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# NATURAL HARVEST

FOOD CO-OP

*Locally owned,  
organically grown.*

Natural Harvest Food Co-op, Inc.

## Annual Report FY2025





## ***Natural Harvest Food Co-op ENDS policies:***

1. A broad region of shoppers that are connected to the strengths, inclusiveness, and relationships of our thriving local economy.
2. Community members are aware of local health and wellness opportunities.
3. People in our area have access to healthy food, products, and resources.
4. Our shoppers have access to a network of producers that help sustain a regional food system.

## ***Natural Harvest Food Co-op Mission Statement:***

At Natural Harvest Food Co-op, we are committed to a sustainable future through communication, cooperation and education.

We provide quality food, products and services for the health and well-being of our families, our community, and our planet.



# General Manager's Report - FY 2025

*Briana Sterle, General Manager*

Another trip around the sun marks a successful year for our Co-op! Thanks to our co-op staff, owners, and shoppers, year 2025 closed with 5.16% sales growth and a 2.44% NET income before taxes. In addition to this, we were able to pay off our final round of owner loans that were used as capital to finance our store expansion!

As an operations team our staff worked together to improve our skills yet again. We did this through leadership training programs, improving our workplace culture commitment, attending trainings and conferences, and a lot of cooperation. With our improved skills, staff led our Co-op through new challenges to bring to our community the products we count on. We faced challenges that included supply chain disruption when our primary supplier, United Natural Foods (UNFI), shut down due to a

cyber-attack, the continued increase of food inflationary rate, and a 43-day government shutdown which caused our sales growth to decline. Let us be thankful for our staff for all their dedicated work!

Throughout the year we made investments in the long-term sustainability of our Co-op through capital investments, repairs, and continued growth in staff wages. A few of the improvements included an upgraded phone and paging system, a new produce cooler, new produce fixtures, and the sealing and coating of our parking lot.

Now that 2025 has come to an end and we make our way through 2026, there are continued challenges we must work together to overcome. As we continue to navigate the challenges of

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inflation, it is important we all stay committed to our cooperative roots through the continued patronage of our amazing Co-op.

Every dollar we spend at our Co-op helps keep it financially healthy. It allows our Co-op to continue offering the products we love, employing 40 of our local community members, and keeps our money circulating within our local communities through the utilization of local products and services.

Thank you to our staff for their continued dedication and thank you to our co-op owners and shoppers for your continued patronage! Your patronage is what supports our Co-op and allows us to make the necessary investments that keep our Co-op going year after year.

In Cooperation,

Briana Sterle

General Manager & Owner



**Thank  
you for  
a great  
2025!**



**\$4,943,588**

**Total Sales in FY2025**

**5.16%**

**sales growth  
over FY2024**

**\$1,112,482**

**invested in 38 staff**

**133**

**new Owners  
in FY2025**

**\$26,119** rounded up  
for charity

**4,880**

**total Owners**

**13**

Local growers provided  
3265 pounds of produce

**347** Avg. shoppers  
per day

**8,634**

Pounds of food saved from landfill through  
donations to local food pantry.

**\$3,037,371**

Sales to Owners

**53%** Sales to  
Owners

**11 + MWH**  
solar power generated







## Annual Report from the Board of Directors - 2026

*Edie Carr, Board President*

Last summer, when Jon Steinman visited Natural Harvest, he opened with a simple line that stuck with many of us: “Hi, I own a grocery store.” It was a reminder of something easy to forget in the day to day bustle — each of us does own this cooperative. Each of us has a stake in its progress, its challenges, and its future.

Jon helped us look at the cooperative movement through both a historical lens and a forward looking one. The truth is, we’re in a competitive grocery landscape. Many stores now carry the natural and organic products that once set co ops apart. That’s our past and our future in a nutshell — adapting, evolving, and staying true to who we are.

### **A Year of Strong Progress**

Natural Harvest had a record year. While we didn’t quite hit our \$5 million sales goal, we came very close — and surpassed several other important goals along the way.

One major milestone was completing the payback of the owner loans that made our expansion possible. That achievement reflects the trust our owners placed in us and our commitment to honoring that trust.

