



2020 ANNUAL REPORT

Fiscal Year July 1st, 2019 - June 30th, 2020

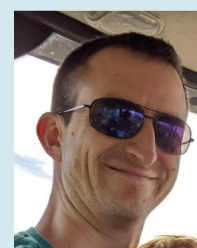
MESSAGE FROM THE BOARD

It goes without saying that 2020 has been a challenging year. Families are struggling, many people are unemployed, businesses continue to struggle and some have even shuttered their doors. With all of the difficulties, FRFC has managed to continue to not only survive but grow and make significant forward movement in 2020. We are honored to work on your behalf and we appreciate your continued support and patience. Opening a food co-op is a complicated and very involved process that must be handled with purpose and caution to ensure the long-term success of the venture. We do all of this with your investment in mind.

We are also in need of more support. A cooperative is only as strong as its engaged owners and eight people on a board cannot efficiently do the work of getting a store opened. WE NEED YOU! We need people with experience in many areas of business, policy and formal writing to join as owner volunteers to help us get to the end goal of a grocery store that meets the needs of our owners and community.

MEET YOUR BOARD

You have a very committed and hard-working board. A lot has been accomplished and we are very excited for what the next year may hold for FRFC! Pictured left to right are: Jessie Clemens, Lois Bendix, Brandon Otway, Tom Connolly, Rayleen Worcester, Casey Dabrowski, Shara Dabrowski, Laine Yandell, and Garrett Holl,



FREE RANGE FOOD CO-OP



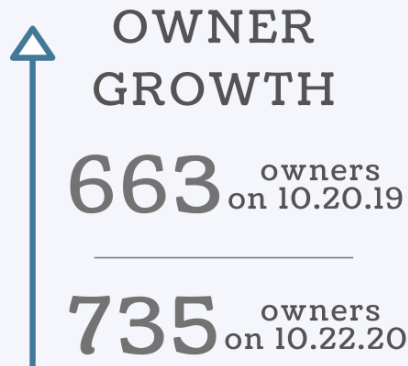
Our Year
In REVIEW
2020

TOP TEN HIGHLIGHTS OF 2020

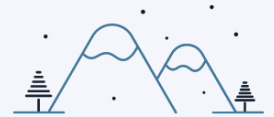
- 1 Went through a mission and visioning rebranding process.
- 2 Strengthened our internal systems and operations to ensure long-term stability for the co-op and board.
- 3 Hired our first employee, Jessy Goble, to be our Outreach and Volunteer Coordinator.
- 4 Attended Up and Coming Conference in Wisconsin.
- 5 Successfully transitioned to meeting online when covid-19 deemed it necessary. Our processes remained intact and we were able to continue forward progress.



- 6 Strengthened relationships with growers and producers.
- 7 Held a series of online educational classes for owners and the general public.
- 8 Transitioned our book club to an online format and were able to continue the meetings and relationships between participants.
- 9 5th Annual Owners Meeting was held over Zoom on October 22nd. Two new board members joined the team, bringing our board membership to eight.
- 10 Began site selection and are working with a local contractor and owner on possible sites.



CHALLENGES IN 2020



Covid-19 resulting in reduced outreach opportunities. Lack of owner engagement slowed development process.

GOALS FOR 2020

- 1 Reach 900 owners by December 31, 2021.
- 2 Raise additional revenue for site selection costs through owner drive.
- 3 Owner volunteer base is large enough to meet demand by March 31, 2021.
- 4 Evaluate alternatives to costly Basecamp project management system.
- 5 Capital campaign is planned and ready to execute when the time comes.
- 6 Finalize business plan.
- 7 An equity and inclusion policy is written, adopted and implemented.
- 8 Strengthen the identity of our co-op through consistent communication and creation of new promotional materials that will increase visibility and reach of FRFC throughout Grand Rapids and surrounding cities.



CONNECT WITH FRFC

- PO Box 842
Grand Rapids, MN 55744
- freerangefood.coop
- freerangefoodcoop@gmail.com

Engage with FRFC on social media!
@freerangefoodcoop



HOW CAN WE MAKE 2021 Even Better?

Through the cooperative model, we can achieve great things together. Together, we own Free Range Food Co-op and we, the owners, will determine the success and failure of the development of our store. With your participation and support, Free Range Food Co-op WILL be a physical space.

