

Free | Winter 2020

grassroots

A Quarterly Newsletter from People's Food Co-op



grassroots

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Board of Directors

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Attend a Board Meeting!

Board of Directors meetings are held the 4th Tuesday of every month from 5:30-8:30pm. Member-Owners are always welcome! There is a free, light vegetarian dinner served from 5:30-6pm that you can enjoy with your Board Directors and discuss your ideas casually. Stick around for the official meeting from 6-8:30pm! This is a great chance to get your message to the Board or just to see what's going on at the Co-op.

Upcoming Meetings

Tuesday, January 28th, 6-8pm

Tuesday, February 25th, 6-8pm

Tuesday, March 24th, 6-8pm

An Invitation from the Nominations & Member Engagement Committee

by Naoki Yoneyama, Board Director & NMEC Member

Greetings from the Nominations & Member Engagement Committee (NMEC)!

People's Food Co-op's Elections Season is upon us, which means we're looking for new Board and Nominations and Member Engagement Committee (NMEC) members. In an effort to improve diversity and build engagement with these groups, we randomly selected 100 Member-Owners and invited them to learn more about stewarding the Co-op.

Similar to other representative bodies, such as neighborhood associations and Congress, our Board lacks diversity in terms of race, class, and education levels. When our Board is mainly comprised of older white or white-passing, cis-gender, and middle class folks, it does not fully represent our community, the Member-Ownership, or the staff. Over the years we've seen the symptoms of a lack of diversity on our Board: a lack of new and different ideas and perspectives, and a desire to maintain the status quo and/or to go back to the way things were. We've also seen a significant decrease in engagement, as reflected in our elections – during our 2019 election, we only had one candidate per open Board seat.

The root cause of lack of diversity on the Board and NMEC are barriers to participation. While everyone has the opportunity to participate in the governance of the Co-op, folks who are

white, resourced enough to have free time, don't have young children to take care of, and/or are self-employed or work a traditional 9-5 schedule are usually the folks who self-select to participate in these kinds of volunteer positions. This means that there are lots of communities who are un- or under-represented in our governance process.

We hope that by selecting 100 random Member-Owners to engage with more about participating in People's Board or Member Engagement Committee, we'll be able to start figuring out how to break down these barriers to participation, increase Member-Owner engagement year after year, and cultivate a more representative Board of Directors.

If you weren't one of the 100 Member-Owners selected in this process, don't worry – you can still nominate yourself for the Board or Nominations and Member Engagement Committee! Our community is what keeps this Co-op thriving, and our Member volunteers bring so much valuable community perspectives to their work here. We need everyone who wants to participate!

To run, fill out the online nomination application at www.peoples.coop/run-for-the-board or a paper nomination application at the store. And remember that there are 2 ways to make it onto the ballot: you can either be nominated by the committee or gather 25 signatures from Member-Owners.

People's Cooperative Community Fund (PCCF) Nomination Form

What organization would you like to nominate?

Organization

Website

501(c)3 ID#*

*A valid tax ID is required. Find it on the organizations website or give them a call.

Please include a statement that communicates the work & mission of the organization.

Optional Information (helpful but not necessary)

Your name

Phone #

Email

Organization's Contact Person

Phone #

Email

Mailing Address

Nominate Your Favorite Nonprofit to Receive \$1,000!

In 2007, People's started the People's Cooperative Community Fund (PCCF) through the Twin Pines Cooperative Foundation (TPCF). People's contributes 1% of our net profits after taxes to the TPCF, which then loans that money to budding cooperatives and non-profit organizations. Those loans accumulate interest, and each year we look to our Member-Owners to help us pass that money on to a local organization doing important work in our community.

If you know about an impactful nonprofit doing work that aligns with our Ends, use the form on the left (or online at peoples.coop/run-for-the-board) to nominate them to receive \$1000! Member-Owners will vote on the nominated organizations during the elections in April and May, and the organization with the most votes will receive \$1000.

Fill out the form attached and return it to the Co-op (you can drop it off or mail it attn: Gabi), or fill out an online form at peoples.coop/run-for-the-board.

Past Recipients

2019: People's SNAP Match Program
2018: Green Acres Farm Sanctuary
2017: Urban Gleaners
2016: Greeley Food Forest

**Please return this form to the Co-op by
Thursday, February 28th.**

Any questions? Contact Gabi at gabi@peoples.coop.

