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# CULTIVATE

A SEASONAL GUIDE TO YOUR CO-OP COMMUNITY



- ✦ EASY-PEASY PICNIC IDEAS
- ✦ SIMPLE SUMMER SEAFOOD RECIPES
- ✦ DISCOVER THE DU NORD FOUNDATION

SUMMER 2021



Kat Aymeloglou, Wedge Co-op Produce staff, www.kataymeloglou.com

**OUR CO-OP IS ROOTED IN** community and connection. Although the pandemic put physical distance between us, our connections with our food, local producers, owners and community organizations kept us grounded. As we emerge from a long, hard year, we're not returning to normal, but instead moving toward a brighter future for all. Here's to sunny days when we can gather around the food we love, share delicious meals and warm conversation, and toast to new beginnings. Reconnect and Rediscover with the summer issue of *Cultivate*!

### 2021 BOARD OF DIRECTORS

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## NEW & NOW

### CO-OP COMMUNITY CONVERSATIONS SEPTEMBER EVENT

Thursday, Sept. 16 at 6:30 p.m., Virtual Event

Join Twin Cities Food Co-ops and Green Card Voices as we hear the stories of local immigrant business owners and learn about their journey to the U.S., building a life in the Twin Cities, and owning a business through a pandemic and civil unrest.

After the stories, join in a virtual discussion with local immigrant business owners and Green Card Voices about the immigrant experience in the Twin Cities, how we can better connect with our neighbors, and what we can do to support immigrants in our community.

*The event series "Co-op Community Conversations: Exploring the intersection of racial, social, and food justice" is presented by Eastside Food Co-op, Mississippi Market Food Co-op, Seward Community Co-op, and Twin Cities Co-op Partners to examine and connect our cooperative values with social justice movements.*

### SAVE THE DATE FOR OUR VIRTUAL ANNUAL MEETING!

Thursday, Oct. 28 at 6:00 p.m.

Join us for a fun virtual event for co-op owners where we will take a look at the past year at the co-op and celebrate our amazing community of owners and non-profit partners. More details coming soon!

### SEPTEMBER IS OUR NEXT OWNER CELEBRATION!

Join us for a monthlong celebration of our owners with great deals on co-op favorite products, along with a quarterly 10% discount week, Sept. 27 - Oct. 3.

**1% CASH BACK**

RECONNECT & REDISCOVER

### YOUR 1% BACK IS COMING IN AUGUST!

Co-op owners earn 1% back on every purchase they make during our fiscal year, July 1 - June 30. Your 1% cash-back earnings will be available at the registers starting Aug. 1. Redeem your earnings in store or through Co-op Curbside anytime between Aug. 1, 2021 and June 30, 2022. You'll receive a letter in late July with your cash-back amount.

### WE WANT TO HEAR FROM YOU!

We're inviting owners and shoppers to fill out a survey for a chance to win \$100 at one of our Community Connect businesses! Your feedback helps make our co-op better for our owners and community!

Find our survey at:  
<https://bit.ly/3dncrTa>.



### RECEIVE *CULTIVATE* DIGITALLY

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

Sign up today at:  
[tccp.coop/digital-opt-in](https://tccp.coop/digital-opt-in)

### SIGN UP FOR CO-OP PERKS

to receive extra savings and coupons digitally! We're making it easier to save at the co-op.

To get started, visit:  
[tccp.coop/digital-opt-in](https://tccp.coop/digital-opt-in)



SUMMER ESSENTIALS

# EASY-PEASY PICNIC

Made-from-scratch sandwiches, wraps, sides, desserts and more are made fresh in our co-op kitchen every day. Everything that comes out of our kitchen is made with local and organic ingredients, inspired by our partnerships with local growers and the changing Minnesota seasons. Even better, everything is packaged in recyclable or compostable packaging and always ready for your next adventure. Try out these summer favorites for an easy-peasy picnic!

