

Wedge
COMMUNITY
CO-OP

+



CULTIVATE

A SEASONAL GUIDE TO YOUR CO-OP COMMUNITY



SPRING 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
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Digital painting by Dan Levar, grocery staff at Wedge Lyndale.

From the small organic farms that grow our food to our network of food-rescue partners, our commitment to sustainability runs deep at the co-op. We know that the sustainable choices we make affect the vitality of our neighborhoods and the planet, that food tastes best when it is grown naturally, and that big change starts with a small seed (or starter plant). In this issue, we prepare for spring with gardening tips for protecting pollinators, learn about our North Minneapolis neighbors leading by example, and dig deeper into how farmers are adapting to a changing climate.

ON THE COVER:

Local pollinator on a coneflower. Photo courtesy of Metro Blooms.

2021 Board of Directors

SARITA PARIKH
JANE SCHOMMER
TOM PIERSON

STEVE SHARE
EMILY ANDERSON
LEA REIMANN

LISA FITTIPALDI
SOPHIA NELSON
JULIAN KORGER

NEW & NOW

APPLY FOR THE BOARD OF DIRECTORS

The TCCP Board is seeking candidates for three open board seats beginning this fall. Community-focused co-op owners with a passion for collaborative and mission-driven dialogue, possessing experience managing business or organizational growth, and having a commitment to Diversity, Equity, Accessibility and Inclusion practices are encouraged to apply. The board strives to support TCCP's pursuits of delivering profitability and re-investment in the business; planning strategically for the future; and overseeing each TCCP business unit to create positive experiences for everyone we serve: owners, employees, farmers and producers, and the community.

THE DETAILS:

- Applicants must be TCCP owners.
- Application materials are due by 11:59 p.m. June 30, 2021 and must include a completed application and resume.
- Board member service requires a time commitment of 10-20 hours per month.
- Each board member receives an annual stipend of \$7,418.93.

2021 TCCP ELECTION CALENDAR:

- June 30: Deadline for board candidate applications
- July 1–22: Eligible candidate interviews
- Aug. 1: Board approves slate of candidates
- Sept. 13: Co-op online voting begins
- Oct. 28: Election results announced at TCCP Annual Meeting

Applications for this co-op owner opportunity and more details can be found:

- Online at tccp.coop/board-of-directors/#become-a-candidate
- By emailing election@tccp.coop
- At the co-op Customer Service desks

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 to get started.

RECEIVE CULTIVATE DIGITALLY

Did you know that you can get Cultivate delivered to your email inbox?

Sign up today at tccp.coop/digital-opt-in



Du Nord
FOUNDATION

BLM SIGNS PROCEEDS FOR DU NORD FOUNDATION

We're honored to be partnering with the Du Nord Foundation, founded to address racial inequities in the Twin Cities by providing stability through disaster, supporting business ownership and economic prosperity, and investing in rebuilding the community through business development. One-hundred percent of the proceeds from the sales of our Black Lives Matters signs go directly to the Du Nord Foundation. We began selling BLM signs in August and have raised over \$6,000 so far.

CO-OP COMMUNITY CONVERSATIONS

We're partnering with Eastside Food Co-op, Mississippi Market Food Co-op and Seward Community Co-op on an event series titled "Co-op Community Conversations: Exploring the intersection of racial, social and food justice." These virtual events will examine and connect our cooperative values with social justice movements.

Our next event is tentatively set for June 24 at 6:30 p.m. Stay tuned at tccp.coop for more information.

OUR NEXT OWNER CELEBRATION IS IN MAY!

Owners receive great deals on customer favorites, and their quarterly 10% discount. Stay tuned on tccp.coop and the Wedge and Linden Hills Co-op Facebook and Instagram for more info.

STAFF PROFILE



MEET MICHAEL HODGES

DIVERSITY, EQUITY & INCLUSION
MANAGER, TWIN CITIES CO-OP PARTNERS

THIS IS A NEW POSITION AT TCCP, TELL US ABOUT WHAT YOU'LL BE WORKING ON.

My role is multifaceted, but the main goal for me in this position is to help foster and maintain an environment and culture within TCCP and the community where each person feels like they have a place, voice, and that they belong. I'll be the first to admit I'm not a one-stop-shop for Diversity, Equity, and Inclusion (DEI). My focus is rooted in grace. I want to assume people have the best intentions, listen, learn, and educate when necessary. I want to cultivate relationships across the company and community. I want to be a part of intentional change. I'm aware of the buzzwords that are often associated with DEI. Therefore, I think being transparent and intentional are of the utmost importance in this role. Hopefully, this aids in our succeeding in the ongoing goal of everyone feeling like DEI is not only a part of what role they play at TCCP but in their everyday lives, too. This is work we all must do, not just a positional hire. I realize that takes time, patience, and self-awareness that I think everyone is capable of, and my goal is to be a part of that process.