Run for the Board of Directors & the Nominations and Member Engagement Committee!

Member-Owners are the reason we have a People's Food Co-op, and your involvement in the Co-op makes for a better store and a stronger community. **This year, Member-Owners will elect two or more new Nominations & Member Engagement Committee members and three new Board Directors.** We need candidates to fill those vacancies! We're asking you to consider taking on one of these roles and making an investment in this place and our vision for it.

People's is a democratic institution run by a Collective Management that operates the Co-op on behalf of Member-Owners. In light of this, one of the Board's main monthly duties is to set and review governance policies that guide the Collective Management in its work. The Board also provides representative leadership for Member-Owners and seeks to engage with them throughout the year to hear feedback about People's.

If you love the Co-op but the Board isn't for you, the Nominations and Member Engagement Committee (NMEC) might be a great fit! Think of the NMEC as the link between the Board of Directors and the rest of the Member-Ownership: planning and hosting events, running the elections, and creating new programs that connect and serve our diverse community.

Why run for the Board or the Member Engagement Committee?

- Get a 15% or 10% discount on your groceries
- Help the Co-op thrive!
- Explore the Co-op's purpose in our community
- Make sure the Co-op is legally and financially sound
- Become more familiar with the Co-op's governance model, called Policy Governance
- Connect with other Member-Owners
- Get to know the folks who work at the Co-op

Need more info? Grab a nomination packet in the store, or go to peoples.coop/run-for-the-board. Feel free to also contact the current Nominations & Member Engagement Committee! Just email elections@peoples.coop, and Naoki, Christopher, or Brion will be in touch with you.

Winter Events

January

People's Zero Waste Bulk Basics

Friday, January 10th, 5-6pm.
Free! Please RSVP.

Want to reduce excess packaging in your lifestyle? Learn how to reuse containers to purchase your food and body care products in bulk! People's offers an incredible selection of local, artisan, and affordable products in our bulk section. In this class, People's bulk buyers will share their strategies for reducing excess packaging in the grocery industry, insight into their selective buying practices. There will be a demonstration of bulk shopping strategies that reduce the necessity of single use containers.

Zero Waste Series: Denim Mending Workshop

Saturday, January 11th, 1-3pm
\$5-25 sliding scale,
registration required.

Learn to repair your favorite jeans to extend their life, and reduce your environmental impact! In this workshop, we will spend most of our time demonstrating and working on our mending projects with the assistance and encouragement of skilled mender, Daniela. There will be some supplies and materials for people to take with them, so they can continue to work on their project.

Needles, pins, thread, scissors, and fabric for patching will be provided.

Seed Exchange

Wednesday, January 22nd,
5-8pm. Free.

Come exchange your non-GMO, non-fumigated seeds with your community members! Bring your labelled seeds to share and containers to take seeds home in.

February

Grow Your Own Produce Series: Planning, Design, & Framework

Wednesday, February 5th,
7-9pm. \$25, registration
required. A 20% discount is
available to People's Mem-
ber-Owners – email Marisha at
marisha.permaculturerising@
gmail.com or call her at (503)
454-6656.

This opening session will focus on garden planning and design. We'll discuss permaculture design strategies that can maximize your yields and diversity of crops throughout the season. Each participant is encouraged to come with a base map of their site for developing site analysis overlays. Marisha will guide this activity and provide tracing paper. Please contact Marisha if you need support before this class to have this available.

Love Your Farmer Day

Wednesday, February 12th,
2-7pm at the Farmers' Market

Come show your love and appreciation to all the farmers and vendors that work hard to bring fresh food into our community every week!

March

Grow Your Own Produce Series: Indoor Seedstarting, Early Season Planting, & Perennial Vegetables

Wednesday, February 5th,
7-9pm. \$25, registration
required. A 20% discount is
available to People's Mem-
ber-Owners – email Marisha at
marisha.permaculturerising@
gmail.com or call her at (503)
454-6656.

This session will focus on early season plantings and varieties that are known to thrive in the Pacific Northwest. We will talk about how to start and care for seeds and young plants, and how to prepare your soil for planting. Seed catalogs and other resources will be available for participants to make a personalized planting plan.