Here's to more cooperation in 2021!

MISSION STATEMENT:

"Free Range Food Co-op is a cooperatively-owned grocery store committed to community well-being through access to local, wholesome, organic foods and goods."

VISION STATEMENTS:

In 2020, we underwent a mission and visioning process to update both documents to reflect the growth that has happened within our organization. The new vision of FRFC states that:

Because of us...

1. We have a thriving, cooperatively-owned grocery store which welcomes everyone and cultivates relationships with people in Itasca County and beyond.
2. We have engaged and involved owners who actively work to strengthen the co-op through cooperative ownership and collaboration.
3. We have a growing, resilient, regional food system through direct support to local growers and producers.
4. Our community has a leader that models and promotes sustainable business practices and environmental stewardship.
5. We have a welcoming space where people come together to share ideas, learn, and empower each other through education and cooperation.

ANNUAL HIGHLIGHTS

“*Thank you for your work to pursue this important project. Coops are so important!*”

-Quote from 2020 community grocery survey

Thanks to the generous contributions and success of our mini capital campaign last year, we were able to hire and work with our first employee, Jessy Goble. Her title was Outreach and Volunteer Coordinator and she brought a wealth of experience and knowledge to our co-op. Through her tireless efforts on many fronts, the co-op grew and many tasks were completed.

Many of the board members did a lot of policy work to ensure the long-term success of both the store and the board of directors by drafting policies, procedures, expectations, and compiling an all-encompassing board manual. This work will continue into the future as the need arises.

We have settled on hiring a consultant to create our pro forma which will guide our financial decision making and forecast our income and potential profit as decisions are made over the coming months.

The board voted to give up our space at Old Central School in an attempt to make better and more responsible use of our owners' dollars. The space was underutilized and was costing us valuable funds that are being reallocated for site selection costs.

Earlier this year our outreach coordinator and two board members attended Up & Coming, a food co-op conference. They returned with knowledge and connections to help us continue development of the co-op.

Becky LaPlant, a fellow owner and workshop facilitator phenom, helped us work through a mission and visioning process that allowed us to rebrand and update our statements. Next, we will work on drafting an inclusion policy.

POLICY WORK

This year, a lot of time was spent creating policies and manuals that will drive and guide the work of the co-op and board of directors. The next two pages show the table of contents of our Policy Register and Board Member Manual, so you can see the highlights of what was created. Owners can request a copy of any formal documents by emailing the co-op.

Free Range Food Co-op

Policy Register

TABLE OF CONTENTS

POLICY	ADOPTION/REVISION HISTORY
Introduction to Policy Governance	6/19/18, 4/27/20
Policy Governance Principles	6/19/18
A. Ends Policy	
B. Executive Limitations	
B – Global Executive Restraint	4/27/20
B1 – Financial Condition	4/27/20
B2 – Planning and Budgeting	4/27/20
B3 – Asset Protection	4/27/20
B4 – Ownership	4/27/20
B5 – Treatment of Customers	4/27/20
B6 - Staff Treatment & Compensation	4/27/20
B7 – Communication to Board	4/27/20
B8 – Board Logistical report	4/27/20
C. Board Process	
C – Global Governance Commitment	6/19/18
C1 – Governing Style	6/19/18
C2 – The Board’s Job	6/19/18
C3 – Agenda Planning	6/19/18
C4 – Board Meetings	6/19/18, 4/27/20
C5 – Director’s Code of Conduct	6/19/18
C6 – Officer’s Roles	6/19/18, 4/27/20
C7 – Board Team Principles	6/19/18, 4/27/20
C8 – Cost of Governance	6/19/18
C9 – Board Relationship to Owners	6/19/18
C10 – Endorsements	4/27/20
D. Board Management Relationship	
D – Global Board-Management Communication	4/27/20
D1 – Unity of Control	4/27/20
D2 – Accountability to the General Manager	4/27/20
D3 – Delegation to the General Manager	4/27/20
D4 – Monitoring General Manager Performance	4/27/20

BOARD MEMBER MANUAL

GUIDELINES FOR BOARD LEADERSHIP DURING CO-OP DEVELOPMENT..... 1

GENERAL BOARD INFORMATION.....2

- Board Charter
- Board Member Roster
- Board Meeting Schedule
- Board Member Position Descriptions
- Co-op Internal Communications
- Procedures and Forms
 - Financial Procedures
 - Internal Operations Tracking
 - Board Evaluations
 - Team Charter Template
- Cumulative motion document
- Annual strategic plan
- Annual calendar
- Annual budget
- Resources, (Websites, Social Media and other organizations)

