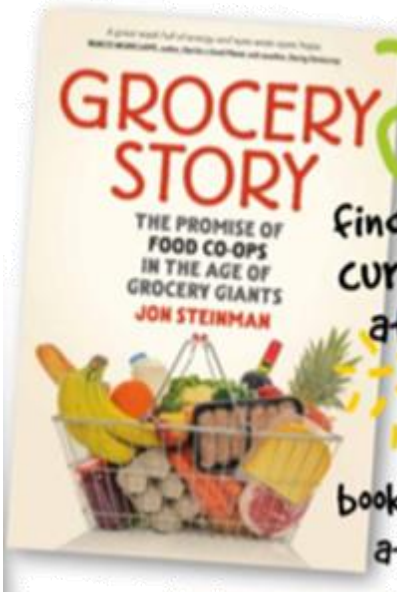




WELCOME!

♡♡
**Co-op:
we own
it!**

**47th annual
Co-op
owner
Meeting!**



Find us in the book!
currently for sale
at the co-op! :) →

book raffle & signing
at the meeting!

**keynote speaker:
Jon Steinman,
author of Grocery Story**

2019 Isla Vista Food Cooperative Annual owners Meeting

Saturday November 9, 2019 from 4-7pm

St. George Youth Center at 889 Camino Del Sur in Isla Vista

4pm: Talk and Book Signing with Jon Steinman, author of Grocery Story: The Promise of Food Co-ops in the Age of Grocery Giants

5:00pm-5:30pm: Book signing and Dinner served

5:30pm: Annual Owner Meeting begins

Owner Meeting Agenda:

Owner welcome and quorum count	5:30-5:40pm
Report from the Board President	5:40-6:10pm
Report from the General Manager	6:10-6:40pm
Open Question and Comments from IVFC Owners	6:40-7:00pm



2019 Annual
Owner Meeting Agenda:

1) Member Welcome and Quorum Count (5:30pm)

2) Board Introductions (5:35pm)

3) Board of Directors Report (5:40pm)

- Annual Board Report

- Owner Engagement Committee Information

- Board of Directors Recruitment
& Election Information

4) General Manager Annual Report (6:10pm)