Event Series

Community Wellness Clinic

- Sunday, January 19th, 2-5pm
- Sunday, February 16th, 2-5pm
- Sunday, March 15th, 2-5pm

Prices vary by practitioner, \$10-40 sliding scale. Advanced registration is available.

This monthly event is an opportunity for folks to receive healing and wellness services at an accessible price. Each month, a variety of practitioners will offer 20 minute treatments in a community setting, at sliding scale rates. Modalities may include thai massage, traditional massage, Reiki healing, aroma acupoint therapy, tarot, astrology and/or intuitive readings. Walk in or reserve your time slot in advance!

People's Zero Waste Community Support Group

- Tuesday, January 14th, 5:30-6:30pm
- Tuesday, February 11th, 5:30-6:30pm

These events are free! Please RSVP.

Do you have a vision for how People's can support a Zero Waste future? Do you want to learn more about what you can do to help? As individuals and as a community we need to strategize ways to reduce our dependence on single use plastics and overall reduce our waste. People's has been a leader in sustainability for 50 years, and we are striving to stay engaged in our commitment to this legacy. Join us for this meeting to be a part of the People's Zero Waste Community Engagement Group!

New Moon Circle for Women, Queer, & Femme Folk

- Friday, January 24th, 7-9pm
- Saturday, February 22nd, 5-7pm

\$10-25 sliding scale, \$20 suggested. Pre-registration is encouraged.

This is a safe and supportive space for women, queer, trans, non-binary, and/or femme-forward folks. This gathering aims to honor the Yin aspects within all of us. The New Moon is a time to gather in community and honor the empty, dark space before we begin the next lunar cycle. Our ceremonies blend our Pagan & Celtic roots, learned Eastern wisdom, astrological insights, and understanding of the challenges of modern life. Activities may include meditation, ritual, writing, sharing, music, movement, and creative exercises. This is a powerful and cathartic gathering of community to share, heal, and celebrate together.

REGISTER ONLINE:
peoplescoop.eventbrite.com

Wait, there's more!
Make sure you check out our full events calendar at
peoples.coop/events

We are committed to making our classes accessible to folks of all income levels and financial situations while ensuring that our instructors get compensated fairly for their time, effort, expertise, and materials. If a class with a cost is interesting or useful to you but you can't swing the fee, please be in touch with us and we'll work something out. You can email communityroom@peoples.coop.

The Community Room is located on the 2nd floor up a flight of stairs. It is also accessible by elevator lift – just let a cashier know you need to use it and they will help you!



2019 Annual Meeting. Photo by Celina Flores.

An Update from Our Board of Directors

People's celebrates 50 years of service to our community in November 2020. Whether you only recently became a member or if you have been with us from the start, we want to thank you for your support. The natural food landscape has changed drastically in that time and we are hard at work re-imagining how to best serve you and the greater community. The Collective Management recently completed a long-term plan and we are excited about the potential and possibilities it offers us. The Board is working to update our Ends to reflect the changes we are experiencing and what the Co-op's priorities should be as we look to the future: how we build community, offer high quality food, sustain our business, and engage in meaningful ways with the world around us.

In the past, co-ops have pushed the boundaries of organic and natural foods. As we all know, many

larger corporate businesses have expanded on these ideals and they are now much more mainstream. In many ways, this is a good thing; it has meant increased access for more people, and a wider variety of products made without pesticides and other chemicals that harm our ecosystem. At the same time, the co-ops where these values found early roots are experiencing deep challenges, as we are seeing locally with the recent closure of Food Front's Hillsdale store. The question facing us, as Board Members, is how does People's continue to build on its radical roots, inspiring more thoughtful change as we face both a growing climate crisis and mainstream competition in natural foods? The Collective Management continues to set our product offerings apart from large natural food grocers by working directly with regional vendors, food producers, and farmers, all while keeping our prices on basics and specialty foods competitive

and accessible. They've also recently started a Zero Waste working group, and we are hoping to grow this idea and inspire more thoughtful consumption as we continue to explore our impact on the world around us. We hope you will join us in celebrating 50 years of service and expand the impact we have on the world around us.

In our last note to you, the Board shared about our recent Retreat and some of our priorities. We want to provide an update on these, and mention a couple other things we've been working on.