WHAT'S YOUR BACKGROUND IN DEI WORK?

I was fortunate enough to receive the opportunity to continue my education after high school with help from a variety of individuals. History was my focus in college, especially American racial and multicultural studies. I also was able to receive a master's degree in educational leadership with my thesis being about Diversity, Equity, and Inclusion as well as the achievement gaps Minnesota faces. That opportunity and knowledge led me on a journey to work in higher education. I was the Assistant Director of Intercultural and International Life for a liberal arts school here in Minnesota. Our focus in the office was working with the administration to help retain a diverse population of students through programming, mentorship, campus-wide education on diversity and providing opportunities to be successful. In my role, I was able to partner with multiple offices and students on campus to continue to try and educate, communicate, and have a positive impact on campus climate. Topics included race, gender, sexuality, religion, wellness, disability (both physical and cognitive), nationality, and various other identities. I was able to learn from leadership, students, and the community on how DEI isn't a place or office on campus or a company, but an integral part of the culture we all have a responsibility in fostering and maintaining.

WHAT BROUGHT YOU TO TCCP?

A friend sent me word of the position. Knowing my background in higher education and equitable practices—and my love of food—they thought this would be a great opportunity for me to pursue, seeing as I wanted a change in my career. Being from North Minneapolis, I understand how food and the lack of access to healthy affordable food plays a significant role in the wellness and health of a community. The cooperative model is not a practice unfamiliar to marginalized communities, and there is a stigma surrounding the co-op community. After interviewing for the position, I knew that TCCP was serious about making actual change in their anti-racism journey. I want to help break the stigma that co-ops are a place for some and not for others.

WHAT'S YOUR FAVORITE CO-OP PRODUCT?

Fresh seafood is tough to find in the city. I regularly take advantage of Fresh Cut Fridays for salmon, cod and other seafood options at the Wedge.

JOIN US FOR THE TCCP STAFF ART SALE

FRIDAY, MAY 14 – SUNDAY, MAY 16

At the Wedge and Linden Hills Co-op

Explore handmade jewelry, paintings, photography and more made by the amazing and talented staff of Twin Cities Co-op Partners. Below are some of the works that will be available at the sale.

100% of the proceeds go to the artists.



Amanda Smith - Linden Hills



Brooke Bakoul - Wedge Lyndale



Josh Mead - Wedge Lyndale



Kat Aymeloglou - Wedge Lyndale



Lisa Coyne - Linden Hills



Tracie Lemberg - Linden Hills



Kevin Banks - Wedge Lyndale



L Borowicz - Wedge Lyndale

THE JOURNEY OF AN EQUAL EXCHANGE

BANANA



◀ HOW THE COUNTRY'S FAVORITE FRUIT GETS FROM FARM TO KITCHEN

GROWN ON SMALL FARMS IN
ECUADOR AND PERU



Available at stores and food co-ops across the U.S.

4 WEEKS AFTER HARVEST, **YELLOW BANANAS** are **READY TO GO HOME WITH YOU!**

EXPORTED BY

a
FARMER COOPERATIVE

ECUADOR
EL GUABO CO-OP




ALL 1,000 CASES OF BANANAS ARE LOADED INTO A **RIPENING ROOM**



PERU
CEPIBO CO-OP

 **DELIVERED BY TRUCK** — to the — **WAREHOUSE**

CONTAINERS LOADED WEEKLY
with
1,000 CASES OF BANANAS

• TWO WEEK JOURNEY •

EXPORT PORTS Guayaquil, Ecuador
Palta, Peru

IMPORT PORT Philadelphia, PA
U.S.



 **CONTAINERS UNDERGO CUSTOMS AND AGRICULTURAL EXAMS**
AT THE PORT



In 2020, Co-op Partners Warehouse (CPW) created a direct partnership with Equal Exchange (EE) to become a distribution hub for EE Fair Trade Organic bananas and avocados. We are proud of this co-op-to-co-op connection—Equal Exchange is cooperatively owned, their growers are small farmer cooperatives, and CPW is part of the TCCP cooperative organization. The entire supply chain is a win-win for cooperatives!

CPW BUILDS BANANA-RIPENING ROOMS

By Co-op Partners Warehouse (CPW) Staff

Bananas are a very complex fruit to ripen outside of their natural climate. The Cavendish banana, which is found in markets across the country, typically arrives in the port green, with the ripening process stalled by controlled temperature. To obtain that perfect yellow banana we all love requires very specific temperature and humidity controls and includes a little “bump” of ethylene gas, a natural ripening element, to get the process started.

Our direct relationship with Equal Exchange also initiated our partnership with Wholesale Produce, a Twin Cities wholesaler who offered their facilities and knowhow to assist us with the ripening of the bananas. This relationship with Wholesale Produce was the perfect fit at the time, but we realized that we needed to explore other options to meet our customers’ needs. We required more control over the ripening process, and building our own banana-ripening rooms in the CPW warehouse was the logical path to accomplish this. The addition of ripening rooms will not only allow us to manage the physical ripening but also to properly condition them with controlled humidity, temperature, and ventilation. Our inventory can be managed daily with our customers in mind, ideally having green, turning and yellow bananas available at all times.

