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# CULTIVATE

A SEASONAL GUIDE TO YOUR CO-OP COMMUNITY



WINTER 2021

**TWIN CITIES  
CO-OP PARTNERS  
LEADERSHIP TEAM**

**JOSH RESNIK**  
CEO

**DEB KERMEEN**  
CFO

**JAMES COLLINS**  
Senior Director of Supply Chain

**ADAM GOWER**  
Director of Human Resources

**REBECCA LEE**  
Senior Director of Purchasing  
and Merchandising

**DOUG PETERSON**  
Senior Director of  
Retail Operations

**AMY FREESE**  
Director of Marketing

**PUBLICATION  
CONTRIBUTORS**

**LEIGH MCCARREN**  
Ownership and Outreach  
Specialist

**AINSLEY JENSEN**  
Project Management and  
Production Specialist

**LAURA GLASS**  
Design

**CHELSEA KORTH**  
Photography

**CASEY COLODNY**  
Recipes and Photography  
*The Mindful Hapa*

See  
the back page  
for details  
on our cover  
photos.



*Above photo by Emily Percy, Scanning Assistant at the Wedge.  
Emily has worked at the Wedge for 27 years.*

This year, we're celebrating the Power of We. The Power of We runs through the seeds planted by local farmers to the produce they drop off at Co-op Partners Warehouse, to the hands of the staff person who stocks the co-op shelves, to your kitchen table. It's the understanding that by collectively building a local food system, we're truly stronger together. And that Power makes a huge impact in our communities through the local nonprofits funded by Change Matters, the hundreds of people employed by the co-op, and our vast network of farmers, food businesses, and makers. With each co-op purchase, our owners and shoppers are fueling our movement to make the world a better place. In this issue of *Cultivate*, learn about our partners at the Minnesota Central Kitchen, our journey toward equity and our board's vision for the coming year at the co-op.

**2021 Board of Directors**

SARITA PARIKH  
JANE SCHOMMER  
TOM PIERSON

STEVE SHARE  
EMILY ANDERSON  
ME'LEA CONNELLY

LISA FITTIPALDI  
SOPHIA NELSON  
LEAH KORGER

# NEW & NOW

## OUR COMMITMENT TO YOU DURING COVID-19 AND ALWAYS

Twin Cities Co-op Partners (TCCP) is committed to remaining a trusted resource for our owners, shoppers and staff. We're constantly adapting our stores to best meet the needs of the community during this time of uncertainty.

Please visit our website for our safe shopping practices:

[tccp.coop/safe-shopping](https://tccp.coop/safe-shopping)

Follow us on Instagram, Facebook or Twitter for updates as well.

## THE 2021 CHANGE MATTERS PROGRAM

In the wake of what has been an unprecedented year, our leadership team felt that we needed to adjust our 2021 Change Matters program to best address the current and most pressing needs in our community.

### Changes to 2021 Change Matters:

- We're focusing our Change Matters efforts on two key initiatives:
  - empowering Black, Indigenous and other Communities of Color; and
  - supporting organizations that are actively addressing the hunger crisis.
- We are adding an Owner Choice month. Owners will vote on a slate of organizations to be the recipient of the December 2021 funds as a part of the 2021 Co-op Election.

We are now accepting applications for March 2021 to December 2021. All organizations must fulfill one of the key initiatives stated above.

Find the application and more information on our website at [tccp.coop/2021changematters](https://tccp.coop/2021changematters). Applications are due Dec. 1, 2020.



## OUR ANNUAL MEETING AND ELECTION RESULTS

Our annual meeting was hosted virtually on Oct. 22, with 215 registered owners. If you missed it, you can view the meeting on our website at [tinyurl.com/y5b42kff](https://tinyurl.com/y5b42kff). You'll also find our annual report there and in stores.

A total of 1,059 owners voted in the 2020 board election. See election results on page 4.

Thank you to the owners who voted and joined us for the meeting!