BOARD POLICY AND EXPECTATIONS.....3

- Procedural Expectations
- Policy Register
- Board Evaluation and Self-Assessment Tools
- Teams & Charters
 - Board Development
 - Business Plan
 - Finance
 - Outreach & Marketing
 - Owner Engagement
 - Site Selection

ORGANIZATIONAL, LEGAL AND HISTORICAL DOCUMENTS.....4

- Developmental Summary
 - Mission
 - Seven Cooperative Principles & The Values
 - Historical Timeline
 - Development Timeline
 - Market Study Results
 - Historical timeline
- Articles and Bylaws
- Annual Reports

DEVELOPMENT TIMELINE

As we work through the process towards opening our store, Free Range Food Co-op is following a timeline that includes three main stages of development, with the second and third stages each divided into sub-stages.

This timeline is driven by task completion as well as owner and support - both are closely evaluated at each development stage. We will work carefully within this timeline, and address the critical tasks and ownership goals before moving on to the next stage.



“ I’m really looking forward to a great co-op in our area with good selection. I’m tired of driving elsewhere to get the products I need. I would love to be able to support more local companies and farms by shopping at Free Range when it opens. ”
-Quote from 2020 community grocery survey

STRATEGIC PLAN

The work we did this year has set up the next steps in the journey to opening our grocery store! In 2021, the board will work toward accomplishing the following goals in order to move us from development stage 2B: *Planning* into stage 3A: *Pre-construction & Capital Campaign*.

1. Complete Business Plan.
2. Raise additional revenue for site selection costs through new owner drive.
3. Owner Volunteer base is large enough to meet demand by March 31, 2021.
4. Evaluate alternatives to costly Basecamp project management system.
5. An Equity and Inclusion Policy is written, adopted, and implemented.
6. The Site Selection team continues work on site selection.
7. Capital Campaign is planned and ready to implement when needed.



YEAR OVER YEAR FINANCIALS

Our board works hard to be responsible with the funds owners have invested in FRFC. Below are this fiscal year's financial statements with last year's for comparison.

BALANCE Sheet FY 2020 July 01, 2019 – June 30, 2020		BALANCE Sheet FY 2019 July 01, 2018 – June 30, 2019	
Assets		Assets	
Affinity Plus FCU	22,860.78	Affinity Plus FCU	17,462.66
Affinity Plus FCU Savings	1,412.35	Affinity Plus FCU Savings	1,410.92
PayPal Merchant	530.12	PayPal Merchant	403.83
Accounts Receivable		Accounts Receivable	
Accounts Receivable	2,546.50	Accounts Receivable	2,625.00
Allowance for Doubtful Accounts	-546.50		
TOTAL ASSETS	\$26,803.25	TOTAL ASSETS	\$21,902.41
LIABILITIES AND EQUITY		LIABILITIES AND EQUITY	
Liabilities		Liabilities	
Liabilities	4.48	Liabilities	1.92
Equity		Equity	
Class A Equity	7,425.00	Class A Equity	4,425.00
Class B Equity	22,150.00	Class B Equity	16,150.00
Class C Equity	25,775.00		
Opening Balance Equity	43,343.00	Opening Balance Equity	43,443.00
Unrestricted Net Assets	-43,121.01	Unrestricted Net Assets	-28,313.95
Net Income	-28,773.22	Net Income	-14,803.56
TOTAL LIABILITIES AND EQUITY	\$26,803.25	TOTAL LIABILITIES AND EQUITY	\$21,902.41
INCOME STATEMENT FY2020 July 1, 2019 - June 30, 2020		INCOME STATEMENT FY2019 July 1, 2018 - June 30, 2019	
INCOME		INCOME	
grants, other public support & interest	1,000.00	grants, other public support & interest	2,109.45
PROGRAM INCOME		PROGRAM INCOME	
Miscellaneous revenue	437.81	Miscellaneous revenue	540.84
sales of promotional Products	305.06	sales of promotional Products	1,232.72
TOTAL INCOME	\$1,742.87	TOTAL INCOME	\$3,883.01
OPERATING EXPENSES		OPERATING EXPENSES	
2019 Annual Meeting	510.80	2018 Annual Meeting	1,097.35
Capital Campaign	1,034.49	Registration and event fees	35.00
Community Education Wages	6,493.50	Charitable contribution	100.00
Community Events	155.00	Accounting fees	150.00
Accounting fees	750.00	Grow-Op	2,232.42
Rent	4,316.70	Financial Feasibility Study	1,500.00
Operations (advertising, subscriptions, postage)	2,687.61	Legal Fees	1,750.00
Website	606.30	Rent	3,905.66
Insurance	502.00	Operations (advertising, subscriptions, postage)	1,849.23
Outreach	11,508.66	Website	554.00
Travel, Training, & Conferences	1,324.67	Insurance	502.00
PayPal Fees	591.13	Outreach	809.90
Board Development	35.23	Travel, Training & Conferences	3,654.51
TOTAL EXPENSES	\$30,516.09	Bad Debts	546.50
NET INCOME	\$-28,773.22	TOTAL EXPENSES	\$18,686.57
		NET INCOME	\$-14,803.56