1. HONEY CARROT CAKE WITH CREAM CHEESE FROSTING 2. MEDITERRANEAN TUNA SALAD  
3. GOLDEN BEET & KALE SALAD 4. SOUTHWEST QUINOA BOWL 5. TURKEY PESTO FOCACCIA SANDWICH



## BRING THESE PREPPED FOOD FAVORITES TO THE PARK!

- ✦ Turkey Pesto Focaccia Sandwich
- ✦ Cilantro Peanut Tofu Wrap
- ✦ Turkey + Herb Neufchatel Wrap
- ✦ Southwest Quinoa Bowl
- ✦ Garlic Lover's Pasta Salad
- ✦ Golden Beet & Kale Salad
- ✦ Pesto Pasta Salad
- ✦ Mediterranean Tuna Salad
- ✦ Picnic Potato Salad
- ✦ Thai Cucumber Salad
- ✦ Chocolate Salted Caramel Cake
- ✦ Honey Carrot Cake with Cream Cheese Frosting

## STAFF PICNIC PICKS!

We asked co-op staff about their favorite places to enjoy a picnic lunch. Here's what they said!



**UPPER LANDING PARK**  
SAINT PAUL

**LAKE HARRIET**  
UPTOWN MINNEAPOLIS

**CEDAR LAKE BEACH**  
UPTOWN MINNEAPOLIS

**BOOM ISLAND PARK**  
NORTHEAST MINNEAPOLIS

**LYNDALE PARK ROSE GARDEN**  
SOUTH MINNEAPOLIS

**LORING PARK**  
UPTOWN MINNEAPOLIS

**VICTORY MEMORIAL DRIVE**  
NORTH MINNEAPOLIS

**POWDERHORN PARK**  
SOUTH MINNEAPOLIS

**LYNHURST PARK**  
SOUTH MINNEAPOLIS

**CROSBY FARM PARK**  
SAINT PAUL

**THEODORE WIRTH PARK**  
NORTH MINNEAPOLIS

**WALKER ART CENTER HILL**  
UPTOWN MINNEAPOLIS

**LAKE NOKOMIS**  
SOUTH MINNEAPOLIS

# Reconnect with OPEN STREETS MINNEAPOLIS

By Haley Foydel, Director of Operations & Development, Our Streets Minneapolis

**OUR STREETS MINNEAPOLIS** is the local nonprofit behind the popular Open Streets events. While the pandemic forced the cancellation of all Open Streets Minneapolis events in 2020, the local nonprofit continued to focus its advocacy efforts on ensuring that the voices of folks who have historically been left out of transportation decision-making—Black people, Indigenous people, people of color, people with disabilities and people who are trans or gender non-conforming—are prioritized. Our Streets Minneapolis continues to expand its advocacy efforts across Minneapolis to make biking, walking, and rolling easy and comfortable for everyone in the city.



## GET INVOLVED

As a small nonprofit, Our Streets Minneapolis relies on volunteer support to carry out each Open Streets event. From a few hours to a full day, there are a variety of ways to ensure that each event is a welcoming and fun experience for every visitor and partner on the street. If you're interested in volunteering at an Open Streets event or signing up to be part of a work group, visit [openstreetsmpls.org](https://openstreetsmpls.org).

## TCCP ♥s OUR STREETS MINNEAPOLIS

Twin Cities Co-op Partners has been a longtime host at the Open Streets events. Our co-op has lent time, energy and resources to join local businesses along multiple city streets since Open Streets' inception. We're committed to the mission of Open Streets and connecting residents to local businesses and community members who keep our neighborhoods and streets vibrant.

We're excited to celebrate with our community at the West Broadway and Lyndale events this fall! See you there!



## COUNTY STREETS FOR PEOPLE

One of their top advocacy efforts focuses on reshaping streets like West Broadway Avenue, Lowry Avenue NE, Lyndale Ave South, East Lake Street and East Franklin Avenue. All of these streets are owned by Hennepin County, not the city of Minneapolis, and have disproportionately higher crash rates while also lacking sufficient biking and pedestrian infrastructure. Our Streets Minneapolis' campaign, called County Streets for People, aims to build a coalition of people across the city to hold Hennepin County decision-makers accountable for prioritizing and investing in the needs of people who live, work, and play along these streets. Most recently, their Lowry NE workgroup partnered directly with the county to weigh in on street reconstruction.

## OPEN STREETS

In partnership with the city of Minneapolis, multiple blocks on many of the county-owned streets listed above are temporarily closed to car traffic, opening them to people biking, walking, and rolling, and connecting residents with neighbors and local businesses. Open Streets events aim to showcase streets as public spaces where communities thrive and spark transformative change in how people think about city streets. At each event, local businesses, artists, community groups, and institutions come out into the street to interact.