## KEEPING YOU SAFE DURING THE WINTER

We're committed to your safety through all seasons. We plan to uphold our store capacity limits throughout the colder months. When you arrive at our store and we're at capacity, an employee will hand you a pager (much like you would find at a restaurant). Once you've got your pager, you can wait in your car, in our tent with space heaters or in nearby stores. When you're next in line to come into the store, your pager will go off. Simply hand the staff person your pager and walk right in!



## 12 DAYS OF LOCAL SALE

Sunday, Dec. 13 to  
Thursday, Dec. 24

Support local makers and give joy this holiday season with unique gifts everyone will adore.

## ORDER YOUR TURKEY & THANKSGIVING TO-GO!

There's still time to preorder your local turkey at [tccp.coop/turkey](https://tccp.coop/turkey) (ordering ends Nov. 19). In addition, enjoy an effortless feast with Thanksgiving catering (ordering ends Nov. 22). View the menu and order at [tccp.coop/catering](https://tccp.coop/catering).



**SIGN UP FOR CO-OP PERKS** to receive extra savings and coupons digitally! We're making it easier to save at the co-op. Visit [tccp.coop/digital-opt-in](https://tccp.coop/digital-opt-in) to get started.

# UPDATES FROM THE BOARD

## LOOKING AHEAD

As the board looks ahead to the coming year, it has established two key priorities of board service.

1. Continue its work on Diversity, Equity, Accessibility and Inclusion (DEAI) with specific goals, strategies, actions, and metrics.
2. Deepen Twin Cities Co-op Partner's connections with community stakeholders, partners and leaders as we further strengthen our local food system.

Above all, the board supports TCCP management in maintaining a safe place to work and shop during the pandemic through safety protocols and maintaining access to nutritious, high-quality food. In these uncertain times, we see daily from our staff, customers, farmers and vendors that we are truly stronger together.

## NEW BOARD LEADERSHIP ROLES

The following board members were elected by the board to fill the officer positions for the 2021 year.

**Sarita Parikh, President**

**Me'lea Connely, Vice President**

**Lisa Fittipaldi, Treasurer**

**Steve Share, Secretary**

## MEET YOUR ELECTED BOARD MEMBERS



Clockwise from top left:  
Tom Pierson (incumbent),  
Sophia Nelson and Leah Korger.

## THANK YOU EMILY AND ALEX!

Alex Slichter, Board President Emeritus, and Emily Paul, Vice President, have completed their board terms. Both served on the Linden Hills Co-op board prior to the 2017 consolidation and saw the co-op through its transition into Twin Cities Co-op Partners. Thank you for your years of service.

*"What a delight it has been to serve on the TCCP Board of Directors. I often say 'I came for the food and stayed for the co-op' and I stick by that statement. It was a joy to learn the cooperative principles and see not only a group of devoted community members who care about how their food was sourced or grown and who grew it, but also to see how a food retailer can really be rooted in community and create food systems change. I have no doubt that the next board of directors will make great food available to even more people."*

– Emily Paul, former Vice President

*"I am so wonderfully grateful for the last seven years I have served with TCCP and the privilege it has been to have the support of the owners and other directors as we have seen the organization grow. My time spent here has been both a personal and professional point of joy in my life. The organization has endured through good times and challenges while remaining committed to building community through our local food system. I will treasure my time and relationships from my service on the board."*

– Alex Slichter, TCCP Board President Emeritus

# NATIFS

## DECEMBER CHANGE MATTERS SUPPORTS THE INDIGENOUS FOOD LAB

We're proud to support the North American Traditional Indigenous Food Systems (NATIFS) with our December Change Matters funds. NATIFS is led by the founders of The Sioux Chef, co-op owners Sean Sherman and Dana Thompson.

NATIFS recently launched their Indigenous Food Lab in the Midtown Global Market in Minneapolis. They're building curriculum to promote Indigenous foodways education and facilitate Indigenous food access. They are spreading Indigenous food knowledge and training, as well as developing Indigenous food producers, creating Indigenous food access in tribal communities, and providing Indigenous education focused on Indigenous food systems. They believe that if you control your food, you control your destiny. For more information, including volunteer opportunities, see [www.natifs.org](http://www.natifs.org).



photos provided by Indigenous Food Lab.