The rooms will also lend themselves to ripening and conditioning other fruits like avocados and mangos! Our ripening rooms are under construction and should be completed by April.

THE PROJECT INCLUDES:

- Three rooms with the capacity to hold 16 pallets each, or 768 cases of bananas
- Air-tight construction with 6-inch insulated walls
- Three separate thermostats and three separate humidity controls
- Three roof-top compressors and an ethylene generator that emits a small mist of ethylene gas to initiate the ripening

This project will help to expand the reach of Equal Exchange Fair Trade bananas and enable CPW to position ourselves as a primary organic produce distributor for the upper Midwest.



SMALL CHANGE MAKING A BIG IMPACT

This year we are thrilled to be partnering with organizations in our community who work to empower and uplift Black, Indigenous and other communities of Color (BIPOC), along with those who are working to address the hunger crisis that has been amplified by the pandemic.

Our shoppers' generous Change Matters donations totaled over **\$140,000** in 2020. We're honored to be part of such a caring community and excited to support this year's groups.

JANUARY

PILLSBURY UNITED COMMUNITIES

A united system of programs, community centers and social justice enterprises.

FEBRUARY

JUXTAPOSITION ARTS

Developing community by engaging and employing young urban artists in hands-on education initiatives that create pathways to self-sufficiency while actualizing creative power.

MARCH

SISTERS' CAMELOT

Working to address the hunger crisis by sharing nutritious foods with those in need through free food distribution, gardening and their kitchen bus.

APRIL

NRRC

Informs, engages, and facilitates the residents of the Near North and Willard Hay neighborhoods in Minneapolis to be primary agents for improving the social, economic, environmental, and livability conditions in their community.

MAY

ISUROON

Building Somali women's and girl's social connectedness and self-sufficiency so that they can lead healthier, more productive lives in Minnesota and globally.

JUNE

NORTH COUNTRY FOOD ALLIANCE

Addressing the hunger crisis by partnering with local businesses to reduce food waste, redistribute it to those in need, and grow food in community gardens.

JULY

Voices for Racial Justice

Building power through collective cultural and healing strategies for racial justice across Minnesota through organizing, leadership training, community policy, and research.

AUGUST

Ujamaa Place

Providing holistic transformation for young African-American men experiencing inequity at the intersection of race and poverty by helping them to achieve brotherhood, stability, and personal success.

SEPTEMBER

SANCTUARY COVENANT'S GOOD IN THE HOOD PROGRAM

Addressing the hunger crisis in North Minneapolis through the bimonthly distribution of free food to families in need.

OCTOBER

NORTHSIDE ACHIEVEMENT ZONE

Working to permanently close the achievement gap and end generational poverty in North Minneapolis by helping North Minneapolis youth be college and career ready.

NOVEMBER

MIGIZI

Nurturing the development of Native American youth in order to unleash their creativity and dreams by establishing a circle of support.

DECEMBER

OWNER CHOICE MONTH

Owners will vote on a slate of organizations to be the recipient of these funds as a part of the 2021 Co-op Election.



Pillsbury United

Pillsbury United



Juxtaposition Arts



NRRC

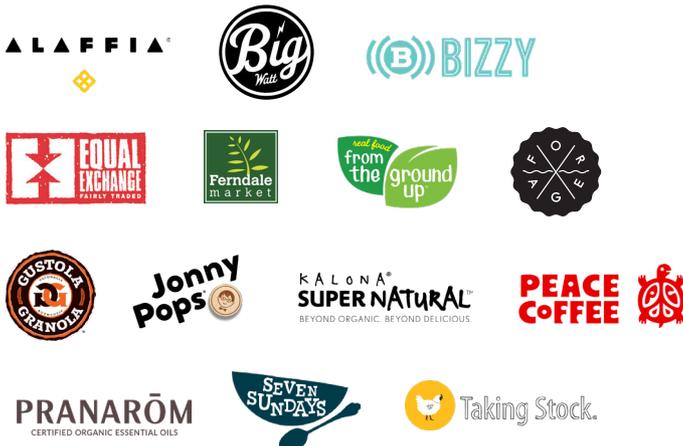
Pillsbury United



Juxtaposition Arts

THANK YOU TO OUR 2021 PARTNERS!

Each year, we partner with co-op vendors to help increase our Change Matters funds. The businesses listed below are donating a portion of their co-op sales to our Change Matters partners.



Juxtaposition Arts



NUTRITIOUS FOODS TO KEEP YOU FUELED

These simple snack ideas are great for making ahead on the weekends and curbing your cravings all week long. Try these fun snacks for your post-lunch sweet tooth or mid-morning snack to keep you satisfied throughout the day.