Our Streets Minneapolis, then called the Minneapolis Bicycle Coalition, hosted the first event in 2011 on two miles of Lyndale Avenue South. An estimated 5,000 people attended the event, reimagining Lyndale Avenue as a space for biking, walking, and community building. Throughout the past nine years, the program turned more than 28 streets into car-free, public spaces for a weekend afternoon. In 2019, 103,500 people came to seven Open Streets Minneapolis events spanning 15.6 miles of streets in Minneapolis, setting a new attendance record for the event in a single year.

### WILL OPEN STREETS RETURN IN 2021?

Yes! There will be two Open Streets events this fall.

- 🍀 Open Streets West Broadway September 11th
- 🍀 Open Streets Lyndale October 10th

## STAFF PROFILE



Photo of Jeff Neilsen by Travis Anderson

## JEFF NEILSEN

ASSISTANT MANAGER OF THE  
MEAT & SEAFOOD DEPARTMENT

### HOW LONG HAVE YOU WORKED AT LINDEN HILLS CO-OP?

I've been at the co-op for 10 years. I started in the Front End at the Upton location and jumped over to Meat & Seafood when the store moved to its current location at 44th & France. My interests in food and cooking along with my obsession for learning trade skills is what drove me to the job.

### WHAT ARE YOU MOST PROUD OF IN YOUR TIME AS THE ASSISTANT MANAGER OF THE MEAT & SEAFOOD DEPARTMENT?

I've been able to teach so many people here. The more I learn, the more I can pass along to the next person. I love teaching and sharing my knowledge and experiences. I value learning, and I try to inspire that in others. We have such a skilled, talented and knowledgeable staff. I take a lot of pride in that we have never hired someone with previous meat-cutting experience, and yet have such a great staff.

### WHAT ARE YOUR FAVORITE MEATS AND SEAFOOD FOR SUMMER?

This may not be what folks want to hear, but I eat a lot less meat in the summer months. We have a massive garden at home (lawns are stupid—grow your own food instead) and we eat a lot of fresh food from what we can grow. BUT, when I do cook up some good meaty snacks, we have our staples: diner-style smash burgers on the griddle or anything I can fit into a smoker, and with the garden in full swing, we tend to make a LOT of stir fries.

### YOU MAKE GUITARS! CAN YOU TELL US MORE ABOUT HOW YOU LEARNED TO DO THAT?

Yes, I do build guitars! It's my original trade. I went to school for it in...2007? G.W. Bush was still president I think (sadly). Man, I'm old. I attended Southeast Technical in Redwing, Minn. for their guitar repair and construction program. I did repairs and built for other companies for a while before I started my own guitar company—Mill City Guitars, LLC.

### WHERE CAN WE LEARN MORE ABOUT YOUR GUITAR BUSINESS?

The best way is to email me directly with any inquiries. I'm quick to respond and love to talk shop. My email is: nielsencg@gmail.com

# Iced Tea Popsicles



Iced tea pops are a fun twist on afternoon pick-me-up during the warm summer months. This lemonade hibiscus tea popsicle is delicious and refreshing! Explore the selection of teas in the Bulk and Grocery departments to get inspired to make your own pop recipes!

### HIBISCUS TEA BASE

Bring 4 cups of water to boil in a pot on the stove. Add ¼ cup dried hibiscus tea. Once boiling, turn off heat, cover and let steep for 15–20 minutes. Strain and store in the refrigerator.

### INGREDIENTS

4 cups hibiscus tea  
1 cup lemonade  
4 Tbsp. sugar  
Optional: lemon

### INSTRUCTIONS

Combine tea, lemonade and sugar in a pitcher or mixing bowl with a pouring spout. Pour contents into your popsicle molds and freeze 4 hours or overnight. If you have extra popsicle mixture, pour into ice trays for mini popsicles (use toothpicks or popsicle sticks as the handles!) or save in the refrigerator for your next batch.



CHECK OUT OUR SELECTION OF ZOKU AND TEVOLO POPSICLE MOLDS FOR A REUSABLE, ZERO-WASTE WAY TO MAKE YOUR OWN POPS!