## A YEAR IN REVIEW

Our Change Matters program supports local nonprofits through small-change donations collected at our registers. Now more than ever, Change Matters funding is critical in helping local nonprofits continue their work in empowering the community, feeding those in need, lending a helping hand, and making our communities better places to live. Here are some highlights from this year's program.

Our amazing co-op community has raised almost

≧\$115,000≦

through October!

Ferndale Market set a new record for the

**HIGHEST PRODUCT PARTNER DONATION**

to date with

**\$1,651.37**

for Community Emergency Service.

Our highest donation of the year was

**\$14,224.53**

**TO HOUSE OF CHARITY**, which serves hot meals to hundreds of people, every day.

In March and April,

⇨ **WE PIVOTED** ⇩

our funds to our community partners addressing the hunger crisis amplified by the pandemic.

**NOW ACCEPTING APPLICATIONS FOR 2021!**

Find more info on page 3.

# BEST OF 2020

At the co-op, our Purchasing and Merchandising team researches food trends, samples products and collects customer feedback to help support the unique product selection we have at our stores. Owners and shoppers let us know what they love by purchasing products that become best sellers. This year, we're sharing our customer favorites in this Best of 2020 list.



## 9 FAVORITES IN WELLNESS

- 1 -  
**BAMBOO SWITCH**  
toothpaste tablets
- 2 -  
**CHARLOTTE'S WEB**  
CBD Gummies
- 3 -  
**ELDERBERRY QUEEN**  
Syrups
- 4 -  
**ENER-C VITAMIN C**  
Drink Supplements
- 5 -  
**FAIR ANITA**  
three layer masks

- 6 -  
**FOUR SIGMATIC**  
Lion's Mane Latte Mix,  
Focus Shot and  
Adaptogen Coffee
- 7 -  
**VIVE ORGANIC**  
Original Immunity Boost Shot
- 8 -  
**NORDIC NATURALS**  
Melatonin Gummy
- 9 -  
**PRANAROM**  
Mask and Hand Purifier Sprays

## TOP 4 FAVES IN PRODUCE

This year, we've sold over 193,485 avocados and over 190,869 lbs. of bananas! Our amazing produce is a big reason shoppers choose our co-op, and year-round customer favorites include:



## 9 ITEMS CUSTOMERS LOVE

Audrey, Grocery Purchasing Coordinator

- 1 -  
**LACROIX**  
limoncello and  
watermelon flavors

- 2 -  
**BIG WATT**  
canned coffee drinks

- 3 -  
**GT'S**  
Sacred Life Kombucha

- 4 -  
**JONNY POPS**  
raspberry-blueberry pop

- 5 -  
**BEYOND MEAT**  
breakfast sausage patty

- 6 -  
**OATLY**  
chocolate chip  
oat milk ice cream

- 7 -  
**SIGGIS**  
vanilla cinnamon  
nondairy yogurt

- 8 -  
**TIA LUPITA**  
cactus tortillas

- 9 -  
**VITAL FARMS**  
eggs



Shay and Joe, Linden Hills Meat & Seafood

## TOP 3 MEAT BEST SELLERS

Customers love our local farm staples. Our best sellers were chicken breast from Kadejan and ground beef from Thousand Hills Cattle Company. Bacon from Beeler's was also high on the list!



# STAFF PROFILES

By Leigh McCarren, *Ownership & Outreach Specialist*



photos by Chelsea Korth

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## MEET KIRK

### CO-OP PARTNERS WAREHOUSE (CPW) OPERATIONS MANAGER

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#### What is your role at CPW?

As the Operations Manager, I oversee the warehouse workers, quality control team, inventory control and drivers. Generally, if there is a problem that someone needs help solving, it is brought to me. I also help figure out how we are going to get to new accounts or find transportation for picking up new product. In addition to my other duties, I help filling orders, receiving product and donations, and doing office tasks whenever I have a free moment.

#### How has business changed for CPW since the pandemic began?

In March there was a massive increase in sales that was initially very exhausting for staff. Things like potatoes, carrots, and onions were on almost every order in unprecedented quantities. Since then, business has maintained an increase but at a manageable level. We are doing far less restaurant business but have increased volume going to the stores, so our staff is just as busy if not more so.

