meeting to share their questions and comments about Whole Foods Co-op after the meeting. There was a box for anonymous submissions and Sarah and Amber were available for in-person conversations. Questions are not answered at this time. Owner's questions will be answered at a later date.

1. Lynn- Hillside Co-op: dirty dining area at lunchtime (constant/reoccurring thing). Also, employees touching clothing/hair then food.
2. Broudie and Roy: Suggestion to have the Annual Owner Business Meeting after 5:30 so it is more accessible for those who work until 5pm.
3. Melissa Wallace: Requests a half dozen egg cartons for purchase.
4. Melissa's Friend: Appreciated the short business meeting at the Annual Owner Meeting but not sure if she likes the venue.
5. SGK: Requests to have paper copies of the minutes for approval at the customer service desk.