# Simple Summer Seafood



## FISH TACOS *with* BLACKENED TILAPIA

SERVES: 4-5, YIELD: ~8-10 TACOS

### TACOS

8 tortillas, warmed  
1/3 cup fresh cilantro, coarsely chopped  
*Optional garnish:* favorite hot sauce, avocado slices, lime wedges

### BLACKENED TILAPIA

4 tilapia filets (~1.5 lbs)  
2 Tbsp olive oil  
1 Tbsp onion powder  
1 Tbsp smoked paprika  
2 tsp. garlic powder  
1 tsp. cayenne (optional)  
1 tsp. salt  
1 tsp. ground black pepper

### PREPARE SLAW

1. In a large mixing bowl, add the greek yogurt, mayo, red wine vinegar, chopped cilantro, minced garlic, honey, salt, and pepper. Whisk together until combined. Add your finely sliced green cabbage and stir until evenly coated with dressing. Add additional salt and pepper to taste. Set aside.

### PREPARE FISH

1. To make the fish seasoning, add onion powder, smoked paprika, garlic powder, cayenne, salt, and black pepper to a small bowl and whisk until evenly combined.
2. Preheat a large skillet to medium and add 2 Tbsp olive oil. Pat tilapia filets dry on both sides with a paper towel. Sprinkle seasoning on both sides of tilapia and rub into filets with your fingers.
3. Place your tilapia filets in the hot skillet and cook for 3-4 minutes per side, or until opaque and cooked through (internal temperature of 145 degrees). Depending on the size of your skillet, you may need to cook fish in two batches so your fish are not overcrowded in the pan.

### MAKE TACOS

1. Fill each tortilla with slaw and break apart tilapia filets with a fork into desired-size pieces. Top with chopped fresh cilantro. Serve with your favorite hot sauce, avocado slices, and lime wedges.

### CILANTRO GARLIC SLAW

8 cups shredded green cabbage, sliced very thin (about 1 whole cabbage)  
3/4 cup full fat Greek yogurt  
1/4 cup mayo  
1/4 cup red wine vinegar  
1/2 cup fresh cilantro, coarsely chopped  
4 garlic cloves, minced  
1 Tbsp honey  
1 tsp. salt + extra to taste  
1 tsp. black pepper



## SUSTAINABLE PARTNERS

Our seafood is sourced with sustainability in mind. We are committed to stocking our seafood case with a balance of the highest-quality and most sustainable wild-caught and farmed fish varieties available, through partnerships with local companies Fortune Fish & Gourmet (Coastal Seafood), The Fish Guys, and others.

FRESH CUT  
FRIDAY

SAVE 10% ON OUR  
ENTIRE SELECTION OF  
SEAFOOD ON THE LAST  
FRIDAY OF EVERY MONTH!

# GRILLED CAESAR SALAD *with* SHRIMP SKEWERS

SERVES: 4-6

## GRILLED SHRIMP SKEWERS

20 shrimp (around 1.25 lbs), peeled and deveined  
6 garlic cloves, peeled and minced  
Zest of 1 lemon  
1 tsp. salt  
½ tsp. fresh ground black pepper  
¼ cup olive oil

## SALAD

3 hearts of romaine lettuce, cut in half lengthwise  
Salt & Pepper  
Olive oil  
1/3 cup shaved parmesan cheese

## CAESAR DRESSING

2/3 cup full fat greek yogurt  
1/3 cup grated parmesan cheese  
¼ cup red wine vinegar  
2 Tbsp olive oil  
4 cloves garlic  
2 anchovies- flat fillets, skinless  
1 tsp. salt  
1 tsp. fresh ground black pepper



## PREPARE SHRIMP

1. Add peeled and deveined shrimp to a large mixing bowl. Add minced garlic cloves, lemon zest, salt, and pepper, and stir until evenly coated. Add your olive oil and toss again. Marinade for 20 minutes at room temperature. You can do this step ahead of time and let your shrimp marinade for longer in the refrigerator. However, shrimp should be at room temperature when you're ready to grill.
2. Preheat the grill to medium high heat (350 to 400 degrees) and grease cooking grates or grill pan.

## PREPARE SALAD

1. Blend ingredients for caesar dressing with a hand blender or whisk. Set aside.
2. Rinse romaine halves thoroughly with water, keeping the hearts intact, and pat dry. Sprinkle both sides evenly with salt and pepper. Brush all sides lightly with olive oil. Grill cut-side down for 1 minute or until lightly charred. Flip and repeat. Set aside.