THE OWNERS OF FREE RANGE FOOD CO-OP

Sarah Verke	Keith Wick	Julie Halvorson	Cindy Bengtson	Brynden Lenius
Corinn Tiwari	Rachel Holker	Asia Hustad	Renee Nash	Chris Bergquist
Jen Toewe	Heather Brown	Amanda Grubbs	Brad Nelson	Judy Grewe
Deanna McIntyre	Nancy Schlader	Jennifer Barr	Joyce Peraaho	Jo Manbeck
Mary Augustyn	Rebekah Svadlenka	Dan Richter	Kathy Dodge	Nathan Waech
Rebecca Gramdorf	Dan Kuntz	Brian Miller	Cara Prokop	Jim Azure
Anna Eastman	Sara Swanson	Katie Tierney	Kathleen Blake	Lois Bendix
Katelyn Dokken	Kagen Waage	Kathleen Cone	Renee Weedman	Cam Childs
Calleigh Kruse	Wendy Nyberg	Lisa Whelan	Anna Oliver	Alida Zimmerman
Carrie Barsness	Lorrie Yeschick	Renae Rasmusson	Becky Stocker	Mary Witte
Jessica Odden	Mitchell Slater	Sam Evans	Kristi Matteson	Sherrri DeYoung
Shirley Loegering	Patty Jo Erven	Ron Gustafson	Shawn Matteson	Lisa Carsrud
Melanie Jacobson	Bruce Robinson	Jessica Colter	Lou Hendrickson	Margaret Matteson
Melissa Nelson	Craig Turnboom	Kelly Kabotoff	Tanya Hebrink	Meadow Kouffeld
Tammie Wise	Maren Hagen	Lauren Beckfeld	Emma Figgins	Michael Tiwari
Sylvianne Stoltzman	Diane Pittenger	Katie Lick	Kim Brown	Jane Turnboom
Kacie Stanek	Julie Tracy	Jennifer Stefan	Lisa Kellin	Kathy LaDoux
Daniel Jelle	David Lick	Max Peters	Maybeth Olson	Janna Salmela
Annaliesa McCartney	Molly Miskovich	Erikka Demuth	Mary Kosak	Betty Fremont
Teresa Larson	Samuel Friesen	Nancy Arnhold	John Zasada	Taylor Swann
Deb Smith	Lisa Bolton	Liz Bonner	Jacque Christenson	Joni Namyst
Traci Lessman	Mark Hawkinson	Tia Miskovich	Kathleen Schroeder	Cathy Jo Niewind
Nathan Tiwari	Bonnie McLynn	Paul Robertson	Colleen Hackley	Kathryn Scharpf
Sandra Turner	Jessica Volkmann	Amy Dolan	Brad Anderson	Carol Gielen
Randy Cain	Brandon Otway	Kendra Mitchell	Michelle LaPlant	Rosemary Brenden