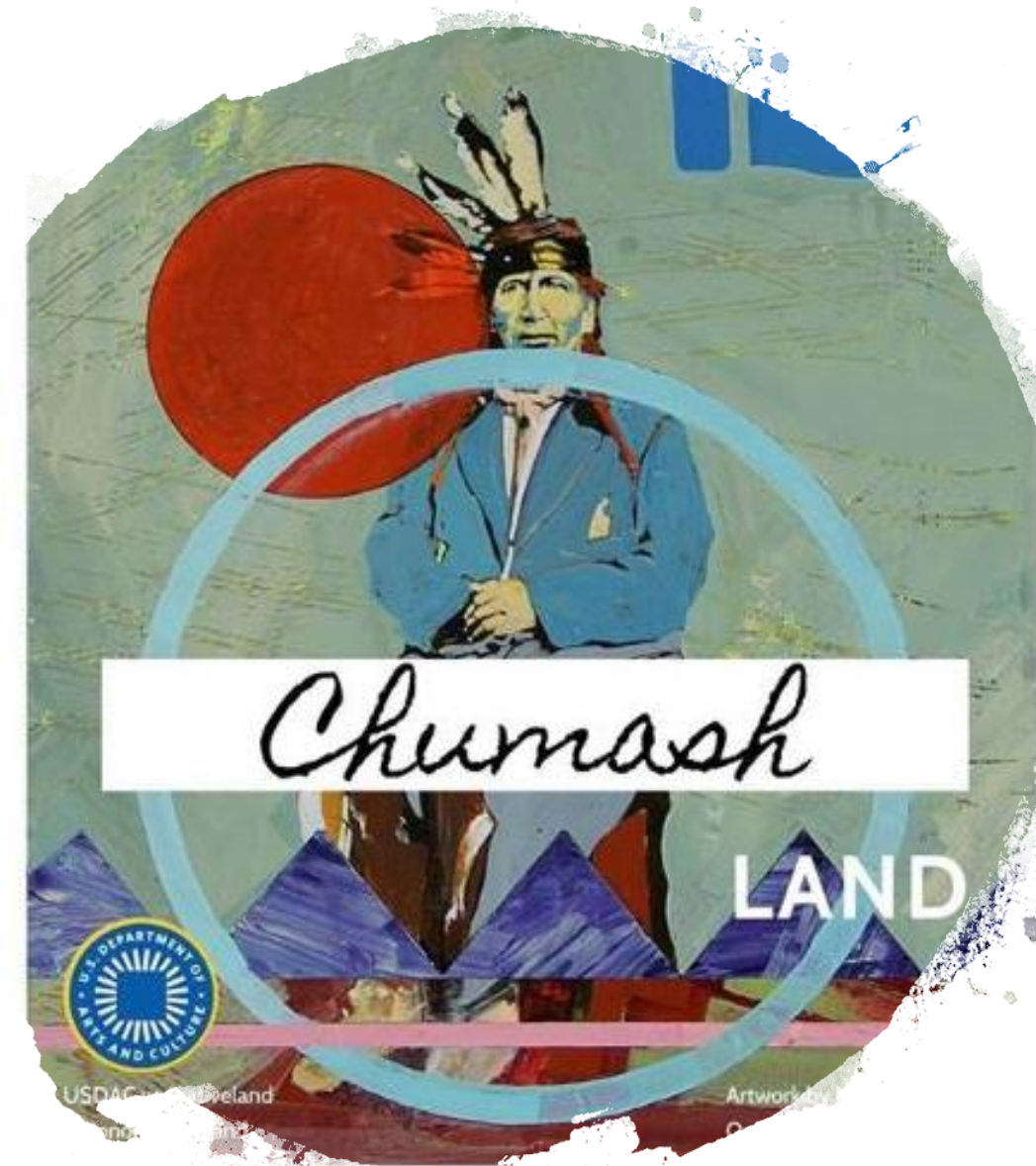
5) Member Questions & Input (6:40pm)

We would like to acknowledge that this meeting is being held on the traditional lands of the Chumash people, and pay our respects to elders both past and present.

- Chumash means “bead makers or seashell people”, and they are also known as the first peoples of this coastal region.
- The expanse of Chumash territory goes from Malibu to Paso Robles and as far as the edges of the San Joaquin Valley.
- The mesa our city resides on was named Anisq’Oyo’ by the Chumash people, which is also what our central park is named after. A lot of us pass through this park daily without knowing the origin of its name.

As we start our Owner Meeting, now celebrating years of our Co-op being “owners” of the building and property we are honored to place-make, we want to honor the traditional territory as well as the story and contributions of the Chumash people.

We encourage everyone to take the time to learn about who they are, and our place in their history that has/ and still affects them to this day.