## MAKE SKEWERS

1. Skewer the room-temperature, marinated shrimp head to tail, so they resemble the letter "C." Place on the hot grill, and cook for 2-3 minutes per side, or until tightly curled and slightly charred on both sides.
2. Assemble your salad - to a large serving platter, add your grilled romaine hearts. Drizzle with caesar dressing, and top with shaved parmesan. Top with grilled shrimp skewers and serve immediately. charred. Flip and repeat. Set aside.

### *cooking tips!*

- IF YOU DON'T HAVE A GRILL PAN, USE TONGS AND AN OLIVE OIL-SOAKED PAPER TOWEL TO GREASE THE COOKING GRATES OF THE HOT GRILL.
- IF USING WOODEN SKEWERS, SOAK IN WATER FOR 15 MINUTES PRIOR TO COOKING TO PREVENT BURNING.



SERVES: 4-6

*perfect sidedish!*

## SALAD

1 cup cooked quinoa  
1 ½ cups green beans, sliced width-wise into ¼" lengths  
4 cups napa cabbage, sliced into ½" slices  
2 cups baby spinach, packed  
1 cup cherry tomatoes, halves  
½ cup fresh mint leaves, coarsely chopped  
2 cups (about 12 oz) cooked salmon filets\*, broken in ½" - ¾" pieces  
*Garnish: extra chopped mint, lemon zest*

## LEMON DRESSING

1/3 cup olive oil  
¼ cup unflavored nut milk  
1 lemon, zest + juice  
1 clove garlic  
½ tsp. salt  
¼ tsp. fresh ground black pepper

# SALMON *and* MINT QUINOA SALAD

## INSTRUCTIONS

Start by preparing your dressing—add all ingredients to a hand blender, and blend until smooth. Set aside.

## PREPARE QUINOA

1. Rinse the quinoa in a fine mesh colander under running water. Drain well.
2. Combine 1 cup rinsed quinoa with 2 cups water in a saucepan. Bring the mixture to a boil over medium-high heat, then decrease the heat to simmer. Cook until the quinoa has absorbed all of the water, about 10-20 minutes.
3. Remove from heat, cover and let the quinoa steam for 5 minutes. Remove the lid and fluff quinoa with a fork.

## PREPARE SALAD

1. Bring a small pot of water to a boil. Add sliced green beans and boil 2-3 minutes. Beans should be al dente. Rinse in cold water immediately to stop cooking.
2. In a large serving bowl, combine cooked quinoa, cooked green beans, sliced napa cabbage, baby spinach, cherry tomatoes and fresh mint.
3. Add lemon dressing and stir until evenly combined.

## PREPARE SALMON

1. Pat salmon dry on both sides with paper towel. Then sprinkle both sides with kosher salt and ground black pepper.
2. Heat a medium cast-iron pan or skillet to medium heat and add 1-2 Tbsp of olive oil, or enough to coat the bottom of the pan.
3. Add salmon and let cook for 5-6 minutes undisturbed on one side. Flip, and repeat. Cook until the thickest part of the salmon filet reaches 145 degrees.
4. Cut salmon into bite-size pieces. Top with salad with salmon pieces and garnish with extra chopped fresh mint leaves and lemon zest. Serve immediately.



## BLACK LIVES MATTER YARD SIGNS

Twin Cities Co-op Partners is proud to support the Du Nord Foundation. With each purchase of a yard sign, 100 percent of the proceeds go to the Du Nord Foundation. To date, this program has raised almost

**\$8,000.**

### YOU CAN HELP!

Learn more about the Du Nord Foundation's Community Market at [dunordcommunitymarket.square.site](http://dunordcommunitymarket.square.site)

#### Donate

[www.dunordfoundation.org](http://www.dunordfoundation.org)

#### Volunteer

[www.dunordfoundation.org/help-us](http://www.dunordfoundation.org/help-us)

#### Spread the word

[www.facebook.com/DuNordFoundation](https://www.facebook.com/DuNordFoundation)

## DISCOVER THE

# Du Nord FOUNDATION

**THE GLOBAL HEALTH PANDEMIC** and the social unrest happening all across the country supercharged 2020, illuminating the stark disparities in outcomes among Black and brown communities and other communities of color in comparison to their white neighbors. The public murder of George Floyd on Monday, May 25, by a police officer at 38th Street & Chicago Avenue moved the South Minneapolis community to raise their voices, and the days that followed were filled with public unrest. On the evening of May 27, the frustration and the hurt boiled over with riots throughout the city of Minneapolis. The riots reached Du Nord Craft Spirits, where their warehouse was burned.



