



2021 IMPACT REPORT



THE AGENDA

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ABOUT

→
Rice Family Farms

STAND UP FOR HONEST FOOD

For over 48 years, Boise Co-op's mission has remained the same: To provide healthy, delicious food, support local growers and ranchers, and enrich the lives of its customers and the community by promoting sustainable food and business practices. Boise Co-op is Idaho's leading local provider of natural, organic and specialty grocery items. Everyone is welcome to shop at the Boise Co-op and no membership is required to shop! We use organic, housemade and local ingredients whenever possible. Stop by soon and see what your local Co-op has to offer!



SINCE 1973

The Boise Co-op was founded in 1973 by health-conscious individuals searching for nutritious, great-tasting food at a reasonable price. Starting as a small food-buying club, the Co-op has grown into a community of more than 32,000 active Members with two grocery store locations (North End and the Village at Meridian) and three sub-brands (Wine Shop, Pet Supply, and Uncorked! Wine Bar), all located in the North End shopping center.



00-326-8346 www.shipamf.com
CONTAINER FOR SALE

CHINA



IMPACT

→ Groves Country Mushrooms

46.4M
IN SALES

4.04M
LOCAL PRODUCTS
PURCHASED

CATEGORY	2020	2021	% CHANGE
Sales	\$42,386,707.43	\$46,385,673.43	9%
Net Income	\$294,765.19	\$1,562,935.13	430%**
Employees	218	210	-8%
Members	32,370	35,196	9%
Members Savings*	\$1,041,006	\$1,029,155.69	-1%
Community Donations	\$29,653	\$49,961	68%
Patronage Dividends	\$19,608	\$243,963.49	1,144%
Local Products Purchased	\$4.41M	\$4.04M	-8%

*By using monthly 10% off benefit

**Does not include PPP, FY20 NI updated after Review from CPA

COMMUNITY CONVERSATION

→
Fiddler's Green Farm

Q: What accomplishments are you most proud of from 2021?

“

I AM MOST PROUD OF THE OVERALL ACCOMPLISHMENTS OF OUR STAFF DURING THESE EXTRAORDINARY TIMES. WE HAVE HAD UNPRECEDENTED SALES ALONG WITH SUPPLIER ISSUES AND HAVE BEEN ABLE TO CONTINUE TO PUT PRODUCT ON THE SHELVES.



JUSTIN LITTLE
GENERAL MANAGER

”

“

THE MOST IMPORTANT BOARD RESPONSIBILITY IS TO HIRE THE GENERAL MANAGER. IN 2021, AMID COVID AND ALL OF ITS CHALLENGES, AFTER A NATIONAL SEARCH WE HIRED JUSTIN LITTLE AS THE NEW GM, AND WE ARE INCREDIBLY PROUD OF AND GRATEFUL FOR THE JOB HE'S DONE.



MARY COGSWELL
BOARD PRESIDENT

”

Q: What are you most excited for about the year ahead?

“

I AM EXCITED TO SEE WHAT THE NEXT YEAR WILL BRING. WE WANT SO MUCH TO GET BACK INTO THE COMMUNITY BUT UNFORTUNATELY WE HAD TO PULL BACK ON SOME OF OUR EVENTS AND CLASSES DUE TO COVID. WE LOOK FORWARD TO HAVING MORE CLASSES AND EVENTS NEXT YEAR.



JUSTIN LITTLE
GENERAL MANAGER

”

“

I'M EXCITED, AS THE PRESIDENT OF THE BOARD, IN BUILDING SOLID SUCCESSION PLANNING. AS BOARD MEMBERS WE'RE ALWAYS LOOKING AHEAD, PREPARING FOR THOSE WHO WILL TAKE OUR PLACES AND KEEP THE CO-OP VIBRANT AND SUCCESSFUL.



MARY COGSWELL
BOARD PRESIDENT

”

Q: What is the leadership team and Board working on?

“

WE ARE FOCUSING ON UPDATING AND IMPROVING THE FORT STREET STORE. WE ARE IN THE PROCESS OF HAVING A NEW ROOF INSTALLED AND HAVE SOME UPCOMING PLUMBING NEEDS THAT WE WILL ADDRESS. REINVESTING IN AND UPDATING THE STORE IS AT THE TOP OF OUR LIST.



JUSTIN LITTLE
GENERAL MANAGER

”

“

ONE OF OUR CRITICAL TASKS IS TO MAKE SOME CAPITAL IMPROVEMENTS AT THE FORT STREET STORE. WE NEED TO INVEST IN THIS LOCATION BUT WANT TO ENSURE WE'RE USING OUR RESOURCES IN THE WISEST, MOST COST-EFFECTIVE WAY POSSIBLE.