Steve Swentkofske	Adam LeSarge	Kari Schultz	Simon Wilson	Brittani Casper
Jane Jewett	John Davis	Meade Davis	Michelle Girtz	Courtney Kerns
John Connelly	Vera Mahon	Anna Johnson	Garrett Holl	Naomi Fillbrandt
Susan Hanson	Gene Baker	Cody Presley	Mark Bookey	Don Johnsrud
Rossi Gangl	Douglas Heiken	Steve Sovada	Jessie Clemens	Suzanne Rian
Andrea Heldt	Shaina Ruder	Laura Bischoff	Patricia Browne	Renae Ross
Kari Hedlund	Mary Roy	Heidi Lonson	Heidi Clairmont	Paula Ross
Traci Gangl	Becky LaPlant	Carrie Thorvig	Kathryn Cargill	Terry Matteson
Ashley Brubaker	Vicki Sinha	Katie Marshall	Laurie Lightfoot	Kristi Nelson
Amy Marrier	Dennis Moon	Heather Erickson	James Perunovich	Chris Fulton
Allissa Reynolds	Consuelo Barnes	Debra Nyquist	Pam Hamilton	Vern Simula
Jaci David	Lindsay Mattson	Alicia Hawkinson	Mary Spoden	Carolyn Humpal
Kayla Rondeau	Jess Wilson	Rebecca Philips	Tony Pierce	Athena Moody
Aaron Verke	Merry Moody	Renee Cole	Diane Oman	Keith Friesen
Mary Magnuson	Eric Patterson	Trinity Hemmila	Angela Smith	John Hays
Michelle Anderson	Gary O'Brien	Teresa Matetich	Brede DeSchepper	Taneen Pacini
Lori Bondhus	Betsy Minerich	Philip Imholte	Amy Smith	Steven Zeier
Sandra Radovich	Luann Rowell	Tiffany Gesme	Teresa Brunetta	Jansie Lenius
Christine Storrs	Gayle Guthrie	Cynthia Sage	Neil Grunke	Diana Daigle
Terri Radovich	Kayla Shorma	Jack Muhar	Matt Alstad	Michelle Matteson
Kathy Ross	Kari Ritter	Susan Hutchins	Ross Williams	Sandra South
Lynette Schmidt	Darin Skaudis	Karen Noyce	Ann Koetz	Cindy Feyder
Beth Prewett	Lynne Bliss	Tricia Sterle	Joseph Chandler	David Marty
John Schroeder	Nicole Johnson	Dan Root	Renee Bymark	Emil Slack Jr.
Katie Aho	Jeffrey Allen	Rebekah Coffield	Brenda Ruesink	Timothy Newstrom
Amber Kaczor	Sara Alzen	Troy Gunderson	Anne Olson-Reiners	Jennifer Edwards
Sarah McBroom	Jessica Nelson	Alina Beer	Robert Gibbs	Kelly Tucci