The subsequent uprising and building damage in May 2020 left a tear in the fabric of Minneapolis. Initially, co-founders of Du Nord Craft Spirits, Chris and Shanelle Montana, pitched in where they could by raising money for affected businesses and operating a food shelf, but it quickly became clear that these efforts would need to be sustained in order to make a significant difference.

Support poured in, from off-line donations, grants, and to our Go Fund Me campaign, where to date over 12,000 people worldwide have contributed, bringing their combined funding to well over \$1 million dollars. Almost half of all donations were under \$25.

Formalizing their efforts in June 2020, the Du Nord Foundation was founded to address racial inequities in the Twin Cities by focusing on three core tenets: providing stability through disaster, supporting business ownership and economic prosperity, and investing in rebuilding the community through intentional, innovative business development—all with an eye towards economic justice.

## THEIR PROGRAMS



### REBUILD RECOVERY FUND

Through their first initiative, the Du Nord Foundation disbursed \$496,751 in emergency rebuilding funds to 76 small and under-represented business owners in Minneapolis and St. Paul, whose physical stores or offices were damaged during the civil uprising following the murder of George Floyd. Beyond the numbers, this list contains hundreds of faces who shared their stories, tears, anger, hopes and dreams for a more equitable future.

### COMMUNITY MARKET

A food shelf was set up on the burnt premises of Du Nord Craft Spirits and started as a way to address the immediate food desert that the civil unrest left behind. The Community Market is a community-supported food shelf for neighbors ("anyone in need of resources") to find free, healthy, and fresh foods for their table. The Community Market provides limited staple grocery items as often as needed. Most neighbors come about once per week, from 35 different zip codes across the Twin Cities. Items are preordered online, and then packed by volunteers and brought out to the neighbor for curbside pickup.

## THEIR GOALS

### CHALLENGES

The biggest challenge has been knowing where to start with such a complex issue as economic justice. Building wealth in historically disadvantaged communities requires engagement with those communities, a lot of conversations need to be had, and a lot of questions need to be asked before moving forward in the right direction.

Disadvantaged communities often face labor market discrimination, including being steered toward occupations that are less secure, lower-paying, and have fewer benefits and career-advancement opportunities.

### GOALS

Devoted to racial equity and economic wealth of Black, Indigenous, people of color (BIPOC) business owners, the Du Nord Foundation envisions innovative business districts to create a one-of-a-kind destination for all Minnesotans to enjoy. This plan seeks to establish:

1. A diverse set of business owners anchoring a district devoted to business development.
2. An identifiable site within Minneapolis.
3. Property acquisition and development led by diverse firms and aimed at building capacity within communities of color.
4. Business supports and incubation/acceleration opportunities for new businesses.

When executed, the end result will be a business district with: (1) a critical mass of BIPOC-owned businesses, (2) a focus on cultural preservation, and (3) a launch platform for new BIPOC-owned businesses.



**CO-OP  
PARTNERS  
WAREHOUSE**

## STRENGTHENING THE LOCAL FOOD SYSTEM

**CO-OP PARTNERS WAREHOUSE (CPW)** is our local and organic produce and grocery distribution company, located in Saint Paul. CPW is an integral part of our mission to "build community by developing a strong local food system." CPW's close relationships with local farmers and producers and large network of natural food stores, restaurants, and businesses allow us to expand the reach of small family farms and strengthen the local food economy. With the support of CPW, farmers and producers can focus on what they do best—making delicious food—while CPW efficiently stores and distributes their products across a seven-state region.



**ANGELICA'S GARDEN**



**FEATHERSTONE FARM**

**LOCAL FARMERS AND  
PRODUCERS DELIVER  
THEIR FRESH GOODS  
TO THE WAREHOUSE.**



**CPW STAFF RECEIVES,  
STORES AND SORTS  
PRODUCTS INTO ORDERS.**

CPW's crossdocking service enables small farmers and producers without delivery infrastructure to expand the reach of their products and cuts down on the number of miles driven by producers going to the same places. This program increases efficiencies and lowers lower everyone's carbon footprint.

