



Erie Food Co-op *Annual Report*



2024-2025





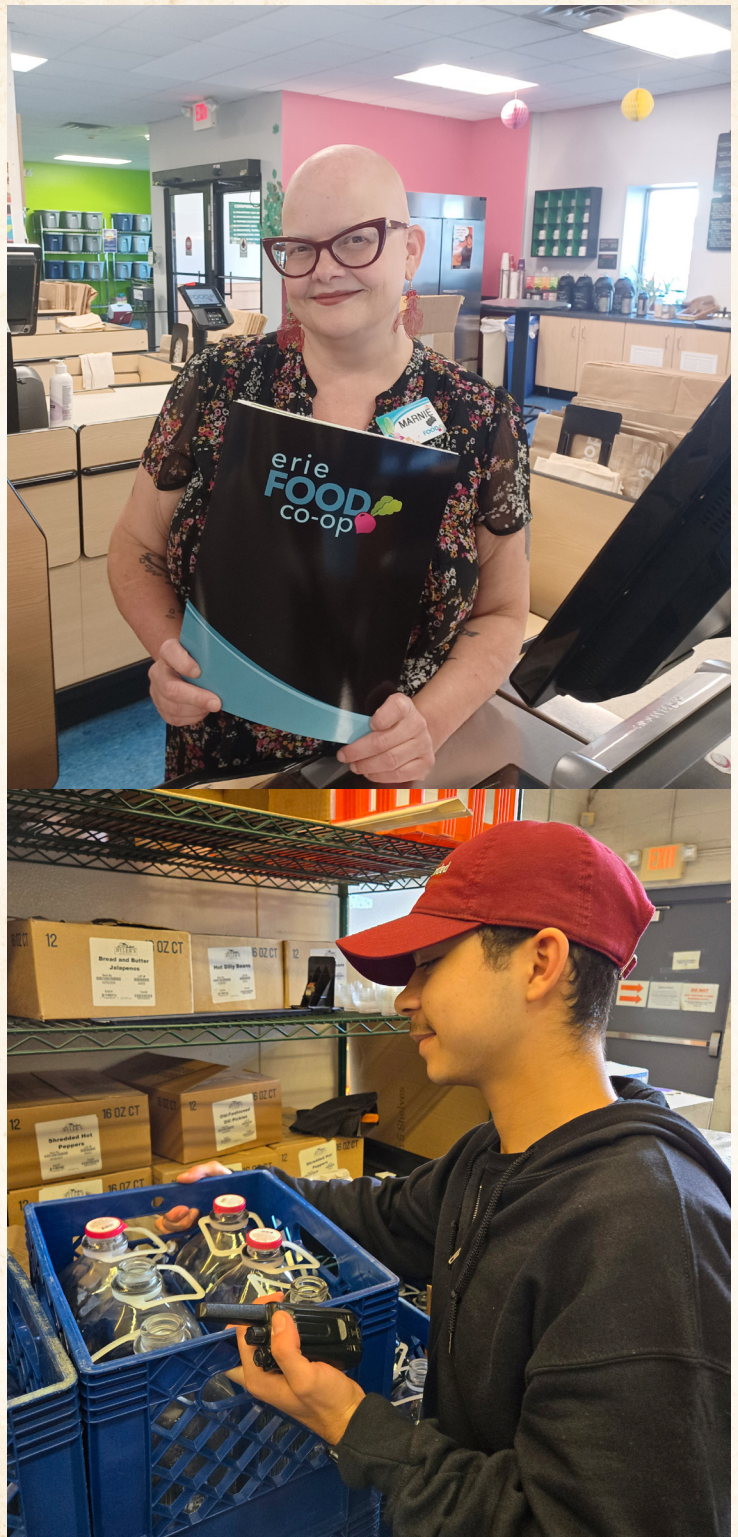
EFC President's Report

These are just a few words from me about the state of our co-op. Do you ever wonder what the board does? Well, the Board of Directors meets every month and throughout the year we review a mountain of data and information that shows us what is happening with our co-op. What have I learned about how the co-op did this past year?

I learned that new members are consistently up each month, and requests to return a member's equity have been consistently lower. In fact, we are averaging 34 new members each month, while we return equity to an average of 4 people monthly. Those returns most typically are because people have moved or aren't shopping much at the co-op. This steady increase in membership is a great trend that aids in the stability of our cooperative community.

I've also learned that our sales continue to be increasing, a phenomenon that was not the case five or ten years ago. I was on the board then, and I remember year after year of declining sales. Not now. This is exciting! It seems one effect from our attempt at the Downtown Store project may have been greater exposure to people in Erie, and we think that is partly responsible for our increased sales and memberships.

While you may see some new smiling faces in the store, our staff turnover rate is significantly lower than most of the co-ops in the country. In a time when it seems every business has a "We Are Hiring" sign in their window, we are fortunate to have good, qualified people wanting to be a part of our co-op family.