There have been many changes made at CPW since

the onset of the pandemic to keep our employees and customers safe and healthy. We transitioned our will-call to a curbside pickup model, limited foot traffic through our admin offices, installed “toe grabs” on all our doors to help people avoid touching handles, and made changes in our warehouse and delivery area to help keep everyone as safe as possible. Our procedures for food bank donations have also changed. We previously let various groups come into the warehouse and pick out the product they wanted. Now we are working with a limited number of groups that pick up much larger amounts to distribute to the community.

#### How has CPW met the increased demand in the grocery industry?

CPW has very good relationships with our vendors and are typically able to get product as needed. We sourced new products such as canned beans, bulk pastas and bulk rice when the panic buying was in full swing in early March. We saw a big spike in the amount of dry-goods products customers were buying due to the increased demand for things like rice, flour and dried beans. We also saw a boost in sales of healthful and functional products such as fermented foods and immunity-booster shots. Although we see some shortages as farmers pivot their operations during the pandemic, overall, we've been able to expand product lines and will continue to do so with a focus on obtaining new grocery items that are locally made.

Former Health & Body Care Manager Emily Kaster is now the Store Director at Linden Hills! Charles was hired to fill her role in August.

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## MEET CHARLES

LINDEN HILLS  
HEALTH & BODY CARE MANAGER

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### What brought you to Linden Hills Co-op?

My passion for all things health-related. Over the last 15 years, I have quietly studied supplementation, nutrition and the human body. In 2017, I traveled to Japan for an internship studying business while teaching martial arts. Returning to the U.S., I served as a Boxing Coach, Muay Thai Instructor, and HBC Manager within the grocery industry before finding Linden Hills Co-op. Linden Hills' values along with its charm, location, staff, and diverse wellness department make it both a highly desirable and one-of-a-kind place to work.

### Why were you drawn to working in the natural health and beauty field?

At one point in my life, I was very out of shape, eating poorly and not exercising. When I decided to make a change, I became fascinated with supplementation and organic food. The major draw for me is the ability to impact lives.

### What are your favorite immune-boosting products?

Source Naturals Wellness Formula is one of my favorite supplements and can be used effectively to stay healthy during cold-and-flu season. A few of my favorite wellness supplements include Agarikon, Curcumin, Astragalus, Andrographis and Zinc. It's also a great idea to incorporate a naturally sourced Vitamin C rich in bioflavonoids. Additionally, incorporating things like fresh garlic and elderberry into your diet will go a long way to keep you well.

### What are your best tips for staying well this winter?

1. Number one would be rest. Listen to your body and do not ignore signs that indicate you need to relax.
2. Our sun exposure can be limited during the winter, so consider supplementing with Vitamin D.
3. Stay well hydrated.
4. Avoid processed and sugary foods.
5. Consider taking a multivitamin.
6. Exercise when able but don't overdo it. Pushing the body too hard, mentally and/or physically, especially during times of great stress, can negatively impact the body's immune response, making a person more susceptible to illness.

### What do you look forward to about the winter months?

For me, winter is a time of deep reflection. I look forward to the drop in temperature, the snow, and outdoor activities. I most enjoy building igloos and ice skating. I also enjoy the holiday season itself—classic movies, hot chocolate, and all the feel-good traditions.



As the days get colder and the nights get longer, these recipes are perfect for warming up the house and letting a little hygge in. Get inspired to wrap up in a warm sweater, turn on the oven and enjoy

# a COZY evening.



photos and recipes by The Mindful Hapa

## SAVORY PARMESAN & HERB QUICK BREAD

### GLUTEN-FREE

Serves: 8–10 people

Prep time: 10 minutes

Bake time: 35–40 minutes

### Ingredients

- 2 large eggs
- ¼ cup olive oil
- ½ cup almond milk, unsweetened
- ¼ cup chopped parsley
- ¼ cup chopped scallions (~3 med scallions)
- 1 Tbsp. fresh thyme, leaves stripped from stems
- 2 Tbsp. vinegar (I used apple cider vinegar)
- 2 cups almond flour
- 1 cup gluten-free flour
- 2 tsp. baking powder
- 1 tsp. baking soda
- ¼ tsp. salt
- ¼ tsp. ground black pepper
- 1 cup shredded Parmesan, plus some for sprinkling over top of bread

