



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

QUARTER 4  
APRIL-JUNE 2019

## STAFF DEVELOPMENT

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

DEVELOPMENT OPPORTUNITIES

23



## ACCESSIBILITY

We offer products that are accessible and affordable.

TOTAL NEEDS-BASED DISCOUNT:

\$104,911

SNAP AND WIC SALES

\$216,113

## 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

320

## EQUITABLE ECONOMICS

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

FAIR TRADE PRODUCT SALES

\$661,791

COMMUNITY FOODS SALES

\$4,490,453







# 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

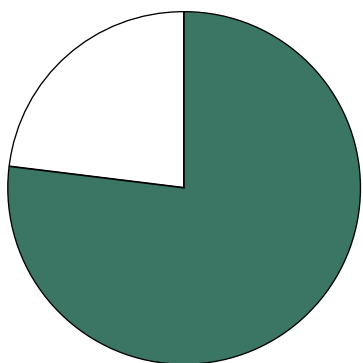
# 1,890



93 participants in our biking incentive program, Cycle Perks.

## SUSTAINABLE OPERATIONS

We operate sustainably compared to industry norms.



WASTE DIVERTED FROM LANDFILL

# 78%



## MINIMAL PACKAGING

We minimize packaging in the products we stock and feature.

BULK PRODUCT SALES

# \$762,448



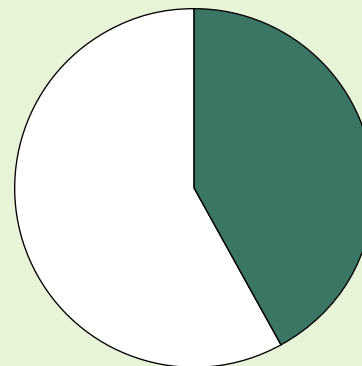
REUSABLE BAG CREDITS AWARDED

# \$13,163

Co-op shoppers used 131,630 less bags.

## MINIMAL IMPACTS

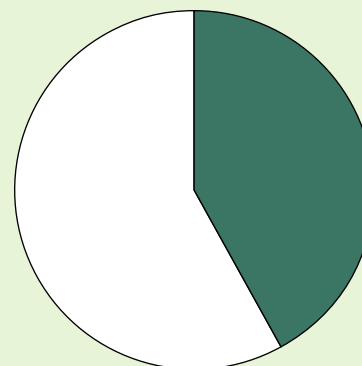
We source products that minimize negative environmental impacts.



ORGANIC PRODUCT SALES

# 40%

# \$4,520,841



LOCAL PRODUCT SALES

# 39%

# \$4,329,289





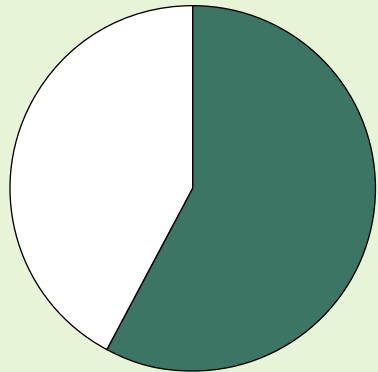


# Seward Co-op will sustain a healthy community that has inclusive, socially responsible practices.

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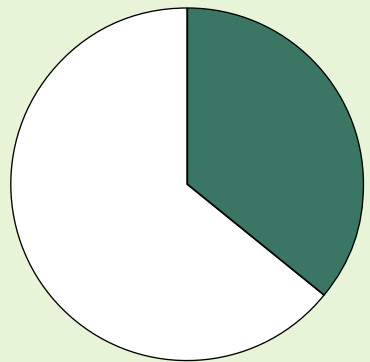
## STAFF DIVERSITY

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



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

65%



STAFF IDENTIFYING AS PEOPLE OF COLOR

38%

TOTAL OF 25 MULTILINGUAL STAFF

## GIVING BACK

We prioritize and promote giving back to our community

EMPLOYEE COMMUNITY SERVICE HOURS REDEEMED

83

CUSTOMER SEED DONATIONS

\$72,566

GRANTS, DONATIONS AND SPONSORSHIPS DISTRIBUTED

\$14,180

## OWNERSHIP

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



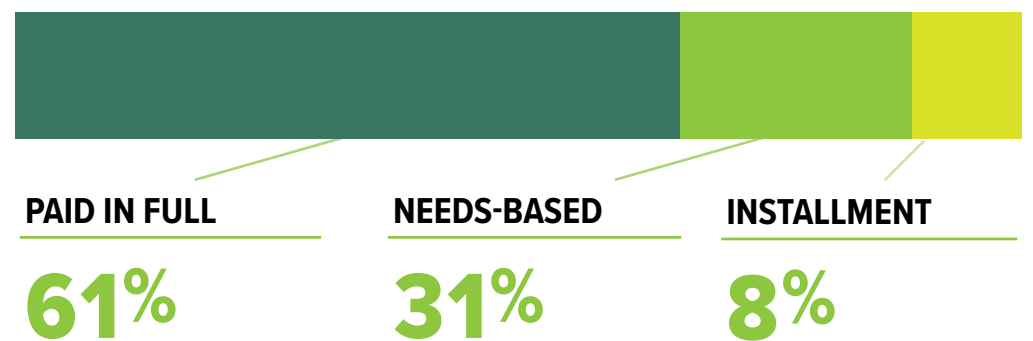
TOTAL OWNERS

20,656

NEW OWNERS

288

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

143