Teaming

In order to live up to our commitment to our Member-Owners, we need to work effectively and efficiently together. As a Board we are working on skill development in four areas:

- **Conflict resolution:** We need a process for addressing the conflicts that inevitably arise when we engage in the challenging work of finding compromise, weighing priorities, and navigating diverse personalities.
- **Policy Governance:** Policy Governance defines and guides appropriate relationships between you, the Co-op's Member-Owners, the Board of Directors, and the Collective Management (CM). The Board's role is to write and update policies identifying the benefits that should come about from People's Food Co-op and then monitor the CM's execution of those policies. As a "young" board without many years of experience on the People's Board, we have more learning to do about how to carry out Policy Governance as effectively and collaboratively as possible.
- **Anti-oppression training:** We will be exploring how to bring anti-oppression in as a framework for how we work together as a Board. This will begin as training(s) and carry forward as an orientation to how we relate to one another, the CM, and the Co-op community.
- **Consensus decision-making:** Our Board uses a decision-making process known as "consensus,"

in which group members work together to develop a decision in the best interest of the whole group or common goal, and agree to support that decision together. This differs quite a bit from the "voting" model more commonly used by Boards and other governing bodies, and we want to develop our skills around this process so we can more quickly arrive at solutions which further our Ends.

Prioritization of Work

We want to find a balance between the structure and time commitment of monitoring reports and dedicating needed attention to working on our Ends Statement and envisioning new ways to engage with members.

Member Engagement

In November we reinstated our Nominations and Member Engagement Committee! Read more about that on page 3 in this issue of Grassroots. Also, you can expect to see at least one change to our Bylaws proposed on the next ballot. In other news, we are pleased to let you know that we've appointed a new Board Member to fill the vacant seat left by Jay Whitaker's resignation in August. Jennifer Bishop, will be acting as your new Board member until the next Election, in May. Jen shared with us that she is excited to join the Board to "put cooperatives in the limelight, to demonstrate that they have the power to make mutually-beneficial decisions for their members and larger communities, and to inspire more people to engage in cooperative ventures." Please offer a welcome to Jen when you see her around the Co-op!

Curious to learn about the Board's role and the work we're doing? We'd love to see you at a Board Meeting! Our meetings are at 5:30pm on the 4th Tuesday of every month in People's Community Room. Come share a healthy vegan dinner, meet your Board, and hear what we're up to.

The Power of the Black Collective

~ Celebrating Black Cooperatives for Black History & Futures Month

by Makayla Micheal, Co-op Staff
& Amina Rahman, Collective Manager

The history of cooperation is interwoven throughout Black history. Before slavery, Black people have used cooperatives and similar strategies to support their communities and to thrive. Yet, it's a history that white writers often forget. Black people have come together time and time again to combat white supremacy and a violent capitalist society, working collectively to survive, including pooling resources through the Underground Railroad to free slaves, establishing mutual aid funds while advocating for reparations through the Ex-Slave Mutual Relief, Bounty and Pension Association, and organization by the Black Panther Party of the first free breakfast initiative in public schools.

Black cooperatives are powerful because organizers are putting themselves at the forefront – it's about Black individuals working in community to further Black liberation, combat white supremacy and the exploitative capitalist society we live through daily.

However, Black co-ops have been met with real threats, barriers, and outright violence in response to their organizing. Black cooperatives have also faced violent economic barriers; access to capital, loans, insurance and land controlled by institutions have kept many Black cooperatives from actualizing. The Freedom Farm Cooperative – a farming co-op founded in 1967 by Fannie Lou Hamer that helped Black families obtain food by trading work hours – had to close their doors because they did not have the financial capital or institutional support to keep going.

This story continues into the present, as Black folks continue to organize against oppressive systems to take back the land and resources. The work of Cooperation Jackson draws from the radical Black politics and organizing of the Black Panthers, the Zapatista movement for indigenous rights, and the success of the Mondragon cooperative in Spain.



Kali Akuno, one of the founders of Cooperation Jackson. Image courtesy of Cooperation Jackson.