1. Preheat the oven to 350°F and line a 9"x5" loaf pan with parchment paper.
2. In a large bowl, whisk together eggs. Add olive oil, almond milk, parsley, scallions, and thyme. Stir until combined. Lastly, whisk in vinegar.
3. In a separate bowl, whisk together your dry ingredients: almond flour, gluten-free flour, baking powder, baking soda, salt, pepper, and shredded Parmesan.
4. Add dry ingredients to bowl of wet ingredients and stir until just combined. Do not overmix.
5. Spread in the parchment-lined loaf pan and sprinkle some shredded Parmesan over the top.
6. Place the pan in the oven and bake at 350°F for 35 to 40 minutes or until a knife inserted in the middle comes out clean. Serve warm and enjoy!

**Recipe Notes:** Feel free to substitute any other fresh herbs for the thyme: cilantro, basil, rosemary, dill, oregano, etc.



## VEGETARIAN SHEPHERD'S PIE

Serves: 4–6 people  
Prep time: 30 minutes  
Bake time: 50–60 minutes

### Ingredients

¼ cup olive oil  
3 garlic cloves, diced fine  
1 large onion, diced (~2 cups)  
2 14.5 cans diced tomatoes, unsalted  
½ cup white wine  
1 tsp. salt  
½ tsp. ground black pepper  
8 oz. brown mushrooms, cut into ½" pieces  
1 cup carrots, diced to ½"  
8 oz. frozen peas  
3 large russet potatoes, peeled and quartered  
¼ cup butter, unsalted  
½ cup plain Greek yogurt  
1 tsp. salt

1. In a 3–4-quart pot, heat olive oil on medium high. Add onions and garlic, and cook until onions are translucent. Add cans of tomatoes, white wine, salt and pepper. Continue to cook uncovered on medium high until most of the liquid is gone, stirring occasionally, about 15 minutes. Reduce heat to medium, and add carrots and mushrooms. Cook uncovered for another 15 minutes, stirring occasionally. Remove from heat and stir in peas. Spread mixture into a 2½ quart dutch oven or casserole dish.
2. Fill a 2–3-quart pot with water and bring to boil. Add potatoes and boil until a knife

is easily inserted into the thickest part of the potatoes, about 15–20 minutes.

3. Drain potatoes, returning them to the pot. Add butter, yogurt and salt. Using a hand mixer, blend potatoes to desired smoothness.
4. Spread mashed potatoes over the cooked vegetable mixture. Casserole should have enough room above the potatoes to allow for the bubbling of the vegetable mixture.
5. Move to the oven and bake at 350°F for 50 to 60 minutes until potatoes at the center of the casserole are slightly browned. Serve immediately.

# BAKED APPLES WITH WALNUT CRUMBLE & CARAMEL SAUCE

Serves : 4–6 people  
Prep time: 10 minutes  
Bake time: 50 minutes

## Savory Oats

½ cup steel-cut oats  
1 Tbsp. olive oil  
1 clove garlic  
⅔ cup water or vegetable broth  
¼ tsp. salt

## Walnut Crumble

1 cup raw walnuts  
½ cup oat flour  
3 Tbsp. butter  
2 Tbsp. maple syrup  
2 Tbsp. sugar  
Pinch salt

## Baked Apples

3 small apples (like honeycrisp)  
½ cup orange juice

## Caramel Sauce

¾ cup raw almond butter  
⅓ cup coconut sugar  
⅓ cup maple syrup  
2 Tbsp. water  
1 tsp. vanilla extract  
¼ tsp. salt



1. Start by preparing your crumble. Mix all ingredients in a food processor until walnuts are coarsely chopped.
2. Prepare your baked apples. Cut apples in half, top to bottom and remove the core and seeds.
3. Pour orange juice into a shallow baking dish. Bathe the cut side of apples in the juice, then turn over and arrange cut side up and top each apple with 2–3 Tbsp. of the walnut crumble.
4. Move to the oven, and bake at 350°F for 50 to 55 minutes.
5. While apples are baking, prepare your caramel sauce. Add all ingredients to a small saucepan over medium-low heat and whisk together until mixture starts to simmer. Set aside.
6. Remove apples from oven. Apples should still have some firmness to them. If you prefer softer apples, bake more until preferred doneness. Drizzle warm caramel sauce over the apples. Serve warm with vanilla ice cream.



