



# Seward Co-op will sustain a healthy community that has equitable, economic relationships.

QUARTER 3  
JAN.–MARCH, 2019

## STAFF DEVELOPMENT

We develop staff to help build the cooperative economy and contribute to its highest ideals.

DEVELOPMENT OPPORTUNITIES

40



## ACCESSIBILITY

We offer products that are accessible and affordable.

TOTAL NEEDS-BASED DISCOUNT:

\$99,935

SNAP AND WIC SALES

\$205,276

## LIVING WAGE JOBS

Most of our employees are represented by the UFCW and are compensated based on their contract. Those employees who are not part of the bargaining unit are compensated using the City of Minneapolis living wage model.

TOTAL EMPLOYEES

302

## EQUITABLE ECONOMICS

We contribute to a more equitable economy by offering quality products through intentional sourcing.

FAIR TRADE PRODUCT SALES

\$646,841

COMMUNITY FOODS SALES

\$4,265,835





# Seward Co-op will sustain a healthy community that has positive environmental impacts.

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## ALTERNATE TRANSPORTATION

We promote alternative transportation to and from the co-op.

SQUARE FEET DEDICATED TO CAR/BIKE SHARING PROGRAMS AND BIKE PARKING

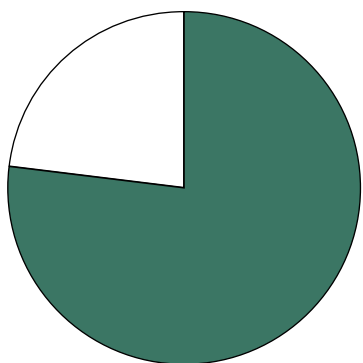
# 1,890



93 participants in our biking incentive program, Cycle Perks.

## SUSTAINABLE OPERATIONS

We operate sustainably compared to industry norms.



WASTE RECYCLED

# 80%



## MINIMAL PACKAGING

We minimize packaging in the products we stock and feature.

BULK PRODUCT SALES

# \$833,879



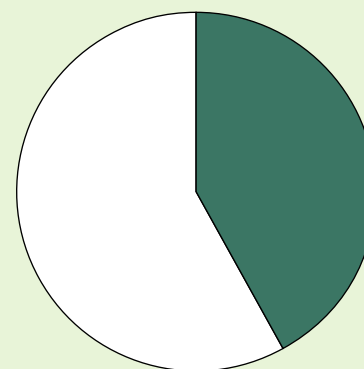
REUSABLE BAG CREDITS AWARDED

# \$12,368

Co-op shoppers used 123,688 less bags.

## MINIMAL IMPACTS

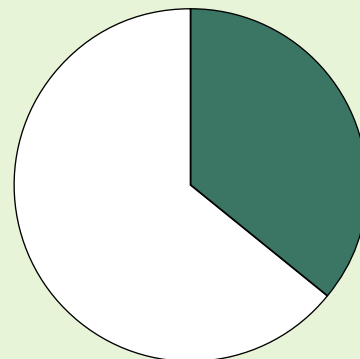
We source products that minimize negative environmental impacts.



ORGANIC PRODUCT SALES

# 42%

# \$4,561,161



LOCAL PRODUCT SALES

# 38%

# \$4,071,419



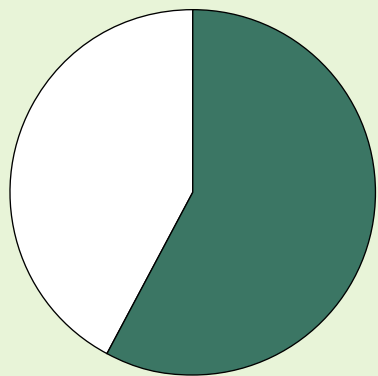


# Seward Co-op will sustain a healthy community that has inclusive, socially responsible practices.

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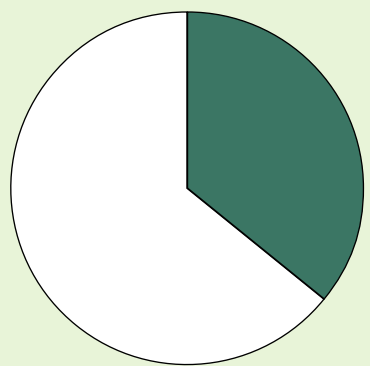
## STAFF DIVERSITY

We hire staff who reflect the neighborhoods in which we operate.



STAFF RESIDING WITHIN WALKING OR BIKING DISTANCE (1.5 MILES) OF OUR LOCATIONS

58%



STAFF IDENTIFYING AS PEOPLE OF COLOR

34%

TOTAL OF 25 MULTILINGUAL STAFF

## GIVING BACK

We prioritize and promote giving back to our community

EMPLOYEE COMMUNITY SERVICE HOURS REDEEMED

32

CUSTOMER SEED DONATIONS

\$62,997

GRANTS, DONATIONS AND SPONSORSHIPS DISTRIBUTED

\$11,838

## OWNERSHIP

We invite everyone to become a co-op owner through multiple payment options and a needs-based discount.



TOTAL OWNERS

20,399

NEW OWNERS

323

OWNERS USING PAYMENT OPTIONS:



PAID IN FULL

61%

NEEDS-BASED

31%

INSTALLMENT

8%

## RESPECTFUL RELATIONSHIPS

We build respectful relationships with customers that cultivate trust within our cooperative.

COMMUNITY MEETINGS HOSTED AT STORES AND/OR PUBLIC STORE TOURS BY STAFF

20

CLASSES OFFERED TO THE PUBLIC

15

PRODUCT CHANGES PER CUSTOMER REQUESTS

122