BEET HUMMUS

Ingredients

- 1 can chickpeas, drained
- 2 medium-size fresh beets, (tops and bottoms trimmed)
- 2 lemons—juice and zest
- 1 garlic clove
- ½ cup tahini
- 1 tsp. cumin, ground
- ½ tsp. salt
- 1 green onion, sliced fine

Instructions

1. Cut beets in half, top to bottom. Add beets to a saucepan and cover with water. Bring to a boil. Reduce heat to a low boil. Continue to boil for 25 to 30 minutes until a knife easily cuts into the thickest part of the largest beet.
2. When done, drain beets and soak in cold water until cooled. Use a vegetable peeler to remove skin before cutting into 1" cubes.
3. Add cubed beets and the rest of the ingredients (except for the green onion) to a food processor. Process for 4 to 5 min until mixture is smooth.
4. Sprinkle green onions over the top and enjoy with fresh vegetables, crackers, or chips.

Tip: Substitute any green herb for green onions: chives, parsley, dill, etc.

***Makes about 3 cups.**

A photograph showing a bowl of almonds in the top left corner, a white plate filled with several round chocolate coconut date energy balls in the center, and a glass bowl of cinnamon sticks in the bottom left corner. The background is a light green surface.

CHOCOLATE COCONUT DATE ENERGY BALLS

Ingredients

- 1 cup pitted medjool dates (~10–12 dates)
- 1 cup raw almonds
- 1/3 cup cocoa powder
- 1/2 cup shredded coconut flakes
- 1 tsp. vanilla extract
- 1 Tbsp. water
- 1/4 tsp. salt
- 1/3 cup finely shredded coconut flakes

Instructions

1. Add pitted medjool dates to a food processor and process until they combine into a ball.
2. Add remaining ingredients (except for the finely shredded coconut flakes) and process until evenly combined. When ready, the mixture should easily stick together when pressed between two fingers. If it doesn't, add water 1 teaspoon at a time, until mixture is easy to handle and roll into balls.
3. Roll dough into 1 tbsp.-size balls and coat in finely shredded coconut flakes.

Tip: Find these ingredients in the Bulk department and get just what you need!

***Makes 14–16 balls.**



Ingredients

- 2 large bananas
- 1/3 cup peanut butter
- 1 cup chocolate chips
- 1 Tbsp. coconut oil

Instructions

1. Peel and slice your bananas in 1/4-inch slices.
2. Line a baking tray with parchment paper and place half of the banana slices in a single layer. Top them with a layer of peanut butter.
3. Place the remaining slices on top of the peanut butter to form sandwiches.
4. Move to the freezer to harden for at least 45 minutes.
5. Right before pulling them out of the freezer, melt chocolate chips and coconut oil together. Microwave in 30-second increments until the chocolate reaches a smooth consistency.
6. Remove frozen peanut butter banana bites and dunk each in chocolate, placing back on the parchment-lined baking tray.
7. Top with your favorite toppings and move to the freezer to harden for an additional 30 minutes.

Tip: Make these healthful treat fun—have the kids help out!

***Makes about 20 bites.**

CHOCOLATE BANANA PEANUT BUTTER BITES

How Climate Change AFFECTS OUR FOOD SUPPLY

By Rick Christianson, Co-op Partners Warehouse Produce Buyer

Farming has always been a difficult endeavor, but with the exception of the Dust Bowl years of the 1930s, there may never have been a time where weather-related issues have put more strain on the food supply system. Considering the likely trajectory of climate change, agriculture sits right in the bullseye of potentially devastating effects.

There is no way that we can cover all the issues surrounding climate change and agriculture in a short article like this. We can only hope to touch on a few of the areas of the issue and give some examples of what this means to our farm partners and our food supply in diverse growing areas. Think of this article as our attempt to skip a flat stone across a not-so-smooth ocean of information.

Climate change has many faces. Regionally, we have been seeing increasingly erratic rain patterns that often come at the worst possible time for farms—and stay for days or weeks on end. Though drought hasn't been as noticeable in this area of late, periods of dry weather are still common.

Out west and south, the reverse is the norm. The dry periods have been very long. That gave rise to the devastating wild-fire season that plagued much of California last summer. For weeks on end, the temperatures were way above normal, the air was smoky (and unhealthy to breathe), and the sky was so choked with smoke and haze that the sun rarely broke through. This had a huge effect on the plants and orchards on farms throughout the state, and these conditions reached well up the coast to Oregon and Washington.

Covilli is a forward-thinking Fair Trade organic grower whose farm is based in the Empalme valley of Sonora, Mexico. Their beautiful beans, squash, tomatoes, chile peppers and other products grace the shelves of the co-ops much of the year. Many of their ranches have been experiencing wild extremes in weather...heat, cold, long periods of rain. They have needed to be creative in adapting to the changes.