2019

Board of Directors
Report

MEET YOUR BOARD OF DIRECTORS

**Lisa
oglesby**

Board President
2018-2020



**Kent
Meelard**

Board Treasurer
2019-2021

**Janet
Stich**

Board Secretary
2019-2021



**Miles
DiPeri**

Board Director
2018-2020

**Ava
Churchill**

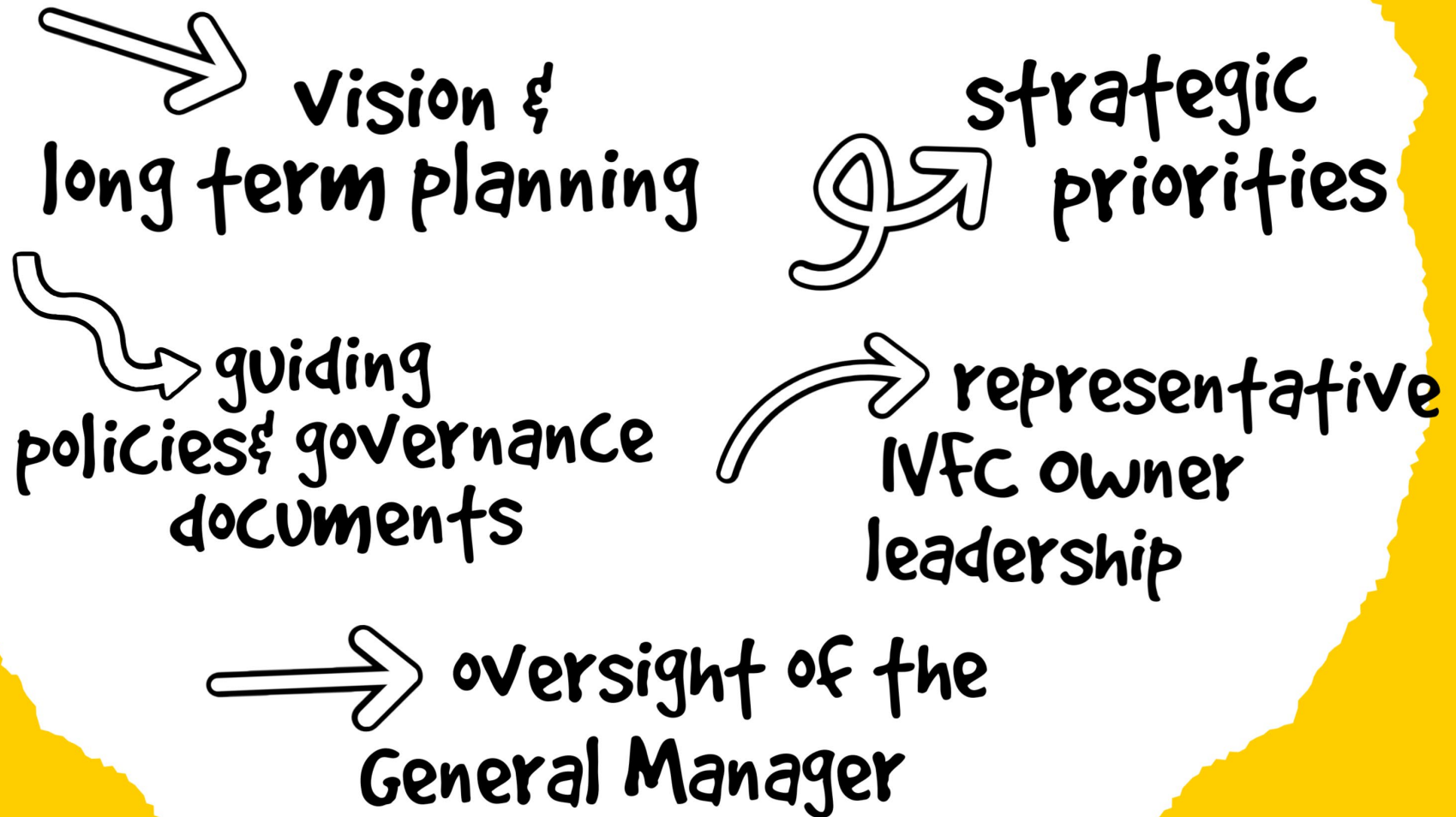
Board Director
2018-2020



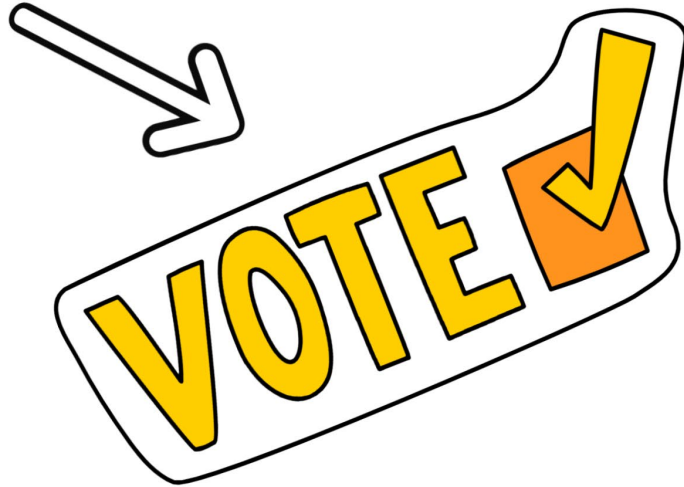
**Jillian
Tempesta**

Board Director
2019-2021

What is the role of the Board?