**CPW TRUCKS  
DELIVER LOCAL AND  
ORGANIC FOODS TO  
BUSINESSES ACROSS  
THE MIDWEST.**



TWIN CITIES CO-OP PARTNERS

# A Year In Review

By Josh Resnik, CEO

This year was marked by the pandemic and a collective demand for racial justice. Faced with these pivotal moments in our community's history, we pivoted as an organization to meet the increased community need, deepen our investment in our staff, and begin our journey to being an actively antiracist organization. This work continues as we move into our next fiscal year at Twin Cities Co-op Partners, but I wanted to take this opportunity to reflect on key achievements of the past 12 months.

### ANTIRACISM JOURNEY

Last summer we committed to becoming a proactively antiracist organization. While it is a long journey, we are underway with definite progress in the past year. We hired Michael Hodges as our first DEI manager to build collective actions with the organization. Our employees engaged in training that focused on creating inclusive spaces, recognizing and accepting our differences, and conflict resolution. We are continuously working to establish hiring practices that are inclusive, equitable and reflect the diversity of the communities we serve. We're also working to diversify our co-op vendors and community partners – and have brought in new products from 15 BIPOC vendors in the past year. Looking forward, we will continue to explore each entity of our organization from a lens of cultural competency, equity in action and intentional inclusion.

### INVESTMENT IN EMPLOYEES

In October 2020, we increased all starting wages across TCCP to \$15.25 per hour. Additionally, we addressed compression so that those with more

experience also saw wage increases. We extended hazard pay into the beginning of January 2021— meaning we paid over \$500,000 in hazard pay to employees in this fiscal year and over \$800,000 overall. Our employees are a key part of what makes TCCP so special and unique, and we believe that deepening our investment in our staff is one of the most important actions we can take to retain and grow our talent and culture.

### EXPANDING OUR COMMUNITY IMPACT

With the dislocation and challenges caused by Covid and civil unrest, the need in the community increased. I am proud of how we stepped up as an organization. Through Co-op Partners Warehouse, we donated over \$265,000 in food to local hunger relief organizations. Through the generous donations of our customers and vendors, we will have collected over \$140,000 for community organizations through Change Matters. Sales of Black Lives Matter signs have helped us raise almost \$8,000 for the Du Nord Foundation (read more on page 14). And, finally, our kitchen prepared 100,000 healthful meals for those in need in partnership with Minnesota Central Kitchen. We have continued conversations with our BIPOC neighbors to listen and uncover ways to increase our impact moving into our next fiscal year.

As a socially minded business, we take our mission of "Building Community by Developing a Strong Local Food System" very seriously. I am excited about the progress we have made in the past year and the plans ahead as we continue to positively impact our community through food.



## Wedge Table and Commissary Closing

We ended this fiscal year with the difficult decision to permanently close the Wedge Table and Commissary. We are so grateful for the opportunity to bring the community together in that space and for all the amazing staff that have worked in our café, bakehouse and kitchen over the past six years. With slowed sales due to the pandemic, keeping the building open was not in the best interest of the co-op in the long term. It was a difficult decision and one we did not take lightly, but we are confident that it is the right one. We will be bringing food production back to our Wedge and Linden Hills stores, and we will partner with several local bakeries for our bread supply.

**NEW!**

## FRESH CUT CRATES

**GREAT VALUE ON THE GRILL-READY MEATS YOU LOVE!**

Our **NEW Fresh Cut Crates** are available in two varieties, *Grilling and Sausage*, with small and large sizes of each.

**SAVE 15%-20%**

TO LEARN MORE, VISIT [TCCP.COOP/NEW-FRESH-CUT-CRATES](https://tccp.coop/new-fresh-cut-crates)

**JOIN US FOR THESE UPCOMING  
CELEBRATIONS OF OUR AMAZING  
COMMUNITY OF OWNERS.**

**FALL OWNER CELEBRATION**

Sept. 6 – Oct. 3, 2021  
10% off: 9/27/21 – 10/3/21

**WINTER OWNER CELEBRATION**

Dec. 6, 2021 – Jan. 2, 2022  
10% off: 12/27/21 – 1/2/22

**SPRING OWNER CELEBRATION**

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