



2022-2023 Astoria Co+op Annual Report

Message from the general manager

By Matt Stanley

As we approach our 50th anniversary in 2024, my reflections on the life of the co-op and the last few years, in particular, evoke themes of resilience and gratitude.

Resilience, because we leaned in as community leaders to create a safe shopping and working environment in the face of a global pandemic. We installed solar panels and EV chargers to contribute in our small way to reducing the impacts of climate change. Confronted with economic uncertainty, we secured resources to sustain us and continued to pay our team a livable wage. And, of course, we meticulously planned and executed the creation of our beautiful expanded new store in response to the growing demand for what the co-op offers.



Gratitude comes to mind because a vast network of stakeholders supports and depends on the co-op, including our members, staff, investors, business partners, peer co-ops, and more. The highlight of my days at the co-op is my time on the sales floor, connecting with community members across all these groups — sharing both co-op and

personal challenges and successes. I am routinely amazed at the span of community members who hold the co-op in high esteem, demonstrated by their shopping support, hard work, or excellent service to the store.

As we head into our semicentennial year, the co-op is still a new business in its latest format. We are working hard to reach financial sustainability to allow us to continue investing in our co-op — in our facility, staff, and outreach efforts for another 50 years. Just as our founding members brought grit and friendly determination to their work, we will continue to bring tenacity with a smile to the challenges and opportunities the future holds. We will be steadfast in this work because we know community support for the co-op is solid and enduring. Thank you for continuing to support your local cooperative.

In cooperation,

Matt



Thank you for your continued support of the co-op!

Erin Kester, Board President



As the new president of the Astoria Co+op Board, I first want to express appreciation for Andrea Larson Perez, my predecessor in this role. She served as board president for many years and has seen the co-op through much exciting transition. She led with unwavering commitment to ensure the continued success of our very special community grocery store. Our current Board of Directors is an amazing team of people who bring unique experience, talents and perspectives and are dedicated to making sure the co-op continues to grow holistically, strategically and sustainably.

I am especially grateful for the strong leadership of Matt Stanley and his phenomenal staff, who have worked so hard

over the past few years. There has been a lot of transition we should acknowledge – from the expansion project to open the beautiful new store; to operating under stressful conditions as essential workers through the pandemic; to now working diligently to make certain the business grows in a sustainable way so the store we all love will always be around for us to enjoy. I thank them all for their commitment, hard work and infectious smiles as they contribute to making the co-op a safe, clean and accessible gathering place for the entire community.

And finally, I want to thank you, the owners of the co-op. Without your continued patronage, our co-op would not be possible. Your support is critical to the continued success of this important cornerstone of our community.



Co-op and Community

At Astoria Co+op, we are passionate about delivering exceptional food and outstanding service to our community. We see each day as an opportunity to create a positive impact through our values by prioritizing community well-being through local partnerships, creating a welcoming and inclusive environment, and giving back with our Change for Community program.

Our community-owned and independent store supports local and Fair Trade producers, and producers who identify as women, BIPOC, disabled, LGBTQIA+ and veterans. Astoria Co+op is the only grocery store in the lower Columbia region to offer Double Up Food Bucks, which matches the value of SNAP spent on fresh fruits and vegetables providing shoppers with credit for future produce purchases, up to \$20 per shopping trip. The co-op also accepts WIC payments so women of young children can access affordable staple items for their families.

The co-op's Change for Community program makes it simple for shoppers to support organizations making a positive impact in our community. Each time you shop, you can round up your total.



67

The co-op orders directly from 67 local producers.



\$180K

Funds raised for local nonprofits through our Change for Community program.



\$20

Value of fresh fruit and vegetables that can be matched each day with Double Up Food Bucks.





6,000

6,000+ members of Astoria Co+op.



66%

Co-op members account for 66% of sales.



10%

Co-op owners save an extra 10% on Co+op Deals sales items. They also save 10% when they special order a case of an item.

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Co-op Ownership

Co-op owners help grow our co-op, keep more money in our community and invest in a business that will always be locally-owned. Ownership is not required to shop, everyone is welcome. At the start of 2023 we added new benefits of ownership: a \$20 store coupon upon joining and an additional 10% off Co+op Deals items with every shop.

In addition to the discounts that come from ownership, owners receive regular communications including email updates and an annual meeting invite, and they can vote for board members to represent them, or run for the board themselves.



391

New members have signed up so far this year. Our goal is 500 new members by the end of 2023.

Employment

Community starts from within. We strive to create a co-op that fosters engagement, prosperity and well-being both in the community and internally with our team. For us, creating a great place to work means that employees have a benefits package, opportunities to provide meaningful feedback, a cooperative atmosphere, and avenues to learn, grow and advance.

Each year we calculate a living wage and use it to inform our staff pay structure. At the co-op, we're committed to the growth of our employees, and to helping each employee figure out what growth looks like to them. 90% of our operations managers and leads were promoted from within.

Benefits

Benefits include healthcare, vision, dental, short-term disability, staff discount and the Employee Assistance Program.



 50

Astoria Co+op employs 50 people, including 45 full-time staff members.

 17.50

Median pay for non-salary employees.

 2.6

Average years of tenure.

Sustainability

We have high standards for the products we carry, including organic and local produce, humanely raised meats, special diet foods and natural wellness items. We strive for sustainability with our solar panels, EV chargers, bulk section and pollinator-friendly landscaping.

You won't find food waste at the co-op, as we give excess food to local food banks and send compost to local farms.



Pounds of CO2 emission saved with our solar panels.



Equivalent trees planted.





Board of Directors

Erin Kester

Norma Hernandez

Karen Niemi

Sarah Nebeker

Megan Ott

Jennifer Teeter

Mark Porter

Heidi Brown

General Manager

Matt Stanley

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About this Content

This content is based on metrics and other data collected by Astoria Co+op as of September 2023.