Cooperation Jackson seeks to “build a solidarity economy in Jackson, Mississippi, anchored by a network of cooperatives and worker-owned, democratically self-managed enterprises.”¹ The project was birthed on May 1st, 2014 (International Workers’ Day) by a group of organizers in Jackson inspired by the Jackson-Kush plan for Black self-determination and economic democracy. Despite being a city that was 80% Black, the Black community continued to be systematically unrooted from civil, economic, and legal infrastructures; prior to the Civil War, Mississippi was one of the richest states in the country due to the wealth generated through the enslavement of African people. In 2015, Black Mississippians were making 69 cents for every dollar a white person made.

¹ www.cooperationjackson.org

“[Cooperation Jackson’s] experience has been that ‘when marginalized and excluded workers and communities are organized in democratic organizations and social movements, they become a force capable of making transformative social advances.’”

Unlike many cooperatives that end with cooperative business and shy away from explicitly political goals, Cooperation Jackson is unabashedly and proudly anti-capitalist. Using worker-owned and -managed companies, they strive to replace the current exploitative system of capitalism rooted in the enslavement of Black folks on the continent to create an economic alternative for Black Jackson residents and truly democratize wealth and resources in the Deep South. The organization's experience has been that "when marginalized and excluded workers and communities are organized in democratic organizations and social movements, they become a force capable of making transformative social advances."² The sheer scope and imagination of Cooperation Jackson's plan for a solidarity economy is revolutionary: their long term vision is to build a solidarity economy through a strong network of local worker cooperatives, a cooperative incubator, a cooperative education and training center, and a cooperative bank.

So what does this look like in action? Well, building a new solidarity economy can't be easy. But already in its first 5 years, Cooperation Jackson has started:

- Freedom Farms, an urban farming collective, as well as various other cooperatives including a cafe, an art cooperative, and a waste management cooperative;
- the Chokwe Lumumba Center for Economic Democracy and Development, a community center and small-businesses incubator;
- a Community Land Trust that currently owns 25 plots and hopes to purchase 50 more in order to create a village of sustainable housing for low-income and LGBTQ residents.

All of this work has been fueled by deeply democratic organizing through mass People's Assemblies and almost exclusively funded by donations. In a very real sense, Cooperation Jackson is leading the way in modeling what a scalable Just Transition can look like when led by and centering people most affected by the violence of our capitalist society.

Throughout the country, Black cooperatives continue to emerge and lead in work around food access and returning to the land. The Mandela Foods Co-op, a cooperatively-run grocery store in West Oakland, opened in 2009 in West Oakland, a city rich in Black unionizing history. The Central Brooklyn Food Co-op is preparing to open its first brick-and-mortar store in Brooklyn in 2020, seeking to connect families of color in New York to healthy and affordable food.³ Doing similar work locally is Mudbone Grown⁴ – a Black-owned, community-oriented farm working to bring land, food, knowledge and other resources to Black and brown individuals in the Portland area.

From sharing resources in the time of slavery to the various organizations working to connect Black folks to food and land in the United States, the history and legacy of Black cooperation runs deep. We hope you join us in supporting the future of Black cooperatives by learning the history, following and supporting Black leadership at People's and other co-ops, supporting fundraising campaigns, and prioritizing buying from Black-owned businesses.

² www.cooperationjackson.org

³ You can donate to the Central Brooklyn Food Co-op's kickstarter here: <http://cbfood.org>

⁴ You can support Mudbone Grown by visiting their BIPOC Farmers Market every first and third Saturday from 1-5pm at Unity Farm (7900 NE 33rd Drive)

Nutty Bee

Bring soothing CBD into your skincare ritual with Nutty Bee!

by People's Nonfoods Buyer and Co-Manager

The Creator and Founder of Nutty Bee sat down with us at People's Food Co-op and gave us an inside perspective of the brilliance behind Nutty Bee. The CBD products Nutty Bee is creating are such foundational skin care must-haves for folks who want to have hydrated, soothed, nourished skin with all the healing benefits of full-spectrum CBD.

Tell us about Nutty Bee!

I am from Portland, born and raised. Nutty Bee is created and produced here in Portland. There are no chemicals, additives, and everything is certified organic. I care about the price point being accessible because everyone should have access to the healing benefits of luxurious organic CBD based products in our community and beyond.

Customers are loving your products. What sparked the creation of Nutty Bee?