Tike Sutherland	Margaret Marshall	David Decker	Nancy Hasbargen	Bill Martinetto
Jessica Newbauer	Christy Hoskins	Craig Pierce	Sonja Olfelt	Su Martinetto
Nichole Arbour	Jack Carlisle	Jerry Flint	Clayton Quirk	Tiffany Neuman
Tasha Klockow	Warren Alto	Deborah Baker	Doug Todd	Stacey Hess
Robin Washburn	William Glesener	Alex Zimmerman	Barbara Bunte	Jack Jones
Bill Schnell	Kasie VanQuekelberg	Kathleen Ropponen	Claudia LeMahieu	Bob Cahill
David Alban	Susan Wass	Matthew Moon	Sandra Thoennes	Joan McCallum
Jamie Starren	Gaea Crozier	Sandra DeOtis	Teresa Savich	Trevor Tabaka
Bernice Kane	Judy Hunt	Zachary Kruse	Donna Roth	Hank Roy
Deb Page	Cathy Burley	Jane Ahlf	Michael Young	Coby Bunna
Tanis Henderson	Aleya Champlin	Amber Marek	Melinda Wourms-Jensen	Emily Anderson
Kari James	Patrick Griffiths	William Prusi	Jeffrey Mast	Beth Graupmann
Dale Maunu	Adrienn Griffiths	Judy Christenson	Kim Thompson	Jenna Marek
Meghann Lewis	Carol Tiwari	Sean Martinson	Mary Anderson	Heidi Holtan
Beverly Coon	Janice Stejskal	Char Grell	Jayson Newman	Sue Nelson
Hallie Blenkush	Gary Burt	Gigi Haugen	Kristin Bloch	Michael McEvoy
Kristin Wochnick	Tara Johnson	Bobbi Wallor	Tao Howard	Barb Veit
Jamie LeMahieu	Kerstie Johnson	Simon Lick	Norma McCartney	Deanna Ensley
Lisa Owens	Christa Berg	Toni Huber	Betsy Whirley	Katy Hafar
Teresa Hinkkanen	Amanda Doran	Judy Sherman	Ann Smith	Barb Popkin
Troy Beaty	Jeen Ruff	Jack Radovich	Kayla Schubert-Aubid	Yvette Schultenover
Gayle Fuller	Sandie Hurlburt	Laura Dahline	Karen Durfee	Vicki Andrews
Ilene Anderson	Andrew Tri	Teresa Heikkila	Willow Loney	Sally Hagman
Christine Rostvold	Ellen Ardery	Amanda Tabaka	Dion Holcomb-Card	Jeni Pellersels
Scotty Puglisi	Alana Hughes	Harold Baham	Christi Powers	Kristin Hanks
Cassandra Bauman	Evelyn Pelleymounter	Kathleen Theis	Veronica Hull	Matt Mlinar
Corrine Mann	Noreen Hautala	Dianna Kachinske	Lynn Mizner	Adam Greniger
Patti Farrell	Keith Poliachik	Wayne Speedling	Merrild Sonja	Karen Oothoudt
Susan Mattson	Lea Friesen	Gina Huju	Nancy Reed	Michelle Davies
Angie Baratto	Lisa Buchanan	Kathleen Safe	Elise Widen	Gretchen Waite
Laurie Troumbly	Michelle Brauner	Doran Newton	Heidi Bentow	Tony Dahline
Ken Larson	Joyce Watson	Alice Niewind	Gloria Arlich	Cori McCumsey
Casey Dabrowski	Carolyn King	Hannah Chesness	Jessica Setness	Sarah Mell
Shara Dabrowski	Ashok Sinha	David Owen Hayes	Brenda Johnson	Vicki Glenn
Lili Allen	Diane Gross	Katie Petermeier	Patricia Lenoach	Denise Ozanich
Emily Bujold	Elyse Huseby	Loretta Kemp	Alan Norgard	Mandy Foss
Patricia Muir	Natalie Anderson	Sherry Thompson	Laura Marshall	Melissa Dirkes
Lael Storlie	Kathryn Christenson	Molly Tulek	Lynnette Mackey	Missy Eiden
Brian Minerich	Josh McCartney	Megan Kellin	Gina Hale	Lisa Solberg
Chelsi Drobnick	Susan Loeffler	Daryl Arola	Gina Vidmar	Lindsey Hallam
Sara Hammann	Holli Goodman	Mimi Barzen	Julie Roy-Dahline	Carrie Schlicht
Amanda Wirta	Elizabeth Johnson	Catherine Mulcahey	Tom Pangel	Tammy Mattonen
Lucy Cline	Tom Williams	Holly Downing	Keyna Childs	John Risberg
Dan Carlson	Jason Reed	Nancy Mike-Johnson	Madeline Melton	Brandy Maki
Patricia Carlin-Janssen	Terry Pearson	Rebecca Colby	Colleen Smith	Sandra LeBlanc-Boland
Kevin Gildner	Regina Hawkinson	Deb Filipiak	Tom Connolly	Debbie Lokken
Nancy Grossman	Steven Larson	Stacy Holl	John Michels	Chuck Hildebrandt
Katherine Burns-Christenson	Lana Bjorgum	Connie Vincent	David Kuschel	Jennifer Wilson
Patty Ous	Megan Brekke	Vicki Champlin	Allison Herr	Joan Gunderman
Raelyn Warner	Susan Hawkinson	Sarah Koski	Veronica Rohloff	Linda Flanagan
Amanda Hilligoss	Becky Semmler	Scott Koski	Maisie Blaine	Leanna McBride
	Molly MacGregor	Edward Wall	Erik Scott	David W. Cress