## THE MINDFUL HAPA'S TIPS FOR ENTERTAINING A SMALL CROWD

**Holiday celebrations are going to look different for many of us this year. We talked to Casey from The Mindful Hapa about her ideas for entertaining for a smaller-than-usual group.**

- 1.** Assemble a cheese board with local cheese, jellies, honey, fresh fruit and crackers. It's nice to have something prepared for people to munch on while you finish cooking!
- 2.** Pay attention to the serving size of your recipes. Halve the recipe to match the size of your party if you don't want leftovers. OR, if you end up with leftovers, have reusable containers on hand to send your guests home with food.
- 3.** Mix and match homemade and store bought! Don't be afraid to supplement your menu with Wedge Catering or the amazing grab-and-go side options available at the co-op (vegetables, grain salads, mashed potatoes, fresh-baked bread, dessert and more).
- 4.** Treat yourself to easy dessert! Check out the co-op's selection of single-serve or half-size desserts. This is a great way to have variety without having a ton of leftovers.

**Wedge**  
CATERING

### CELEBRATE EFFORTLESSLY THIS HOLIDAY SEASON

Let us lend a hand with  
your savory feast.  
Check out our menu of:

Feasts for Small Parties

—  
Individual Plates

—  
Vegan & Gluten-free  
Options

—  
Sides and Pies

**ORDER AT**  
**TCCP.COOP/CATERING**



# Meals Making a Difference

By Dana Nelson and Emily Paul of MCK

TCCP is a proud partner of Minnesota Central Kitchen (MCK), preparing 2,400 meals a week in our commissary kitchen and regularly donating unsaleable produce from Co-op Partners Warehouse. We reached out to learn a little bit more about them and their important work in addressing the hunger crisis.

## What is MCK and why was it started?

MCK brings together restaurants, caterers, and hunger-fighting organizations to tackle hunger and service-sector layoffs brought on by the pandemic. We empower our state's hospitality professionals to keep working at what they do best—feeding hungry people—while responding to the surging need for food assistance and rescuing donated food.

We provide prepared meals to anyone in need to respond to the surge in hunger and see communities through recovery. Special effort is made to serve Minnesotans who might not be able to cook or access prepared meals right now, including those who are sick, homebound, unhoused, frontline or essential workers, and the children and families whose caregivers are ill.

MCK was started with a phone call from Chowgirls Catering to Second Harvest Heartland; the Chowgirls team had a kitchen full of food and all their events had been cancelled by the onset of

COVID. Second Harvest Heartland reached out to Loaves and Fishes who also had to re-invent their operations from a congregate dining setting to distributing take-out meals for their clients. The teams partnered together to begin preparing and distributing thousands of meals each day.

## How is MCK meeting the demand as we face the economic downturn caused by the pandemic?

Depression-era hunger is here in our region, now. One in eight of us, including one in five kids, now lives with hunger as we enter the sixth month of the greatest health and economic crisis of our time. That means more Minnesotans than ever before are worried about their food budget, are skipping meals, and are staring into empty

TCCP has made over  
**37,000 MEALS**  
for MCK in our  
kitchen!



Photos provided by MCK, from left to right:  
*Liz from Chowgirls catering, The Sioux Chef kitchen staff, Surly Brewing meal packaging, meal distribution, FHIMA meal prep.*

fridges, many for the first time in their lives.

Since the first meals were prepared and served in mid-March by founding partners, Chowgirls and Loaves and Fishes, we have expanded to 11 operating kitchens and are on track to prepare and distribute one million meals by Thanksgiving.