Lastly, as local grocers vanish from the big-box dominated landscape, food co-ops like ours have taken their place across the country. Our Downtown Store was a great project but was impacted by timing issues and the lack of some essential community support pieces to make it sustainable. Even so, we continue to be approached by community groups who want us to open a new store in one neighborhood or another. While the co-op isn't ready to try another store startup, it is heartening to know that we are viewed by the community as an experienced, successful, viable partner in the efforts to remedy food insecurity and improve quality of living in nearby neighborhoods.



In short, our co-op had a good year and we continue to change and grow. On behalf of the Board of Directors, we thank all of our members/owners, staff and community customers for being a part of our growth and stability.





CEO/GM Report

In the most recent season of Erie Food Co-op, you'll find hope, joy, delicious food, and the occasional tears as we carried out the work of running our small, community-owned grocery store through uncertain, often unexpectedly uncertain, times.

We began the year still settling from the closure of the Downtown store. It took time to work through inventory, equipment, and staffing changes that resulted from downsizing. By July 24, we were still navigating a new path forward. We leaned heavily into strengthening our foundational processes in finance and human resources; these are focus areas that stabilize the entire organization when strong systems are in place.

- We automated our bill pay to reduce time spent on data entry and coding.
- We transitioned to a new HR system that supports deeper employee engagement and training, while improving our ability to track and analyze labor expenses.
- We leaned into our customer experience survey that allows customers to give feedback that is benchmarked against other Co-ops and natural food retailers.

Headed into the holiday season, we were feeling optimistic, until a historic snowstorm piled the city with record level feet of snow. This disrupted operations for 10 days, including three full days of closure. The loss of sales, payroll expenses, product that expired during the shutdown, snow removal costs, and missed deliveries all combined to deplete the Co-op's cash balance to critical levels. This shifted the tone for the remainder of the year, as we focused on rebuilding cash without sacrificing service. We quickly moved into "low-cash mode" and, fortunately, were able to start rebuilding without resorting to painful decisions.



Just as we began to recover, in June, our main distributor was hit with a nationwide outage that affected everything from ordering to payments. For two full weeks, we were unable to place orders. Thankfully, our reasonably diversified supply chain helped us keep the store in workable shape, though even our other distributors felt the ripple effects of increased demand. We pulled a handful of all-nighters, submitted orders via spreadsheet the old-fashioned way, received the occasional mystery shipment, and ultimately came out the other side in decent shape.



While we continue to operate in low-cash mode, working to build reserves in case of another monster storm this winter, we are also moving forward with solid new systems, growing sales, and a sunnier outlook for the year ahead, at least on a micro level. On the macro level, the news cycle seems to deliver a fresh new fear every day. Yet, through the past few years, we've proven time and again that we are resilient, creative, and committed.

Nonprofit B

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Bag Program

community support ♥
with these reusable bags!



\$10
\$5 DONATION
PER BAG

Bag and Nickel Program

The goal of our bag and nickel program is to support **ERIE** area non-profits, provide **EDUCATION** about their work, and promote a healthier **ENVIRONMENT** by encouraging the use of reusable bags and containers.

	Bag	Nickel	
ELLA	\$310.00	\$73.00	\$383 00
LBP	\$230.00	\$106.90	\$336.90
NACS	\$335.00	\$134.60	\$469.60
MCRC	\$440.00	\$82.00	\$522.00
SSJNN	\$335.00	\$130.50	\$465.50
MLK	\$195.00	\$104.10	\$299.10

	Bag	Nickel	
EWE	\$485.00	\$78.00	\$563 00
LEAF	\$490.00	\$233.90	\$723.90
NAMI	\$195.00	\$156.40	\$351.40
GEAE	\$195.00	\$102.90	\$297.90
BNI	N/A	\$136.90	\$136.90
PH	N/A	\$103.60	\$103.60

Results: 642 reusable bags purchased by shoppers, 28,856 disposable bags or containers not used, \$4,652.80 raised for local non-profits.

Ends By Month

While our main initiatives are the most visible, we also make an impact through smaller, behind-the-scenes actions. In our café, we use reusable silverware to reduce disposable waste, and by cutting back on printing, we save roughly one tree each year—proving that even small changes matter.

July	introduced reusable silverware in cafe, bags purchased for bag program
August	planned educational pollinator garden
September	met with local farmer about developing a pollinator garden, and communicated with landscaper to begin process.
October	LEAF started working with us for the planning the pollinator garden
November	Update to paperless payroll system and new accounting system that does not require printing paper checks. This means eliminating around 5,616 sheets a year
December	Started transferring invoices to a paperless system to eliminate printing saving 3,600 sheets per year. Cafe started using a reusable order sheet, saving around 128 sheets a year.
January	Made final payment on the generator to reduce power related food waste.
February	Updated in-store marketing strategy reducing total printing by 252 sheets a year.
March	Had meeting about front garden and started the plant selection process.
April	Collected donations for the Inner-City Neighborhood Art House.
May	Shari and LeAnna spoke at CCMA about board/mananger relations.
June	Sponsored and participated in Pride on the Bay.