MARY COGSWELL
BOARD PRESIDENT

”



PRODUCT STANDARDS



DAIRY STANDARDS

At the Boise Co-op, we strive to support our local dairies. We carry small herd raw unpasteurized options that comply with Idaho state law. All of Boise Co-op's dairy, including cheese, butter, and yogurt, is produced without the growth hormone, rBGH. Several brands are from cows bred to produce A2 beta-casein, which some believe makes dairy more digestible.



KITCHEN STANDARDS

Our goal is to provide our customers in the Treasure Valley with local, seasonal, and healthy food that is organic, transparent, and prepared fresh in our kitchen. We strive to serve a wide array of dietary preferences for our customers while keeping our menu up to date with trending seasonal offerings. We source certified organic and local ingredients whenever possible and we always Stand Up For Honest Food.



PET STANDARDS

We believe your pet deserves to eat as healthfully as you do; at our Pet Supply, you'll find the best all-natural and premium pet foods, many of which are certified organic and all exceptional in quality! When we promised our community we'd Stand Up For Honest Food, we made that same promise to your pets. Our Co-op crew carefully selects only the highest quality brands that share the same mission and drive. These partnerships over the years have led to a robust selection at our stand-alone Pet Supply and two Boise Co-op Market locations with foods and treats that we are proud to feed our own pets.



MEAT & SEAFOOD STANDARDS

At the Boise Co-op, we sell the highest quality natural and organic meats available. We partner with our local producers whenever possible. Our meats are humanely raised, vegetarian-fed, and never treated with antibiotics or growth hormones.

Our seafood is sustainably sourced as we follow the Monterey Bay Seafood Watch program. We will not sell “red rated” seafood in our stores and only carry “green and yellow rated” seafood. Our two meat managers have a combined 50 years of experience in the industry. Their teams will be happy to custom cut, wrap and season any item sold in their department. We look forward to serving you!



GROCERY STANDARDS

When working with National and International products, we don't allow artificial preservatives, colors, flavors, sweeteners, or numerous alternative ingredients commonly found in food. Any items that claim to be NON-GMO must be 3rd party verified. We believe in supporting our local foodshed and are willing to make exceptions to our product standards with regards to local producers. Our goal is to work with local producers to get their ingredients to fall in line with our national food standards.



HEALTH & BEAUTY STANDARDS

The Boise Co-op looks for products that are safe for people and the environment because we believe what we put on our bodies is as important as the healthy food we eat. Our body care standards reflect that, requiring products to be free of artificial fragrances, colors, and unnatural ingredients. Our Bodycare products are never tested on animals, they're free of parabens, phthalates, and triclosan. All of our sunscreens are environmentally friendly and safe for coral reefs without coral-killing ingredients, such as oxybenzone or octinoxate. Hair colorants are exempted from our ingredient standards. BCC hair color brands are safer than those sold at other stores but there are no permanent hair colors without risky synthetic ingredients.



WELLNESS STANDARDS

The Boise Co-op believes the ingredients in supplements and body care products are as important as the ingredients in food. We source supplements made from high-quality, natural, and pure ingredients that do not contain artificial preservatives, colors, or flavors.

We strive to carry products that have been researched and have a scientific or historical basis for helping you to maintain maximum health.



PRODUCE STANDARDS

We pride ourselves on having the largest selection of local produce in the Treasure Valley. We love knowing the people who grow our food and care for our land. Our local produce comes from within 150 miles of the stores. We support organic agriculture and sustainable growing practices because we believe that when you nurture the soil, you nurture the community. We use the following guidelines when purchasing for our stores: Local certified organic, Non-local certified organic/local using organic practices, Local conventional, Conventional in rare circumstances.



WINE STANDARDS

The Boise Co-op is the premier source for wine in the Treasure Valley. Our knowledgeable team members create a community gathering place for people to learn about, enjoy, and celebrate wine. Our goal is to maximize the enjoyment of wine by providing you helpful information and advice. We offer fine wines from around the world, many of which come from small-production vineyards. We pride ourselves in our hand-picked selections that will introduce you to new labels, new categories, and new wines.





MEMBERS



\$1,134,590.68

MEMBERS SAVED BY SHOPPING ON 10% OFF DAYS

\$54,051

DONATED THROUGH
ROUND UP PROGRAM

\$243,963.49

PATRONAGE DIVIDEND
RETURNED TO MEMBERS

2,826

NEW MEMBERS

When you join the Co-op, you are making the choice to support a business that supports other small local businesses. We know how important our local producers are to the unique character of the Treasure Valley. That's why we added Local Day, a new benefit just for Members! Every month on the 15th, Members receive 10% off almost every local product in the store.

We are proud to source from more than 270 producers, all located within 150 miles of our stores. Make sure to mark your calendars for the 15th of every month to save on local products, and help us keep local businesses in business!