### Where do the food and funds come from for preparing meals and paying staff?

The work of MCK wouldn't be possible without financial and in-kind support from our very generous donors, including the Cargill Foundation, General Mills Foundation, Medtronic Foundation, Cloverfields Foundation, Pohlad Family Foundation, Humana Foundation, Boston Scientific, ReFED, The Good Acre, UnitedHealth Group and more than 2,000 individual donors.

We rely heavily on food donors and recovery partners, such as The Good Acre, and even Co-op Partners Warehouse (CPW) to provide donations for making meals!

### Who are your partners in this effort?

We have 11 kitchens involved in this effort, from small restaurants to catering companies, from

corporate dining sites to commissary kitchens like the Wedge Table commissary, along with all of our donation partners mentioned above.

### Where are meals distributed?

We distribute food through several community organizations, including Loaves and Fishes, The Sanneh Foundation, Pillsbury United Communities, and the Shakopee Mdewakanton Sioux Community, to name a few.

### What's the long-term vision for MCK?

Minnesota Central Kitchen is committed to meeting the increased need for prepared meals to help families during the pandemic and beyond. Our goal is to prepare and distribute another one million meals in 2021.

### How can our co-op community help?

We would love your support! Make a financial contribution to support Minnesota Central Kitchen through Second Harvest Heartland's website at [www.2harvest.org](http://www.2harvest.org).



# Our Co-op's Anti-Racism Journey

TWIN CITIES CO-OP PARTNERS  
SUPPORTS THE BLACK LIVES MATTER  
MOVEMENT AND BELIEVES THAT WORK  
NEEDS TO BE DONE TO DISMANTLE  
A RACIST SYSTEM THAT HAS LED TO  
REPEATED VIOLENCE AGAINST THE  
BLACK COMMUNITY.

At Twin Cities Co-op Partners, we are on a journey to become a more proactively anti-racist organization. Like many in the community, we are evaluating our actions and practices, and asking how we can continue to be better allies of our Black, Indigenous and People of Color (BIPOC) community and challengers of the cultural and legal systems designed to perpetuate institutionalized racism. It's clear there is much for us to learn and understand, and we have more questions than answers. But we are starting from a place of listening and working together with our employees, owners, and community on this journey.

Our statement is the result of very deliberate thought and discussions by our board of directors and leadership team over the past year—and the conversations have become more frequent in the past five months. But at the end of the day, it is just a statement, and we realize that we will be judged by our actions—not just our words.

## Actions to date include:

- Continued partnership with YWCA to conduct mandatory training for all employees on microaggression and bias.
- Banning customers who have made racist remarks to our staff and other customers from shopping at our stores.
- Building a better defined and structured Diversity, Equity and Inclusion strategy with our board of directors to include steps for collaborating with organizations that serve diverse and/or underserved community members.
- Continuing to invest (food and donations) in hunger-relief efforts through our partners:



Twin Cities Food Justice, Loaves and Fishes, First Nation Kitchen, Sister's Camelot, Groveland Food Shelf, Joyce Food Shelf, Open Arms MN, Every Meal, Second Harvest Heartland, Minnesota Central Kitchen and others. Minnesota ranks near the bottom of states on many racial-equity measures—household income for Black families is less than half of that of White families, poverty rates for Black households are quadruple and, as a result, food insecurity, especially since COVID-19, has been a serious issue for our Black community.

**Upcoming:**

- Collaborate with staff and management on approaches to actively fight explicit and implicit racism in our stores. We will have a facilitated conversation to kick this off.
- Hire a full-time Diversity, Equity and Inclusion coordinator to execute our strategy within our organization impacting hiring, training, employee relations, outreach and product sourcing.
- Establish recruiting practices and hiring goals so that our staff and board of directors better represent our beautiful, diverse community.
- Support and encourage all employees' efforts to speak up and identify racist behaviors in a safe and respectful manner.
- Develop policies around purchasing that support BIPOC farmers and producers.

Through the on-going dialogue, we will continue to find more ways, with the help of our employees and community, to educate and train ourselves to help combat racism.