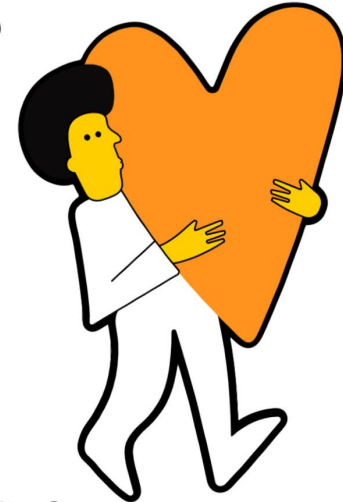
Ways you can support your co-op:



Tell your friends
about the co-op

Want to get more involved?

Come to a Board meeting



Serve on the owner
Engagement Committee

Run for a seat on your
Board of Directors



For more info contact us at:
board@islavistafood.coop

Thank you for coming to
our Annual owner Meeting!



Never doubt that a
small group of
thoughtful, committed
citizens can change
the world.
Indeed it's the
only thing that
ever has.

Margaret Mead



General Manager Annual Report

FYE18: October 1, 2018 - September 30, 2019

our mission is to provide the residents of Isla Vista and neighboring communities of Santa Barbara County with reasonably priced foods, products and services that promote a healthier lifestyle and environment.



CONSUMER CO-OP MODEL

Money spent by the community gets reinvested to benefit local workers, co-op owners, and our community

our model!



Board of directors make decisions to steer the priorities of the co-op with a focus on social & environmental justice

owners run for or elect the board of directors, serve on committees, and vote on motions that affect the cooperative

Board of Directors

MEET YOUR BOARD OF DIRECTORS

Lisa oglesby
Board President
2018-2020



Kent McClard
Board Treasurer
2019-2021



Janet Stich
Board Secretary
2019-2021



Miles DiPeri
Board Director
2018-2020



Ava Churchill
Board Director
2018-2020



Jillian Tempesta
Board Director
2018-2020



Active co-op owners in good standing are eligible to run for (y)our Board! For any Board related questions: board@islavistafood.coop

Monthly Board meetings are open to all! Approved minutes located in-store and online.

our co-op operations Team (currently overseen by the General Manager) is tasked with bringing our Strategic Priorities to life through our day-to-day work in the store and community!

CONSUMER CO-OP MODEL

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Strategic Priorities

Community Engagement

Create opportunities for the greater community to participate in the cooperative, and for our co-op to participate in the greater community.



Community Advocacy

Nourish and sustain a culture of inclusion for our diverse community.

Local Food System Support

Be a leading resource to support farmers and other producers in our local food shed.



Economic Resilience

Strengthen our cooperative by ensuring fiscal security for the IVFC's future.

Healthy Food For All

Foster a culture of diversity and empowerment. Be a model of excellence in all employment practices.

Fair & Equitable Work Place

Increase the accessibility of nutritious, high-quality, affordable, and culturally-inclusive food for our community.



Environmental Stewardship

Model environmental sustainability in our products and practices.

Grow the visibility of our social impact & values

Tell our story.

Priority #1: Community Engagement

Create opportunities for the greater community to participate in the cooperative, and for our co-op to participate in the greater community.

In FYE19 (y)our co-op hosted an average of 10 events per month at the co-op, and participated in an average of 5 events per month in the community.



Making DIY beeswax food wraps on the patio! Co-op hosted patio events are free, funded by your shopping at the co-op 😊



Allison and Lulu at Dog Therapy Day at UCSB!

Community Partners make us stronger!

Thank you to our key 2019 partners:

- UCSB Health & Wellness
- UCSB Food, Nutrition, Basic Skills Program
- UCSB Food for All
- Isla Vista Youth Projects
- IVYP Family Resource Center
- Food not Bombs
- Lucidity Festivals
- And more!

