



Dear Co-op Community,

Many of us share the feeling of being overwhelmed and dismayed by what is currently unfolding across the nation. The tragic deaths of George Floyd, Ahmaud Arbery, Rayshard Brooks, Breonna Taylor, Philando Castile and many more have shaken the very fabric of our communities. Let us be clear on this point: our Co-op stands in opposition to bigotry, inequality and violence in all forms, both direct and indirect. We want to acknowledge the fact that this statement from your co-op is late. Not just a few weeks late, but 47 years late. Social justice and racial equity are long-term issues that require long-term solutions.

As a cooperative organization, we are guided by seven cooperative principles that were first introduced by the Rochdale Pioneers in 1844. Principle seven addresses the concern for our community. While sustainability and access to healthy foods for all have always been at our core, we now recognize that diversity, inclusion, and social justice must also be central to our mission of supporting and strengthening the local economy in order to create a more vibrant community.

The store's leadership team, along with the board of directors, is working together to better understand the issues we face as a community, identify our role in addressing those issues, and work toward long-term solutions that are meaningful and impactful for the health and well-being of all people. We are asking ourselves difficult, and sometimes uncomfortable, questions with the intention of learning and evolving. Our goal is to ensure that our organization is inclusive for employees and shoppers alike as well as an advocate for diversity, inclusion, and equity in our larger Sioux Falls community.

In order to make this effort impactful, we have enlisted outside help to guide us as we take the next steps necessary to address these issues. We approach this effort with open minds and full hearts and will make every effort possible to provide the Sioux Falls community with a store that they can be proud of, and a cooperative that Black, Indigenous and People of Color can feel the same passion and ownership in as every other member of our city.

### **Sioux Falls Food Co+op**

Patrick Sayler – General Manager  
Mark Leemkuil – Grocery Manager  
Kimberly Foster – Front-End Manager  
Darin Vos – Marketing Coordinator  
Jill McManus – Board Vice Chair  
Stacy Weiland - Board Director  
Katrina Lehr-McKinney - Board Director  
Kelsie Thomas - Board Director

Dan Nguyen – Operations Manager  
Rachel Saum – Produce Manager  
Andrew Elgersma – Deli Manager  
Alex Halbach – Board President  
Annie Taylor – Board Treasurer  
Chrissy Meyer – Board Director  
Mike Haskett - Board Director  
Jennifer Kirby - Board Director