About 5 years ago, I started looking into natural ways of healing for myself as my own skin care needs were shifting. All of my research led me to the healing properties of CBD and organic natural ingredients. Nutty Bee CBD Salve was the first product I stirred up. Originally there weren't any essential oils in the salve. Essential oils were then added for additional therapeutic benefits. The skin altering experience that these products provided was such a huge hit with family members and friends that Nutty Bee was born. The brand Nutty Bee came from the fact that so many of

us overwork ourselves and have to find a way to manage the ongoing pressures in a holistic way.

What should our customers know about the incredible Nutty Bee CBD Bath Salts? This is my new favorite bath ritual.

Bathing with Nutty Bee CBD Bath Salts is such a treat for your skin body and your nervous system. Every sense is cared for in this luxurious immersion for the senses.

Whatever we put on our skin affects us as much as what we put in our bodies. The Nutty Bee CBD Bath Soaks were created to support a reset of our bodies and our minds. For example, Lavender Peppermint CBD Bath Salts are soothing for inflammation and joint pain, it's also incredibly relaxing and hydrating. I recommend soaking for 20 minutes. You don't have to put on any moisturizer after because of all the oils in the bath salts. You will emerge with soft, glowing skin. If you have dry skin and want to hydrate after the bath then I recommend using the Nutty Bee CBD Body Butter or Salve.

Nutty Bee products are a healing experience for your nervous system. A love for nature comes through in the products that I'm making. There are so many things from the earth that we can utilize that are outside Western medicine and support healing in a holistic way.

People's carries Nutty Bee CBD Bath Salts in bulk for \$3.99 per ounce! We've got Unscented, Lavender & Peppermint, and Patchouli & Eucalyptus. You'll find Nutty Bee CBD body butter, salves, and oils in our CBD case.

new stuff!



Driftwest Water Kefir

\$3.39

If you prefer a not-too-sweet carbonated beverage you should definitely try this canned water kefir. We stock three flavors, a refreshing Grapefruit Tangerine, a tangy Cranberry Grape Raspberry, and my favorite, the summertime vibe Guava Mango Passionfruit. Each delicious on their own, or added as a mixer to a cocktail.



Cordial Waters Bulk Herbal Teas

Teas individually priced per pound

Find a tasty herbal tea blend to support daily resiliency, or a more targeted need like immune or cough support in our bulk tea section. Like all our herbs and teas, these blends are available to be special ordered by the pound and receive a 10% off discount! Made locally with all organic ingredients.



Seka Hills Arbequina Olive Oil

\$15.99

New to our nitro bulk oil dispenser: an ideal everyday olive oil versatile enough for salad dressings, marinades, sautéing, and baking. This olive oil has a balanced fruity and peppery flavor profile. Grown, milled, and bottled by the Yocha Dehe Wintun Nation in the Capay Valley of California. The producers "strive to preserve their language and the legacy of their ancestors as they continue to grow as a people and tend the fertile valley that is home to their culture, history, and tradition". Learn more at sekahills.com



Super Belly Fermented Chipotle Probiotic Mayo

\$9.49

This mayo is an incredibly versatile condiment, ready for dipping on sweet potato fries or added to salad dressings. The savory possibilities are endless! Containing fermented chipotle hot sauce, sauerkraut brine, and unfiltered apple cider vinegar, this mayo packs in the probiotics.



El Burrito Soyizo

\$4.39

Finally, a certified organic soyrizo! Spiced with smoky flavors of ground chile peppers, onions, and paprika. Change up your classic tofu scramble with this soyrizo!

The Seven Cooperative Principles

#1 Voluntary, Open Membership

Open to all without gender, social, racial, political, or religious discrimination.

#2 Democratic Member Control

One member, one vote.

#3 Member Economic Participation

Members contribute equitably to, and democratically control, the capital of the cooperative. The economic benefits of a cooperative operation are returned to the members, reinvested in the co-op, or used to provide member services.

#4 Autonomy & Independence

Cooperatives are autonomous, self-help organizations controlled by their members.

#5 Education, Training, & Information

Cooperatives provide education and training for members so they can contribute effectively to the development of their cooperatives. They inform the general public about the nature and benefits of cooperation.

#6 Cooperation Among Cooperatives

Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, regional, national, and international structures.

#7 Concern for Community

While focusing on member needs, cooperatives work for the sustainable development of their communities through policies accepted by their members.



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