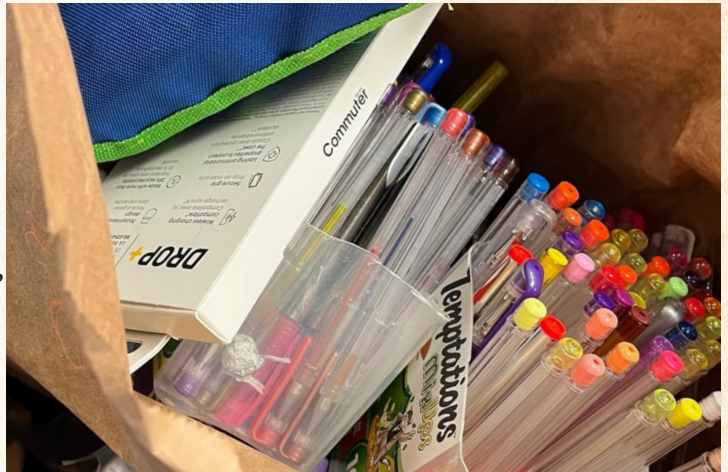
Erie

From November 1 through December 31, shoppers earned \$1 in Co-op Cash for every local item purchased. Last year, this promotion added up to more than 6,500 local items bought — a big win for our local producers and our community.



Education

From March through April, our donation drive for the Inner-City Neighborhood Art House helped support art education for local youth. Thanks to the generosity of our shoppers, we collected over \$1,356 worth of art supplies, providing essential materials to inspire creativity, develop artistic skills, and nurture a love of the arts in our community's young people.



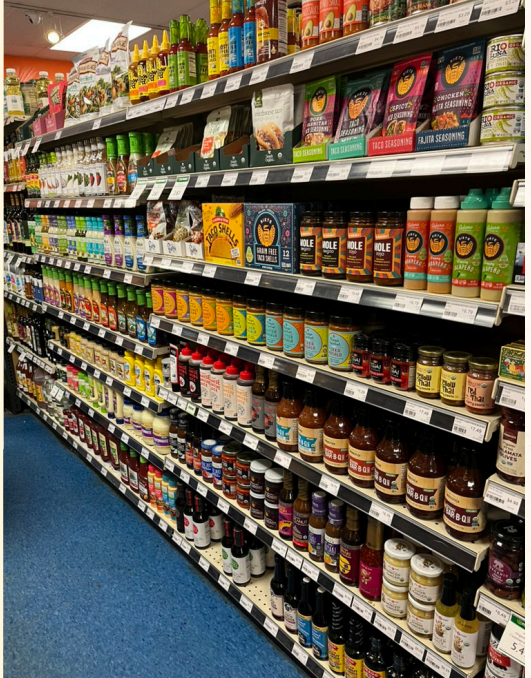
Environment

From July through August, thanks to the generosity of our shoppers and members, our Leaves for LEAF promotion successfully planted a fourth tree at LEAF! Together, these four trees are estimated to capture around 70 pounds of CO₂ this year. Each donation helps grow our community forest, support a healthier environment, and engage everyone in making a positive impact on our local ecosystem.



Financials

Profit and Loss		July 2024-Jun 2025
Total Sales		\$4,935,834.80
Sales Discount		\$(75,829.74)
Total Income from Sales, Less Discounts		\$4,860,005.06
Total Cost of Goods Sold		\$ 2,926,365.87
Gross Profits		\$1,933,639.19
Personnel Expenses		\$1,450,690.63
Occupancy Expenses		\$134,085.12
Operating Expenses		\$206,665.96
Administrative Expenses		\$125,332.92
Marketing & Outreach		\$34,595.54
Governanace		\$15,258.36
Depreciation & Amorization		\$72,906.00
Total Expenses		\$2,039,534.53
Total Other Income		\$335,381.07
Total Other Expenses		\$22,747.84
Net Income		\$206,737.89



Balance Sheet	Jun 2025
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Assets		
Total Current Assets		\$380,252.49
Total Fixed Assets		\$1,234,379.14
Total Other Assets		\$ 411,872.30
Total Assets		\$2,026,503.93

Liabilities and Equity

Liabilities		
Total Current Liabilities		\$453,497.81
Total Long-Term Liabilities		\$367,369.21
Total Liabilities		\$820,867.02

Equity		
Member Stock		\$626,421.50
Retained Earnings		\$372,477.52
Net Income		\$206,737.89
Total Equity		\$1,205,636.91



Equity and New Members

	Member-Owner Count	Equity \$
New Members	389	\$33,860
Reinstatement	44	
Equity Refunds	27	\$(2,490)
Equity Remittance From Inactive Member-Owners	17	\$(1,375)
Total Member Growth	345	\$29,995
Previous Membership	6,776	\$596,427
Total Member Stock	7,121	\$626,421.50



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