Priority #2: Community Advocacy

**Nourish and sustain a culture of inclusion
for our diverse community.**



Neighborhood children from the IV Rec & Park Recreation Program enjoy a Sunflower Kid's Club Activity Day!

- Cal-Fresh Sign-ups continue at the Co-op as an important pathway to support shoppers of all income levels.
- Sunflower Kid's Club Free Activity Days see an average of 10-12 local neighborhood children each month.
- Support of local organizations like Girl's Inc, Food not Bombs, El Centro, the IV Youth Projects Healthy School Pantry (and more!) support strong community bridges to many places outside of the Co-op, but with ties directly back to the store.

General Manager serves on Chancellor's Food Security Task Force, co-advises the Isla Vista Community Network, and serves on the IV Community Center advisory Board. This helps the Co-op have a pulse on our wider community and steers more informed decisions for the store.



our General Manager leading Girl's Inc on a Co-op tour!

Priority #3: Local Food System Support

Be a leading resource to support farmers and other producers in our local food shed.

In FYE18, (y)our Co-op purchased directly from over

46 local growers, including all flower purchases.

We also became a pickup site for Get Hooked seafood and added several new local businesses into our Business Wholesale Program!

Around 34% of our total money spent on produce went directly to our local farmers: **\$127.285!**

Ariana Rose is our primary flower provider, making her beautiful bouquets at the co-op twice per week!



Tom and Miguel are long-time co-op farmers, it's rare to see them here together!

Priority #4: Economic Resilience

Strengthen our cooperative by ensuring fiscal security for the IVFC's future.

Net Income Trends From 2015 to Present:

FYE15 - \$57,777

FYE16 - \$15,297

FYE17 - \$19,973 (\$15,000 went to workers as a profit share!)

FYE18 - \$808.20 (\$10,000 went to workers as a profit share / we made more adjustments to preserve cash from income tax liability **after almost \$90k of profit**).

FYE19 – sales = \$3,640,000 draft profit = \$6,361.64 → why the drop in profit?

- More than \$100,000 year over year in additional budget \$ for personnel, including higher wages to prep for \$15/hour & higher worker benefits as the result.
 - All in, the Co-op spent just over \$1million on personnel expense, over 27% of our total sales.
 - We have transitioned from mostly part-time to 50% full-time workers (currently 19FT/17PT)
 - We have restructured benefits to better support a growing FT crew.
- Our operating profit margin saw a loss of \$28,000 from budgeted margin. This is due to a combination of damages, general shrink, and theft.
- Our operating expenses grew larger than budget, including rate changes for utilities and refuse, and for our internal preparation for new Owner Benefits.

New owner Benefits:
Economic Resilience
through Equity in the Co-op!



Owner Drive 2019:
199 new or reinvested owners!
\$6,000+ in new working capital
(Cash!) for the Co-op.

FYE19 Capital Investments:

These are the big purchases we make to help the co-op be a better place for our owners, shoppers and workers!

Capital Investments are funded best by owner Equity, so THANK YOU for your investment in (y)our co-op! As our equity grows so does our ability to invest back into the physical store.

The co-op's liquid cash is priceless, so owner equity is a great addition to the pot of possible for projects, including newer equipment and more things to make (y)our store the best!

How did they do this before there were two of us to keep things cold?



Back Warehouse Renovation:

New layout to support worker sanity! Including:

- A second walk-in cooler ("Scrumpy") this was our largest capital project of the year, costing the co-op around \$25,000 for the full project)
- More logical shelving for back-stock
- More aisle space for clerks to move past workers using computers for administrative needs.

New Equipment:

- Rhino Grinder #2 (nut butter grinder of our dreams!)
- New patio tables
- New banana rack

New Technology:

- New wiring for all internet at the co-op, including internal and customer / to support faster and more secure networks
- Tablets for key departments to increase efficiency of data entry

Priority #5: Fair & Equitable Work Place

Foster a culture of diversity and empowerment.
Be a model of excellence in all employment practices.