OPERATIONS





210 EMPLOYEES!

Our crew is the heart and soul of the Co-op. We are continuously amazed at their creativity, great attitudes, and willingness to adapt to new challenges. We've been hard at work bringing new products and recipes to our stores, including a solidified core set of deli recipes and a brand new Wine Bar menu. In the past year, our Meat and Deli department revamped their recipes to bring some awesome new flavors to your plate—give them a try if you haven't yet!

YEARS OF SERVICE

1 YEAR

Bart, Michael A.
Bauer, Maggie L.
Canney, Austin M.
Diaz, Dion Shante A.
Gravenmier, Ian
Grieser, David A.
Harshman, Scott L.
Hemstreet, Frank S.
Lee, McAllister M.
Loomer, Melissa J.
McComas, Connor C.

Melton, Forrest K.
Melton, Daniel A.
Miller, Myaro C.
Miller, Daniel
Oyakawa, Tisha K.
Phillips, Bryan L.
Reed, Kathleen S.
Rickers, Alexis
Schlichting, Tyler
Schnur, Tyler
Soderberg, Claire
Trebbi, Anne-Marie
Trujillo, Mia A.
Zirpolo, Kyle

2-4 YEARS

Almeida, Miguel A.
Andrews, Tyler M.
Bates, Emily
Cortez, John A.
Dougherty, Andrew
Felty, Corrin E.
Foster, Madisyn C.
Grayshield, Talon N.
Jewell, Erin
King, Thomas G.
Lindsey, Zerubbabel
Mayer, Andrew
Mcdonald, Jacqueline A.
McRoberts, Trent
Neglia, Noah S.
Neumann, Mark M.
O'Connor, Lauren E.
Pearce, Jane A.

Raptosh, Makenzie
Rolfe, Christy L.
Scott, Malcomb K.
Smith, David
Flowerz, Lydia L.
Friday, Fatima P.
Hammond, Reginald
Le, Daniel
Propp, Jeremy
Ward, Bradi D.
Berumen, Karleen R.
Bolton, Derek T.
Koppes, Anne
Le, Tri
Le, Tung N.
Mcdonell, Kaylee R.
Messick, Tristan J.



YEARS OF SERVICE

5+ YEARS

Castrigno, Melissa A.
King, Kalin L.
Mair, Holly A.
Mora, Alfredo
Rivera-Cabrera, Javier
Yost, Matthew A.
Drude, Walter R.
Elias, Wayne
Ernst, Charlotte
Larsen, Emily
Lindsay, Lisa Rae
Little, Justin W.
Parke, Juli

Rivera, Jennifer K.
Schmidtke, Kent H.
Youngs, Brian
Oster, Jacob B.
Sharp, Meagan K.
Smith, Dale
Burkhart, Cotey I.
DeLore, Joseph B.
Rader, Andrew J.
Tait, Robert
West, Thomas M.

10+ YEARS

Murray, Reuben
Steiner, Daniel L.
French, Marcy J.
Moore, Airielle M.
Bejiqi, Mirsade
Crosthwaite, Antony B.
Giesler, Todd
Palmgren, Isaac
Rice, Cameron
Bolles, Douglas E.
Bookstaver, Heidi A.
Brown, Lance

15+ YEARS

Rodriguez, Nora
Kent, Jane
Buchanan, Robin L.
Sandusky, Jeremy J.
Talavera, Sky
Wonacott, Devin
Kirkpatrick, Daniel
Morgan, Glencairn



YEARS OF SERVICE

20+ YEARS

Curfman, Bruce
Redinger, Jack C.
Gilbert, Colleen
Siejek-Hendershot, Dorota
Mcfarlane, Jennifer L.
Ledbetter, Linda
Smith, Cathy
Thornton, Robert L.

30+ YEARS

Inlow, Amber G.
Latham, Roben H.





COMMUNITY IMPACT





\$54,051

DONATED THROUGH ROUND UP PROGRAM

ADDITIONAL RECIPIENTS INCLUDE:

\$6,064

**AGENCY FOR NEW
AMERICANS**

\$5,886

IDAHO FOOD BANK

\$5,635

GIRLS ON THE RUN

This program was born out of the coronavirus crisis—we wanted to find a way to allow our customers to easily give back to community organizations without breaking the bank. We quickly sprang into action and implemented a Round Up at the register program so that our customers had a way to give back. And your small change is making a big difference. In 2020, our customers contributed over \$30,871 for community organizations (plus an additional \$23,179 in matching funds from the Boise Co-op).



COMMUNITY DONATIONS

1. GOATHEAD FEST PHOTO BOOTH & CHAMBONGS
2. FOOD DONATIONS FOR ST. LUKES NURSES
3. 2021 LEADERSHIP BOISE GOLF SCRAMBLE FOR HIGH SCHOOL STUDENTS OF LEADERSHIP BOISE ACADEMY
4. WELCOME BAGS FOR NEW LOCAL RESIDENTS IN MERIDIAN



WE DONATED FOOD IN THE VALUE OF
\$304,305.98
REDUCING FOOD WASTE AND ALLEVIATING HUNGER IN THE
TREASURE VALLEY.

