



KINGSTON FOOD CO-OP YEAR IN REVIEW

20
22



2022: BUILDING STRONG FOUNDATIONS



A NOTE FROM THE COUNCIL



Dear Co-op Members,

In 2022, the Council was focused on **building strong foundations** – in every sense of the phrase. We were forced to introspect and answer difficult questions that we were able to learn and grow from. We strengthened foundational documents, drafted a revision of the bylaws, formed new partnerships, hired and began working with member-selected architects, grocery designers and construction managers, refined our programming with the help of community members, and so much more. After a long, laborious year, we say goodbye to 2022 with final drafts of the grocery store floor plan and solid business plan to get us to and through opening. Looking back, we are so grateful for the work we were able to accomplish, and we are equally grateful for the support and feedback we received from co-op members and the community.

In 2023, **we're turning dreams into realities**; we're gearing up to build! We're very excited to share where we are now and where we plan to go next with the physical store, programs, and the organization as a whole.

Thank you for your continued support and patience on this journey, and as always – we can't wait to shop alongside you at our community-owned grocery store!

EQUITY, ACCESS, AND COMMUNITY INTEGRATION

Engaged over 40 members in our "Build Your Own Co-op" event with MASS to receive feedback and direct member input during the pre-design phase.



Council members Lyndsay, Keyvious, and Outreach Coordinator Siobhan at office hours in the Broadway Bubble October 2022

Conducted a Member Survey to ensure all of the members' voices were included in the programming selection and schematic design of the co-op



Members creating a layout for our building at our "Build your own co-op" event September 2022

Held 4 sessions of office hours to provide an in-person opportunity for members to connect with the council.



Operations Manager Sonia gathering feedback from the community regarding our building's programming and design at the Center for Creative Education's Thanksgiving event November 2022

Welcomed **88 new members** in 2022

Welcomed 43 new solidarity members



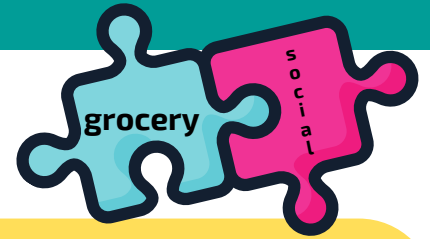
Council member Keyvious welcoming new co-op members at Harambee's Annual African American Festival August 2022

Achieved 19% Solidarity Membership (1% from our goal)

Raised \$1,295 towards our Solidarity Fund

BUSINESS DEVELOPMENT AND CAPITAL PROJECT

BUSINESS DEVELOPMENT



- We created a **comprehensive business plan** that integrates the **grocery programming** and **social programming** aspects of the Co-op. This ensures that we have a viable business model that can meet our mission, vision and core values.
- We **updated our Market Study** to be more reflective of the Midtown community of Kingston

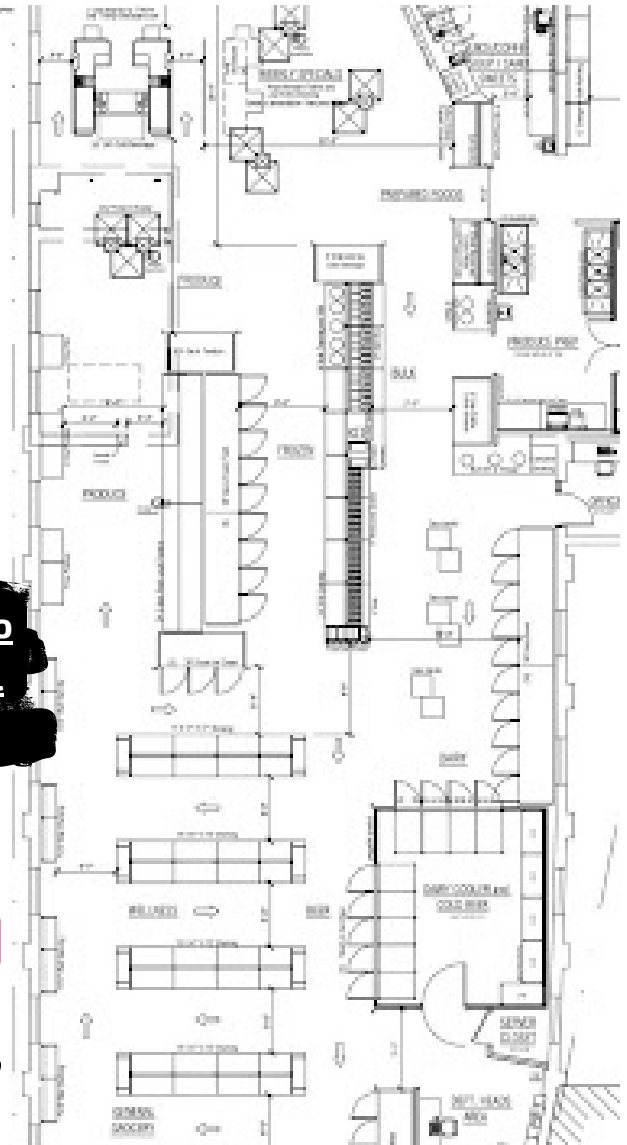
CAPITAL PROJECT



- **Hired MASS Design Group** and embarked on expanding the 708 Broadway building into a functional store space
- **Completed pre-design phase** (with major help from our Members during our "design your coop event") in November 2022
- **Hired Owners' Representative, Susan**, to guide us through the building process
- Worked with grocery planners to create a highly **efficient grocery floor plan**

[Click here to see the full PDF.](#)

This floor plan is subject to change.