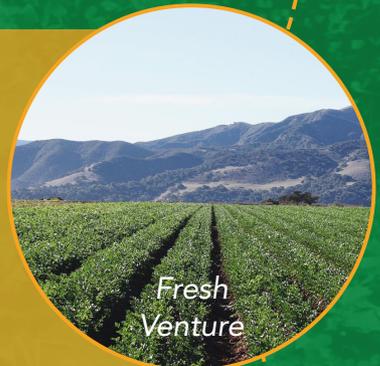




Beck
Grove

Beck Grove is a gorgeous biodynamic farm that encompasses a 33-acre hill near Fallbrook, Calif., in northern San Diego County. They grow persimmon, kumquat, and varietal citrus. Last year, 100-degree temperatures raged for weeks in an area that rarely sees highs above 80. This caused their trees to go dormant instead of focusing on their usual seasonal reproductive activities (production of fruit). A lot of the fruit was stunted in size or dropped off the trees altogether. In the following months, their persimmon season was cut short and they were able to offer less varietal citrus.

Fresh Venture is a family-run vegetable farm on the central coast region in California. Unlike other California growing areas, this region's "normal" climate is such that they can usually produce veggies year-round. In the last two years, they have dealt with both drought and flood conditions. To help adapt to the changing weather, they have diversified both their crops and their locations, enabling them to plant crops according to the conditions most favorable between the two. This helps to eliminate the dangers of having "all their eggs in one basket."



Fresh
Venture



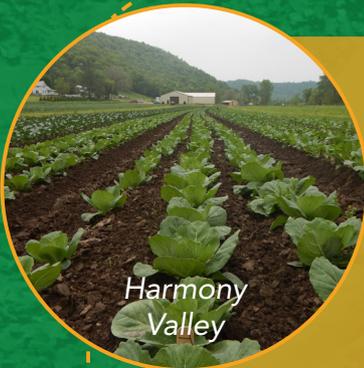
Fruit Fairy

Fruit Fairy grows citrus, peaches and nectarines for Co-op Partners Warehouse. Last year's heat wave and smoky period had a negative effect on this winter's citrus crop. Volume and size are down, and the fruit isn't as sweet as in past years. One big climate change issue for the soft-fruit growers is that they have been seeing fewer and fewer "chill hours"—times when the temps fall into the low 40s or below in the winter at ranches. The trees need a certain number of chill hours to go dormant and "rest up" for the coming season—it is a critical part of their life cycle.

Featherstone Fruits and Vegetables is located near Rushford in southeast Minnesota. Featherstone has experienced many effects from climate change, and they have been actively altering their farming systems to better address what they expect will be the “new non-norm.” Featherstone Farmer Jack makes the point that the acute negatives (torrential rains) are one problem, but even worse are the prolonged wet spells mid-season wherein fields never dry out. Workers can’t do the day-to-day work, and the moisture increases the risk of plant disease and pathogen development.



Featherstone



Harmony Valley

Harmony Valley is in the hilly region west of Viroqua, Wisc., and is one of the mainstays of organic agriculture in the Midwest. The Harmony Valley farmers are some of the most diligent, knowledgeable, and creative forces in the organic community. In response to the changing conditions, they have made several changes on their farm, including increased cover cropping and building of berms and mulching to help reduce erosion and control water runoff. These changes involve increased costs, which affects what a farm needs to charge for their products. This, of course, results in higher prices on the store shelves.

As you can see, climate change presents a daunting challenge to our farming partners near and far. It affects what we see on the shelves of the co-ops, both in quality and sometimes in price. There likely will be tough times ahead. CPW and the co-ops will remain committed to small farms and be as understanding and helpful as possible as farmers adapt to the changing conditions ahead. Our farmers are intelligent, creative and resourceful. They understand that their work is vital and they love it. We are confident that there are no better partners as we move forward into an uncertain future.

MARK'S Spring PRODUCE FAVORITES

If you shop in the Wedge's Produce department, you've probably talked to Assistant Manager Mark Williams about what's good and in season. Or you may have seen one of his videos on Wedge and Linden Hills Co-op's Facebook page spotlighting the season's best produce, wearing an amazing handsewn outfit. Mark always has great recommendations, so we recently picked his brain about his favorites for spring.

These items are available for a limited time, so pay close attention to the Produce department April – June so you don't miss out!



1. RAMPS (May)

What are they and how do they taste?

They are a wild leek with a slight smoky onion/garlicy taste.

How Mark likes them:

They are great in vegetable dishes, grilled, on pizza or made into a ramp pesto.



2. MORELS (May)

What are they and how do they taste?

They are a wild-foraged mushroom. I like them because of their deep earthy, nutty flavor and meaty texture.

How Mark likes them:

Great as a side dish just sauteed in butter. Good in egg dishes or perhaps an asparagus morel risotto.