We also continued to strengthen our community connections. Our monthly Round Up program remains a powerful way to support local nonprofits doing meaningful work every day. Those organizations deeply appreciate the generosity of our shoppers.

And of course, none of this would be possible without the steady leadership of our General Manager, Briana, and the dedication of our staff. Their hard work is at the heart of every success we celebrate.

### **Board Work: Strengthening Governance & Vision**

Behind the scenes, your Board has been focused on ensuring that Natural Harvest stays aligned with its mission and vision — our ENDS.

This year, we made significant progress updating our governance processes and documents. We’ve dug deep, clarified responsibilities, and strengthened the foundation that supports long term stability and growth. We remain committed, flexible, and open to new ideas.

Last May, with a full Board seated, we completed a thorough orientation. Even seasoned members learned something

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new, and the shared experience helped us move quickly into the work of assessing our vision and planning for the future.

At our annual retreat in November, we worked with our consultant, Molly Phipps, to refine our committee structure. We clarified the purpose and responsibilities of each committee, and by early 2026, we had completed updated descriptions that will guide our work going forward.

We also spent time on team building — understanding each other's strengths, communication styles, and perspectives. That work helps us function more effectively as a team.

Finally, we began developing a GM succession plan, ensuring that when the time comes, Natural Harvest will be prepared for a smooth and thoughtful transition.

### **A New Challenge: Board Recruitment**

This year brought something we haven't experienced before: not enough candidates to fill the open seats on the Board. Two members stepped down earlier in the year, and with three terms naturally ending, we now have five seats to fill — and fewer applicants than positions.

Recruitment will be a major focus for us in the coming months. A full Board is essential to representing you — our owners — effectively. If you've ever considered serving, or even if you're just curious, please reach out to any Board

member. We'd be happy to talk with you.

### **Looking Back — and Ahead**

It has been a productive year. We will continue to govern with care through financial oversight, policy review, and strategic planning. We know the grocery world is changing quickly, and we are committed to adapting while staying true to our cooperative values.

We will continue to:

- Provide steady leadership on behalf of our owners
- Maintain tradition while embracing change
- Support our owners, community, and staff
- Offer a clean, accessible, & rewarding shopping experience

Thank you for being an owner, for supporting your Co op, and for helping shape the future of Natural Harvest. Together, we keep this cooperative rooted, resilient, and ready for what comes next.

In cooperation,

Edie Carr, Board President

Income Statement	FY2025	FY2024
	Preliminary	Final
Gross Sales	\$4,943,588	\$4,701,234
Cost of Goods	-\$3,038,974	-\$2,891,497
Gross Profit	\$1,904,614	\$1,809,737
All Operating Expenses <i>(includes depreciation)</i>	-\$1,785,278	-\$1,698,499
All Other Expenses	-\$53,873	-\$57,822
Other Income	\$52,903	\$56,680
<b>NET Income (Loss)*</b> <i>*before taxes and patronage rebate</i>	<b>\$118,366</b>	<b>\$110,096</b>

Balance Sheet	FY2025	FY2024
	Preliminary	Final
<b>Assets</b>		
Current Assets	\$1,329,464	\$1,330,208
Fixed Assets	\$2,373,148	\$2,480,676
Other Assets	\$90,092	\$83,147
<b>TOTAL ASSETS</b>	<b>\$3,792,704</b>	<b>\$3,894,031</b>
<b>Liabilities</b>		
Current Liabilities	\$322,534	\$490,456
Long-Term Liabilities	\$1,191,503	\$1,267,297
<b>TOTAL LIABILITIES</b>	<b>\$1,514,037</b>	<b>\$1,757,753</b>
<b>Equity</b>		
Owner Equity	\$332,423	\$319,773
Retained Earnings	\$1,512,074	\$1,382,335
Other Equity	\$434,170	\$434,170
<b>TOTAL EQUITY</b>	<b>\$2,278,667</b>	<b>\$2,136,278</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$3,792,704</b>	<b>\$3,894,031</b>



**Here's to another year of  
successful cooperation!**