- Human Resources manager continues to refine all employment practices and policies to align with the highest level of worker support!
- Currently paying the highest wages for full-time entry-level in Co-op history. Our wages meet or exceed local competitors
- 2 workers sit on the IVFC Board of Directors
- Addition of EAP (Employee Assistance Program) for ALL workers, free advocate support for mental and physical health and wellness.
- Workforce is now 50% full-time, with health benefits and paid time off
- 3 youth workers, all students in local high schools
- Worker discount is one of the highest in the National Co-op.
- Flexible scheduling w/ opportunities for advancement
- Family friendly workplace



Paty and Angie are our mother-daughter duo! Angie is also one of our three high-school students on crew. We've loved growing our workforce to include a family and more youth!

We identify pronouns and languages so our workers can be in best service to each other and you!



Priority #6: Healthy Food for All

Increase the accessibility of nutritious, high quality, affordable and culturally inclusive food for our community.

- Hosted over 40 Cal-Fresh sign-up events with UCSB student Food for All advocates
- Attended UCSB Cal-Fresh sign-up events w/ coupons & snacks
- Donated healthy snacks to El Centro Santa Barbara Escuelita and other programming through the year
- Supported wholesale purchasing for UCSB Kosher/Halal food bag program through AS Food Bank
- Ran 2 widely attended “Be Great at Grocery Shopping” lectures on campus at UCSB
- Maintained our free herbs & greens garden boxes for the community
- Hosted many in-store Tastings and Budget shopping workshops for the community
- Donated staple items (rice, beans, oil, etc) regularly to Food Not Bombs (free weekly meal in Isla Vista)
- Partnered with UCSB Food, Nutrition, Basic Skills to host quarterly workshops focused on budget shopping and healthy eating
- Sponsored & Attended 12 IV Youth Project Healthy School Pantry events, including monthly snack ingredient donation
- Donated emergency grocery gift cards to Family Resource Center advocates at IVYP
- Donated monthly healthy kids snacks and fresh fruit to Family Resource Center for their clients
- Expanded our set of lower-cost bulk and pantry staples: beans, rice, pasta, masa, corn husks, and more!
- Expanded our produce set to include more Co-op Basics items..... and more!

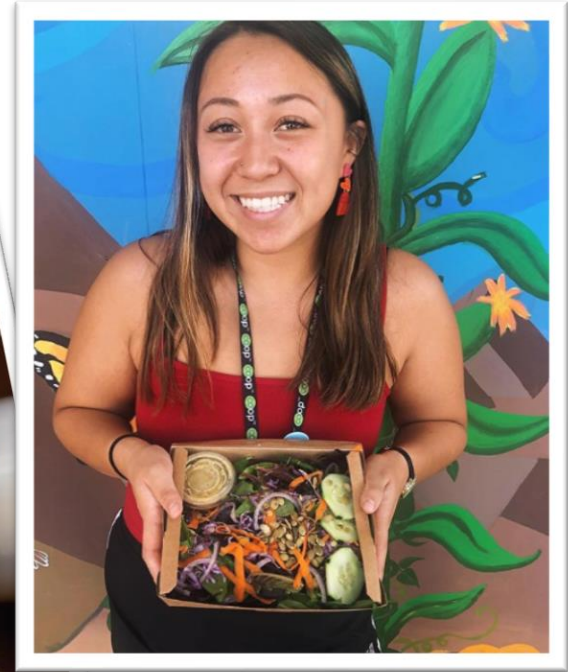
our Cal-Fresh redemption has increased
from \$49,000 in FYE14 to \$383,000 in FYE19!