3. FIDDLEHEAD FERNS (April)

What are they and how do they taste?

They are a furled frond from a young Ostrich Fern. I like the combination green bean/asparagus/artichoke taste.

How Mark likes them:

A simple sauté in butter makes a nice side dish, add ramps for a wow factor.



4. FRESH ASPARAGUS (June)

What are they and how do they taste?

Traditional spring vegetable. Super tender, tightly closed tips, with an extra-fresh taste.

How Mark likes them:

Great in a Vignarola: a celebration of braised spring veggies including asparagus, sweet peas, fava beans and artichokes. YUM!



5. MEXICAN PEACHES (May)

What are they and how do they taste?

"The pièce de résistance" of spring produce from Devine Flavor farm in Mexico. I love them because they are perfect peaches with perfect peach flavor and the juice runs down your chin!

How Mark likes them:

Eat them straight out of hand with a napkin or try a homemade fresh peach pie.

Leading by Example on the Northside

A Q&A with Martine Smaller, Executive Director of Northside Residents Redevelopment Council

CAN YOU SHARE A LITTLE BIT ABOUT THIS HISTORY OF NRRC AND HOW IT CAME ABOUT?

The Northside Residents Redevelopment Council (NRRC) is the neighborhood organization for the Willard Hay and Near North neighborhoods in North Minneapolis. After a rebellion along Plymouth Avenue in the late '60s, Willard Hay and Near North residents organized themselves to address the ills in their community that were previously ignored by the local, state, and federal governments. Through the years, NRRC's focus has been creating and maintaining affordable housing, supporting small businesses and entrepreneurs, and creating and steering development in our community.

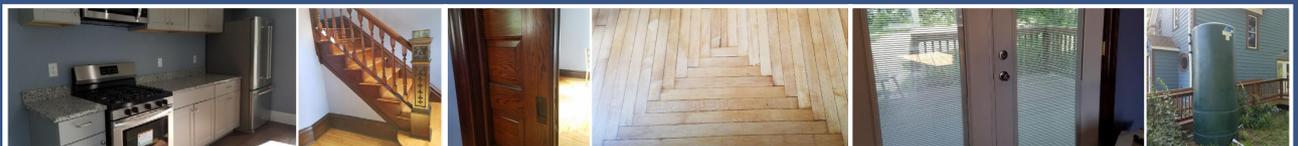
WHY DID NRRC CHOOSE TO RENOVATE AN OLD HOUSE FOR ITS OFFICES?

When NRRC acquired the property at 1303 Golden Valley Road, this house had been vacant for several years and was dilapidated. Constructed in 1900, the house still had original woodwork throughout it and many historic architectural features. Converting it into our office space allowed NRRC the autonomy to office in a location that we owned and to demonstrate the value of restoring a home. We actively support preservation of old homes whenever possible.

WHAT INSPIRED NRRC TO CREATE A DEMONSTRATION SITE FOR HEALTHY URBAN LIVING?

The inspiration for the Demonstration Site for Healthy Urban Living was the desire to accelerate the reality of a healthy future in North Minneapolis and other urban environments. At NRRC, we know it is possible to live in an urban setting that is healthy and where residents live in harmony with the Earth. In order to do this, residents need more information about sustainable, "Earth protecting" initiatives such as rain barrels, water cisterns, solar panels, pollinator gardens, rain gardens, and how to create more opportunities to access local food such as vegetable gardens, gardening in a greenhouse, and tending chickens. North Minneapolis is filled with innovative and caring people, which makes it the perfect location for this one-of-a-kind endeavor.

Our goal for our Demonstration Site is to be a national model on how urban residents incorporate environmentally sustainable initiatives in their homes and yards. Specifically, we want to see residents live in concert with the Earth rather than punishing Mother Earth for allowing human survival.





The Northside Residents Redevelopment Council (NRRC) is our Change Matters partner for April. We recently talked with Executive Director Martine Smaller about the history of NRRC and their recent renovation of a 100-year-old house for their headquarters and creation of a Demonstration Site for Healthy Urban Living.

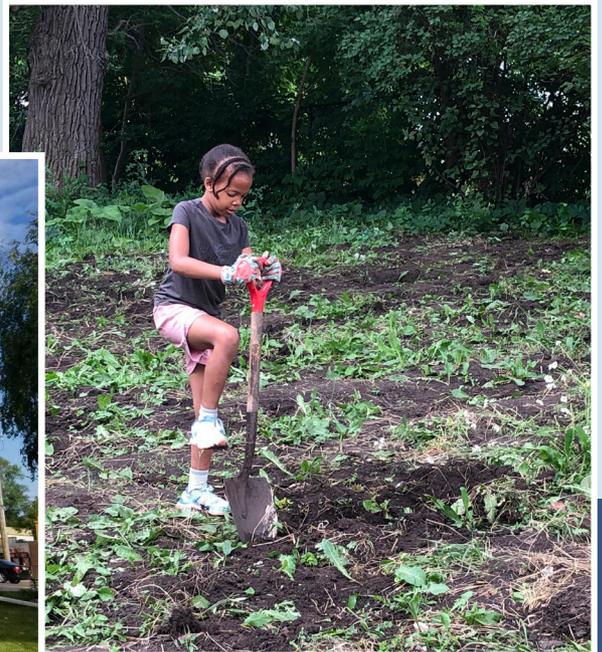
HOW DOES THE PROJECT'S FOCUS ON SUSTAINABILITY TIE IN WITH THE MISSION OF NRRC?