GOVERNANCE, STORE LEADERSHIP, AND FINANCE

GOVERNANCE

- Completed **bylaws revision to bolster worker member rights** that will be **voted on** by membership (**you!**)
- Instituted weekly and monthly committee reports
- Organized Policy Governance education for the council
- **Hired a lawyer** to be on retainer for the co-op
- Developed **clear staffing plans** for co-op development
- Appointed **3 new council members** →
- Council and staff members attended Up and Coming 2022 Cooperative Development Conference



Council members and staff representing the Kingston Food Co-op at the 2022 Up and Coming conference May 2022



Kendal Parker



Nina Stender



Ali Toxtli

FINANCE

- Passed our 2022 Operating budget
- Received a **\$650,000 operations grant** from the Novo Foundation
- Filed Annual Taxes



STORE LEADERSHIP

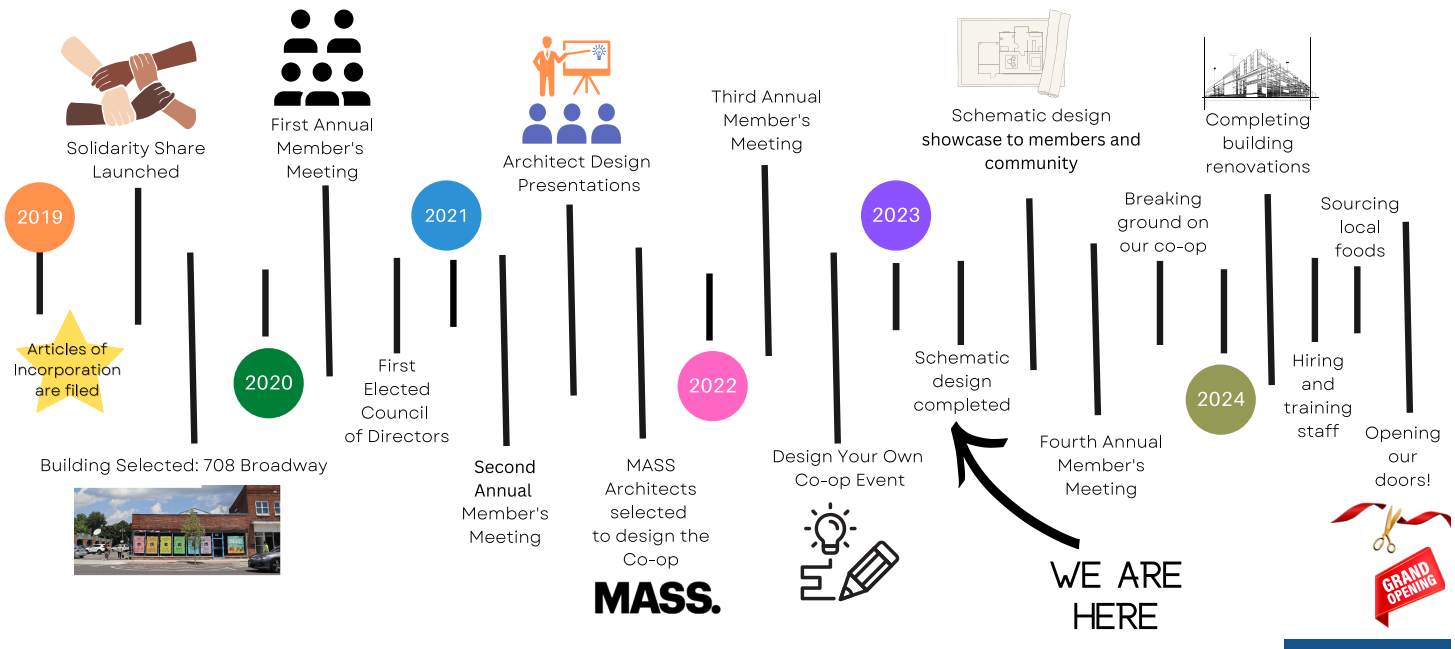
- Committee of **members participated in workshops** on shared leadership and servant leadership
- **Interviewed 8 individuals** from organizations with shared leadership structures
- Produced a **report and presentation** for the council with a **summary of research and recommendations** on potential ways to incorporate shared leadership

WHAT'S NEXT AND HOW YOU CAN GET INVOLVED

KINGSTON FOOD COOP



PROJECT TIMELINE



2023: TURNING DREAMS INTO REALITY

WHAT'S IN STORE FOR 2023?

- **Groundbreaking!** The building design will be finalized in 2023 and construction will begin!
- **We are looking for an interim store leader** to help prepare us for opening. Stay tuned for details on this role.
- **Our members are voting on our bylaws revision!** Look out for details on the revisions we are proposing that **increase Worker Members' Rights** in the Co-op. We need one-third of our members participating in the vote for it to be valid.

HOW CAN YOU GET INVOLVED?

- Our **4th Annual members' meeting** will be held on **Saturday, April 1st 2023**
- Read the **monthly newsletters** to stay up to date with your co-op
- Join the **monthly council meetings** or watch council meeting recordings on **YouTube**
- **Run for a seat** on our council
- **Vote** in the council elections
- Attend **quarterly member gatherings**
- **Visit office hours** on the first Wednesday of every month at the Broadway Bubble
- Participate in the **building design workshops** coming this year