A man wearing a dark baseball cap, a brown vest, and a plaid shirt is leaning on a black metal fence. He is smiling and looking down. The background is a bright, hazy field under a sunset sky, with a lens flare effect on the left side.

LOCAL VENDORS

→
Purple Sage Farms



\$6,008,008.51

OF OUR SALES WERE FROM PRODUCTS GROWN WITHIN 150 MILES OF OUR STORES.

Happy Valley
25K+ in Sales

ERTH Beverage
15K+ in Sales

Warn Reserve
<5K in Sales

Breakout brands include Kula Collection, Groves Country Mushrooms, and CheekyMochi.



FINANCIALS

ASSETS

ASSETS	FY2019	FY2020	FY2021
Current Assets	\$6,309,071.27	\$8,281,917.02	\$9,551,848.81
Fixed Assets	\$3,366,866.97	\$2,929,666.38	\$3,166,631.62
Other Assets	\$264,611.66	\$353,612.73	\$373,524.04
Deferred Income Taxes	\$346,000.00	\$308,000.00	\$303,000.00
Total Assets	\$10,286,549.90	\$11,873,196.13	\$13,395,004.47

LIABILITIES

LIABILITIES	FY2019	FY2020	FY2021
Current Liabilities	\$3,058,055.84	\$3,101,888.68	\$3,754,439.30
Long Term Liabilities	\$2,367,820.78	\$3,526,269.00	\$1,328,140.93
Total Liabilities	\$5,425,876.62	\$6,628,157.68	\$5,082,580.23

EQUITY

EQUITY	FY2019	FY2020	FY2021
Member Investment	\$2,515,830.93	\$2,627,009.61	\$2,759,687.93
Deffered Patronage D.	\$1,514,969.96	\$1,593,400.36	\$1,319,148.5
Retained Earnings	\$340,768.30	\$729,863.29	\$1,031,672.70
Net Income	\$489,104.09	\$294,765.19	\$3,201,915.13*
Total Equity	\$4,860,673.28	\$5,245,038.45	\$8,312,424.24

*Includes Loan Forgiveness of PPP

INCOME STATEMENT

INCOME/EXPENSE	FY2019	FY2020	FY2021
SALES	\$42,466,376.32	\$42,386,707.43	\$46,385,673.43
COST OF SALES	\$27,663,025.90	\$27,879,211.63	\$30,100,393.38
GROSS PROFIT	\$14,803,350.42	\$14,507,495.80	\$16,285,280.05
OPERATING EXPENSE	\$13,518,008.10	\$13,552,792.39	\$13,697,719.13
NET ORDINARY INCOME	\$1,285,342.32	\$954,703.41	\$2,587,560.92
NET OTHER INCOME	(\$32,991.92)	\$40,172.38	\$47,306.38
EBITDA	\$1,252,350.40	\$994,875.79	\$2,634,867.30
INTEREST EXPENSE	\$157,009.63	\$107,002.14	\$85,454.85
TAX EXPENSE	\$58,033.71	\$71,515.46	\$540,879.12
DEPRECIATION EXPENSE	\$548,202.97	\$521,593.00	\$445,578.20
NET INCOME	\$489,104.09	\$294,765.19	\$1,562,955.13
8021- GAIN ON LOAN FORGIVENESS	\$0.00	\$0.00	\$1,638,960.00
ADJUSTED NET INCOME	\$489,104.09	\$294,765.19	\$3,201,915.13
SALES COMP TO PY	6.40%	-0.19%	9.43%

An aerial photograph of a farm with neat rows of green plants. Two workers are visible in the middle ground, tending to a row of purple flowers. The scene is brightly lit, suggesting a sunny day.

BOARD OF DIRECTORS

Fiddler's Green Farm 

BOARD OF DIRECTORS



Mary Cogswell



Rob Anderson



Jay Henry



Alex McNish



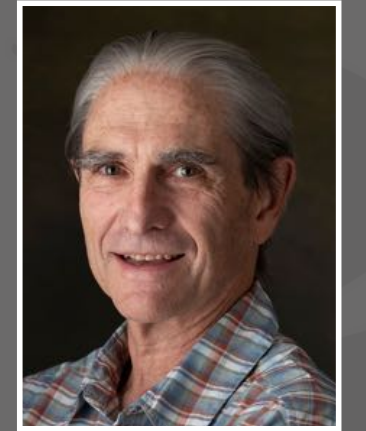
Tana Ruud



Divit Cardoza



Charles Raymond



Bruce Bistline

ELECTION RESULTS



Andrew Campbell



Greg Janos



Kevin Myers



Jay Henry



**THANK
YOU**