Sustainability is primary to NRRC's mission. NRRC was created to sustain Northside residents' housing and economic opportunities. Our residents have learned how to sustain our community and our Northside culture under a variety of circumstances. Living and leading an environmentally sustainable lifestyle is a natural expression of this work.

Along with our Demonstration Site for Healthy Urban Living, NRRC is also working hard to create more affordable housing in our community and financial products creatively structured to meet the diverse financial needs of residents in our community.

HOW CAN CO-OP SHOPPERS SUPPORT YOUR WORK?

We encourage co-op shoppers to think big in their efforts to live an environmentally sustainable lifestyle. The preservation of clean water and the elimination of plastic are two critical issues for NRRC. Minneapolis is a dynamic city filled with forward-thinking residents. Why can't we ban the sale of plastic water bottles and the use of plastic bags in our city? Consider what steps we all can take to be a completely green, eco-friendly city and then champion those steps within your networks.





Our Co-op's Anti-Racism Journey

Spring 2021 Update

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.

Last July, TCCP released its anti-racism journey statement outlining goals and initial plans to become a proactively anti-racist organization. In the statement, we acknowledged a process that starts with listening and learning, and ultimately, one that will result in actions and not just words. We are committed to continuing this important work. To remain transparent, we will share updates during this humbling journey. Below summarizes our first eight months.

DEI Manager:

In recognition of the importance of the work we need to do around Diversity, Equity, and Inclusion (DEI), we hired our first-ever DEI Manager: Michael Hodges. Michael brings great experience and perspective to the organization through his work at Carleton College and Minneapolis Community and Technical College (MCTC) in helping create more inclusive and equitable communities. Michael is working closely with management and the rest of the organization to help assist our efforts in this important work. Learn more about Michael on page 4.

Hiring:

We acknowledge there is a lot of work to do to better reflect the diversity across Minneapolis and increase the racial equity in our organization. Since the beginning of the fall, our hiring of people who identify as “non-white” has increased by 65 percent. And specifically, we have hired more Black employees—starting the year about 5 percent of our employee base was Black, and this year 16 percent of new hires are Black. We’re in the process of building a more consistent and transparent hiring process. Currently, we are restructuring our job postings to be more inclusive and consistent across each location. Application review, interview practices, hiring, onboarding, retention, reporting, training, and development are a part of our restructuring efforts. Human resources, along with our DEI manager and upper management, are all committed to



constructing a better, more consistent, and inclusive hiring process that aids in recruiting and retaining a more diverse workforce.

Products:

Along with employing a more diverse staff, we have increased our partnerships with local vendors that better reflect our diverse community. Since the beginning of the fiscal year (July 2020) we have added 16 new products from companies that are BIPOC-owned. And specifically, within that, there are nine businesses that are Black owned. We are proud to be partnering with great, locally Black-owned businesses. Additionally, we are working to better showcase BIPOC-owned businesses in our stores to grow brand awareness and increase sales of products.

Staff Survey and Training:

Late last year, we completed our first-ever staff survey focused on DEI issues. It gave us a baseline to understand how staff perceive inclusion at TCCP today. We drew some valuable lessons about where we are doing well, where we have opportunities and what areas we need to focus on for improvement. These important lessons will be integrated into our staff training this spring. The training will focus on intervention, de-escalation, and engaging in challenging conversations and situations from a cultural-competency lens.

Community Building:

An important part of community building is creating connections and listening. That journey starts with meeting new people to build bridges in the community and to frankly listen to what needs are out there. Over the past few months, we have met with community organizations like Fellowship Missionary Baptist Church and Northpoint Health to better understand the gaps and specific areas lacking support so that TCCP can develop programs or services to meet the needs of the Black community.

To date, there is a common understanding of injustices that exist in the local food system, which is an area on which we can focus on for future investment.

Community Investment:

In our ongoing financial support related to community giving, our 2021 Change Matters register round-up program is focused on supporting organizations that serve BIPOC communities. By coordinating these donations from customers and re-investing in the community, we are working to address gaps in food access, job training, and community development in the underserved communities and empowering Black, Indigenous and communities of color. All proceeds from our Black Lives Matters signs go to the Du Nord Foundation, which has committed to rebuilding Black businesses impacted by last summer's civil unrest. We are also exploring opportunities to increase our support of their Community Market, which offers online ordering and curbside pickup of free, culturally relevant groceries for people in need.