Priority #7: Environmental Stewardship

Model environmental sustainability in our products and practices

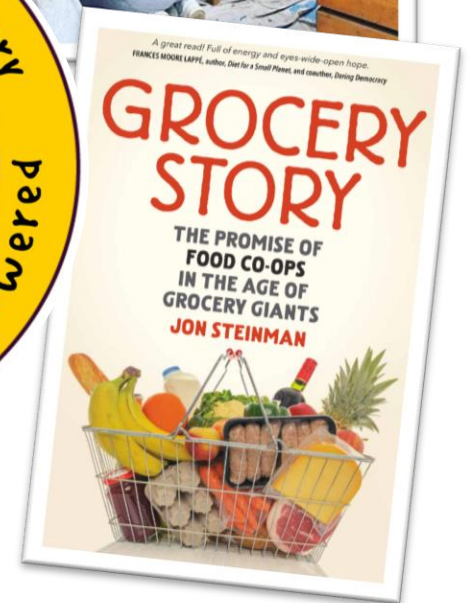
- Our County/Marborg sponsored Community Compost Program is celebrating 2 years of full-bin pickups, now twice per week!
- Our Re-volv solar panels have finished 2 full years of renewal energy.
 - We produced 32,244 kWh of energy, or about 1/3 of our total use (all of our three-door coolers run off this solar power!)
 - = offset of 57,677 miles driven by car or planting 23 acres of forest. We avoided 52,845lbs of CO2 emissions 😊
- We hosted seasonal gardening & composting workshops with Healing Grounds Nursery, UCSB Department of Public Worms & County Compost!
- We were a destination for Plastic Free July, and hosted a hugely successful DIY Beeswax wrapper workshop and zero-waste bulk tastings and events
- We added in more items to purchase that help in-home environmental stewardship: Low-Cost reusable bulk & produce bags, Bees Wraps, Stasher Bags (on the way!), Home Compost Collectors, Reusable Utensil Kits and more!
- Bill Palmisano hauled over 2,000 pounds of organic food waste to his worms to eat for vermi-compost!
- All Co-op Deli Items are back in compostable containers, in partnership with VegWare! Most are paper-based and can decompose in the landfill.
- We are a neighborhood store! Only 5 of 35 workers drive to work (and we have several non-Island Vista workers that bike in every day!), and around 80% of our shoppers travel here by foot, bike, or board.



Priority #8: Grow the Visibility of Our Social Impact & Values

Tell our Story.

- Outreach Manager and General Manager co-led a Mobilizing Communities w/ Cooperatives workshop at Lucidity Festival, over 40 participants learned the Co-op's story!
- Our General Manager taught for UCSBs Anthropology of Food Class, sharing our story and a lens of food justice in 2020.
- Our General Manager was the keynote speaker at the Long Beach Co-op Grocery new Owner Meeting and shared the Co-op's story.
- We are featured through the book Grocery Story: we are an example of a small Co-op relevant and resilient in the face of corporate grocery giants!
- We have a full updated chapter in the Isla Vista History Book new edition!
- Our mural got a new look from UCSBs Mural Class last Spring, the new mural design pays respects to the 3 Sisters (beans, squash, corn), local Goleta food-shed and producers, the symbolic monarch, Isla Vista's nature, and the land and water that have nourished us for generations.
- We received two wonderful articles in UCSBs The Bottom Line and Daily Nexus newspapers in Fall of 2019
- Our Outreach Manager finished a re-brand, including a refreshed logo that better tells the wider community who we are! They are also nearly done with our new website!
- We made three appearances on KCSBs Inside Isla Vista radio show talking about different aspects of our work



Upcoming Projects and Plans:

- Meeting with Associated Students Food Bank to finalize partnership for healthy food purchasing through the Co-op (5 years in the making!)
- Meeting with Lucidity Festival to grow our partnership to include a Co-op General Store on-site for their Spring festival at Live Oak Campground
- Finalizing partnership with UCSB Adventure Program to be their go-to supplier for their program pantry
- Finalizing back patio plumbing refresh in order to grow worker-patio break space
- Consideration of B-Corp certification process
- New 6-foot cooler to expand all refrigerated food options (including ready-to-eat and bulk refrigerated items). Coming in February depending on Co-op resources.
- New rooftop condensing unit for walk-in cooler
- New website roll-out / Final rebranding work complete.
- New 5-tiered Produce Cooler, pending grant for food access
- More Owner Loyalty Benefits as part of We Own It Rewards
- *And more! To stay up to date on what we're working on, come to monthly Board Meetings or read posted minutes ☺*



Follow us on Facebook & Instagram for stories, giveaways, events, store updates, Co-op community updates and more! @islavistafoodcoop