Our mission is to Build Community by Developing a Strong Local Food System. We have focused a

lot on the what and how of that statement, but we realize we have an opportunity to focus more on the for whom. How do we build a community that is truly inclusive of all people and a strong local food system that supports all people? Our values as an organization are Equality, Sustainability, Cooperation, Community and Accessibility. While these are ingrained in our thinking, we admittedly have taken for granted that we are fulfilling these consistently in our businesses. We have signs that say, "Everyone Welcome Every Day," yet we have heard that not everyone feels as welcome as they should. We have work to do to ensure we are deliberate and intentional in living these values—especially in regard to racial equity—so the impact of the values is felt by all community members.

This is a critical time in our community and country. There is an opportunity to take the shock and pain we all felt at the senseless loss of another Black man at the hands of police and channel it toward meaningful change. We recognize the important role that our co-op plays in building a more just and equitable society. We take that responsibility seriously and know that our actions are important in these efforts. We stand in front of the co-op's ownership and the greater community, acknowledging there are still many difficult conversations to be had and work to be done. We will continue to share our work and report on our measurable results along the way. Thank you to our employees, owners, and community for supporting the co-op for over four decades, and thanks for your continued support moving forward as we work toward racial equity.

— TCCP Board of Directors,  
CEO and Leadership Team

In our Wellness Department, we prioritize products that are good for our bodies and our planet. We are champions of small businesses with big ideas and continue to fill our shelves with amazing BIPOC (Black, Indigenous and People of Color)-owned businesses. Find a new fave as we are

## SHINING A LIGHT ON BIPOC-OWNED BRANDS



### GOLDE

Golde is a Brooklyn-born health and beauty brand powered by superfoods. Co-founder Trinity Mouzon Wofford teamed up with high school sweetheart (now fiancé!) Issey Kobori to launch Golde in 2017 with the mission of bringing good vibes to the wellness industry.

*Golde products are available only at Wedge Lyndale.*

### THE HONEY POT CO.

The Honey Pot Co. is a 100% natural feminine-care system. It was started by founder Bea Dixon, who was suffering from bacterial vaginosis for months and couldn't get relief. Bea created the Honey Pot Co. to solve issues that other brands wouldn't, using the power of herbs.

*Find amazing products from The Honey Pot Co. at both of our stores!*



photos provided by brands

## ALAFFIA

Alaffia handcrafts fair-trade beauty and grooming products. Alaffia works closely with communities in Togo, West Africa, to cultivate beauty, equality, and empowerment through the sales of their products and the nonprofit branch of their business. They aim to alleviate poverty and advance gender equality through the Certified Fair Trade of indigenous resources and community-empowerment initiatives.



*Check out our large selection of Alaffia products at both of our stores.*



## SAFÉSHA

Safésa is a woman-owned, local company that makes moisturizing hand sanitizer, with natural ingredients and essential oils. Available in lavender, sweet orange and unscented.

*Find these perfect on-the-go cleansers at both of our stores!*

## TWIGGY FRESH

Twiggy Fresh is a Twin Cities-based eco-friendly oral care company. Founder Umar was inspired by the ancient tradition of using a miswak to clean teeth and the desire to offer a sustainable alternative to plastic toothbrushes.

*Their high-quality bamboo toothbrushes are available at both of our stores.*



## ON THE COVER (from left to right)

**First row:** Carmen from La Reyna, Franny from our Commissary Kitchen, Kirk from CPW

**Second row:** Rodrigo from Cala Farms, December's Change Matters recipient North American Traditional Indigenous Food Systems (NATIFS), Umar from Twiggy Fresh

**Third row:** Hillary from Linden Hills Produce, November's Change Matters recipient CTUL, Tony from Sacred Blossom Teas

## WEDGE COMMUNITY CO-OP

*your bustling, vibrant urban market*

2105 Lyndale Ave. S.  
Mpls., MN 55405  
612 871 3993

## LINDEN HILLS CO-OP

*your friendly neighborhood store*

3815 Sunnyside Ave.  
Mpls., MN 55410  
612 922 1159

[tccp.coop](http://tccp.coop)

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Wedge Community Co-op  
2105 Lyndale Avenue South  
Minneapolis, MN 55405