Education:

Finally, we are furthering education in the community around race issues through a virtual event series called "Co-op Community Conversations: Exploring the intersection of racial, social and food justice" in partnership with Seward Co-op, Mississippi Market, and Eastside Co-op. This four-part series started in February with the "Jim Crow of the North" documentary and discussion around the history of racial covenants for housing in Minneapolis.

While we are optimistic about our efforts and progress over the past eight months, we remain humble and focused. We will continue to work to better reflect the ideas, spirit, and stories of our beautiful, diverse community more fully into our organization.



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JOIN US FOR OUR ANNUAL PLANT SALE!

Friday, May 7 – Sunday, May 30

Welcome spring with local and organic plant starters for herbs, flowers, vegetables, berries and more!



GARDENING TIPS FOR PROTECTING POLLINATORS



Our friends at Metro Blooms offer some tips and ideas for supporting pollinators as you plan for spring gardening. Pollinators are essential to keeping our neighborhoods beautiful and livable by pollinating our food, trees, flowers, and other plants.

1. Plant a native plant garden. Gardens with native flowers provide nectar and pollen for our pollinators. Make sure that your garden has diverse plants with staggered bloom times to provide food throughout the growing season.
2. Plant a bee lawn. Bee lawns incorporate low-growing flowers into a turfgrass lawn. Your lawn maintains the function of a traditional lawn, but it provides more food for bees and butterflies.
3. No yard? No problem. Install a planter garden and grow pollinator-friendly plants. You can even include commonly grown vegetables like tomatoes, cucumbers and squash.
4. Reduce pesticide use. Many common pesticides are toxic to insects, harming or killing them. Weed by hand and use appropriate tools when working in your garden.

Check out Metro Blooms' Blue Thumb workshops about bee lawns and pollinator gardening at bluethumb.org/events. Blue Thumb is a program of Metro Blooms, a nonprofit that engages communities to create resilient landscapes.

GROWING OUR IMPACT THROUGH FOOD RESCUE

Co-op Partners Warehouse (CPW) has always donated non-saleable produce items to local food organizations. Until last April, nonprofit groups were invited to “shop” a food bank at the warehouse to find items they needed. But when the pandemic began in March, CPW staff streamlined the donation process, strengthened their relationships with key food-rescue partners, increased efficiencies and tripled the amount of food donations, just as the community’s need increased.

SINCE THE PANDEMIC BEGAN, CPW HAS DONATED OVER \$250,000 OF UNSALEABLE FOOD TO COMMUNITY PARTNERS.

We talked to Erin Pavlica, who runs the donation program at CPW, to get some specifics about how the new process works. Erin is passionate about food rescue and reducing waste. She believes all food is best eaten and makes sure that CPW wastes as little as possible!

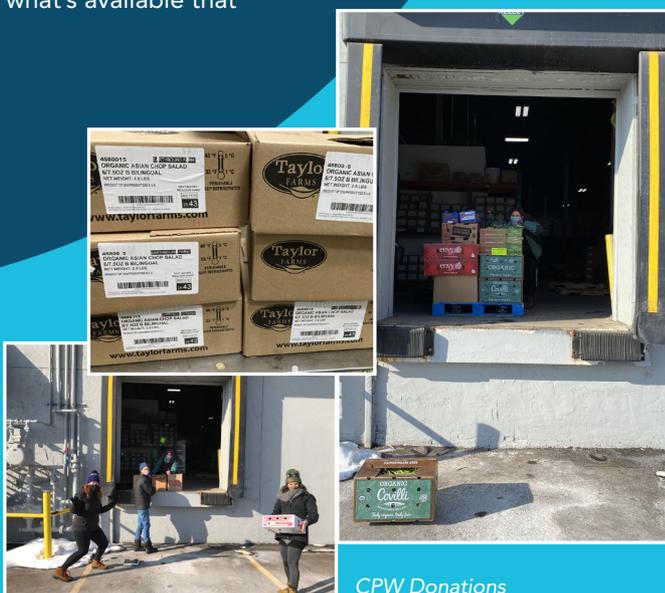
“Close relationships with Loaves & Fishes, Twin Cities Food Justice, Sisters Camelot and First Nations Kitchen allow us to expand our reach and make best use of what we have. Loaves & Fishes and Sisters’ Camelot pick up entire pallets of donated product, which cuts down our time spent packing and loading.

Through our relationship with Twin Cities Food Justice, we can continue to support organizations like Provision Restaurant, St. Kate’s and Hamline’s food shelves, and Shobi’s Table, in addition to many others.”

Erin also sends excess produce to TCCP’s commissary kitchen. She meets with the commissary manager weekly to talk about what’s available that week and how it could be used.



Erin Pavlica



CPW Donations

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

PLEASE RECYCLE

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