Reenie Reuter	Bill Grimm	Mary Jo Westlake	Amanda Boggs	Kathleen Spencer
Mary Woodlock	Ashley Goodman	Jan Sandberg	Elizabeth Brenden	Danielle Perron
Matti Adam	Naesa Myers	Tina Jorgenson	Bobbi Sampson	Tammi Miller
Angie Tanner	Molly Kantola	Chris Vinson	Malcolm Wallaker	Tad Howard
Roger Kocemba	Teresa Alto	Shannon Gustafson	Judy Benham	Sandy Bromenschenkel
Laura Glorvigen	Anne Johnson	Krista Gayhart	Gail Orhn	Stephanie Lipsy
Gari Smith	Janna Wolter	Daniel Lemm	Cynthia Mallon	Samantha Emerson
John Nalan	Anne Backes	Lori Lagergren	Nickalas Adams	Connie Daigle
Brian Anderson	Kimberly J Nelson	Mary Gephart	Heather Schjenken	Anne Tofte
Cindy Edwards	Sharon Kleinendorst	Kelsey Hunt	Jake Olson	Greg Taylor
Carol Barsness	Kathy Lee	Jane Souder	James Talonen	Michael Wilkus
Sami Yang	Chris Bjerke	Eileen Hoffman	Kirsten Forsgaard	Wes Tessman
Holly Christenson	Donna Hart-Kirt	Darla Clemens	Rachyne Mitchell	Carl Nordgren
Lori Flohaug	Jayne Rahier	Mike Peraaho	Ann Hauser	Sonne Jackson
Joan Bibeau	Clarissa Spicer	Marianne Worcester	Jason Ritter	Jane Hopeman
Amanda Perendy	Erik Heimark	Rayleen Worcester	Angela Jenkins	Jennifer LaFlamme
Dianne M Johnson	Brenna Holmstrom	Martha Childs	Julie Skallman	Kristen Anderson
Diane Meyer	Kristy Glines	Kelly Olson	Deborah Smith	Carol Anderson
Marie Matheson	Dana Rachuy	Sherry Jokinen	Ruth Ann Connolly	Sandra Shaughnessy
Denise Lindquist	Kathy Vilendrer	Joseph Schneider	Marissa Miller	Robyn Wahlin
Joanna Frisby	Jenny Nielsen	Jamie Mayer	Jessy Goble	Tami Krtinich
Daisy Mundt	Clare Croteau	Steven Downing	Gayle Chesness	Bert Kortekaas
Pamela Peterson	Patty Thielen	Jill Acheson	Shauna Dall	Adam Bloch
Angela Bromstad	Jennifer Dreher	Sam Augustin	Lucy Traxinger	Christy Lasky
Roberta Fahlman	Gretchen Columbus	Philip Valdez	Linda Bengé	Dianne Anderson
Bill Boutang	Todd Dickson	Douglas Hawkinson	Tia Starks	Tina Murphy
Randy Washburn	Alice Moren	Greg Hawkinson	Susan Estee	Jim Rack
Renata Bjordal	Trisha Zimmerman	Kristina Semler	Becca Longtin	Mike Olson
D Janice Angers	Kristina Gaalaas	Carol Ann Clancy	David Duxbury	Terri Friesen
Amanda Jensen	Thomas Dosen-Windorski	Robert Mattei	Amy Schulz	Mavis Johnson
Leta Brey	Anna Hines	Leith McAuley	Mona Petersen	Roger Quern
Todd Heinle	Larissa True	Renee Gibbons	Eileen Menefee	Jessica Beaty
Cindy Bailey	Kim Oja	Shirley Godwin	Jane Latimer	Lisa Dabrowski
Michael Edman	Malissa Bahr	Annie Erickson	Laine Yandell	Maiya Salmela
Sandy Schildt	Eric Northard	Kate Longley	Cary Cole-Anthony	Lucy Schneeman
Shari Aultman	Jeanne Walthour	Melissa Weidendorf	Richard Lupu	Kristin Norberg
Samantha Drawz	Kari Hutchins	Angela Ogilvie	Jason Jorgenson	Sherry Shadley
Bob Conzemius	Candice Miller	Dajana Condos	Lyn Rajala	Krista Matison
Dana Larson	Lee Ellies	Christine Friedlieb	Leah Saarela	Kathleen Nelson
Will Richter	Dawn Sherman	Laurie Bengé	Linda Bauer	Leigh Rusin
Robyn Heinle	Cindy Tuominen	Tasha Connelly	Linda Stram	
Sandy Marsh	Anna Acheson	Derek Fox	Tom Nelson	
Susan Kaiser	Mary Jane Knapp	Mary Blickenderfer	Susan Ryan	
Sharon Haiskanen	Chris Knapp	Maggie Rothstein	Christian McShane	

Thank you!