



MAY 2021

Good Thymes

DNF CO-OP'S MONTHLY NEWSLETTER





Joe Z., GM

What do you all think about Democracy? I mean, we all like it and most of us feel that a good country with a good government would be democratic. And if you have been following what has been happening in this country, there is a lot of talk about Democracy's health and how fragile it is.

We all know the Democracy's roots run back to the Greek City/State of Athens at around 500 BCE. Rome had their version and then it kinda-sorta went splat for hundreds of years. It was experimented with in the 1600s and 1700s and was discussed in intellectual circles.

It's really this country that was the first big-time/real-time manifestation of it in the modern world. And that iteration was deeply flawed at its inception with many of those flaws still existing.

When asked about democracy, most of us would say that it is one person – one vote. Which is correct. But that could lead to “mob rule”. And for it to work well, those people who vote must be informed. It's not that easy when putting it into practice and the flaws are patched with things like a Bill of Rights and a powerful Court system.

It's unwieldy and slow at times – specifically in times that need precise and direct action. In practice – it's messy. No one has really figured out how to implement it perfectly and discussions about it today go in many different directions.

Entering into the fray was the Cooperative Movement starting in the 1700s. Cooperatives and Democracy became intertwined in the early developmental stages and became solidified in the 1850s with the statement of Cooperative Principles which is still the bedrock of the movement today.

Of those original principles – only three remain unchanged today: Open Membership; Democracy; Education. These principles came from a Consumer Food Co-op: The Rochdale Pioneers Society in England (better known as the Rochdale Co-op).

In its day, those principles were hugely controversial - especially in a retail environment. It just wasn't done. The wealthy shop-owners sold products at very high rates. As an alternative, these pioneers set up a system that the business capital would come from each Member and those folks would be the actual owners of the business. Anyone can join and each Member would have a voice – one person, one vote. Scandalous!

Democracy and Cooperatives were explored because of abuses by the wealthy who were “in charge”. People became passionate about these concepts and how to engage them. The history of Democracy and Cooperatives is filled with intense (sometimes physical) “debates” about, well, everything.

Okay – wait a minute: in today's world what the heck are the benefits of having a grocery store that adheres to Democracy and how is it implemented?

Operating a grocery store is not rocket science. But there are a zillion little details that come at you very fast. I've watched grocery burn out so many people regardless of their education level. It's actually a pretty

complex mish-mash at the detail level.

How does democracy apply here? Surely everyone isn't expected to know these minute details and vote on them. Actually, many of our Co-ops started as small local buying clubs and that is exactly what happened. But as Membership grows, typically a Board of Directors is installed. Often the next step was hiring a Manager.

Simple, right? Well, not so much. In the Co-ops of the 1970s and 1980s, who's in charge of what was very malleable. In one Co-op I worked at in the 1980s, it was the Board that did all the hiring and HR functions. They would meet for 4 to 5 hours each week to collectively direct the Co-op. As that Co-op grew, it soon became obvious that was not efficient or sustainable.

In the 1990s, there was a movement in Co-ops to remove responsibilities of operating a store from the Board. Kinda like a separation of powers. Operating the store fell to the Manager(s) and Staff (in varying configurations).

Most Consumer Food Co-ops today operate like this. So the questions become: What does the Board do and how is a Member's democratic vote meaningful?

Boy-howdy! Why did you bring that up? That is the hugest question facing Co-ops today! Hotly debated!

The main function of the Board is to hire the General Manager (slightly different from Staff Collectives) and then monitor how the store is functioning and ask questions of the Manager. When a Co-op is doing well, often the Board becomes a “Vanity Board”. But when things are challenging, Boards and Memberships suddenly become major players.

In a very recent situation, the La Montanita Co-op in Albuquerque, NM demonstrated Democracy in action. This is actually a very long story with many nuances so I'm only giving the briefest overview.

In 2015, that Co-op needed a new GM. Because sales had flattened and one of their stores was underperforming, they decided to bring in someone from one of the successful capitalistic competitor chains: Sprouts. The GM had been a regional director and was known for turning stores profitable.

He was immediately at odds with Staff and Members. The Board would not get involved because operating the Co-op was not their job. Members banded together to force a recall of the Board. Their process was successful but took so long that the regularly scheduled elections came around. This group ran some candidates who all got in. They then refocused to recall the remaining Board Members but those folks all resigned. Those seats were then appointed by the remaining newly elected Board Members. The GM was let go.

What a wonderful story of democracy in action! Except this new Board was very inexperienced and ideological and went through a number of interim managers over the next three years – that Co-op shaking mightily.

Stability started at the end of 2019 with the hiring of an internal candidate for GM. And who got immediately hit with closing down one of their locations, restaffing key positions that had been empty, and, of course, Covid.

Dude is in a tough position and my Co-op spies report that some of their Board Meetings are, “rather spicy”.

Next month – Democracy in Co-ops, part 2.

Meet your New Board of Directors!



Sheryl
McGourty



Cody
Reinheimer



Victoria
Mordan



Elizabeth
Shephard



Don
Lewis



Weston
Medlock



M.
Katherine



**Thank you for voting! Stay
tuned for the date of our next
board meeting!**

co+op deals®

MAY 5 - MAY 18, 2021

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Siggis
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Yogurt
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varieties



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Muir Glen
Organic
Tomatoes
14.5 oz., selected
varieties



2/\$6

Hope Foods
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8 oz., selected varieties



3.99

Crofter's
Organic Premium
Fruit Spread
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varieties



8.99

Weleda
Skin Food
1 oz.



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MEET LARREA!

Larrea, our Front-End Manager, has been at the Co-op since September 2020. She previously graduated from Animas High School. Let's meet Larrea...



Where are you from?

I was born in Lopez Island, Washington, but grew up in Durango, Colorado from the age of twelve.

What is one of your favorite things about working at the co-op?

Human interaction with our tight-knit community, as well as working with great, healthy food!

What is something you bring to the Co-op's management team?

Sass and organization!

What are your three favorite products currently being sold at DNF?

Amy's frozen burritos, Teakoe Tea (my go-to for caffeine), and just about any Deli item.

What is one thing that might surprise shoppers about you?

I lived in Puerto Rico for half a year and incorporate a lot of traveling in my free time.

When not working at DNF, how do you spend your time?

I like to hangout with my friends, go to the river, and paint.

How would you describe your diet: vegetarian, carnivore, etc.

I eat EVERYTHING, but I try to shop locally and support our local farmers.

Share your favorite meal with us.

I love steak Kabobs loaded with veggies and lime cilantro rice!

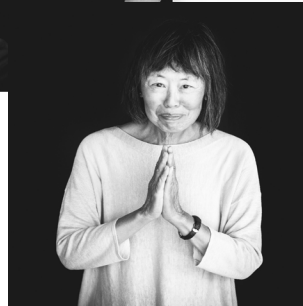
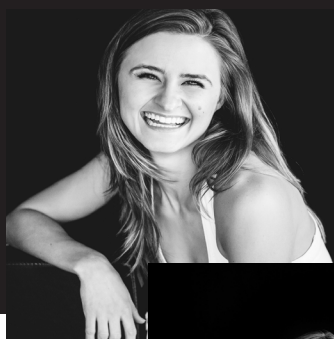
If you were an animal, what animal would you be?

I would be a panther because they are sleek and fast and intense.

If I had a magic wand, I would...

Make myself be able to teleport!

Meet the Wellness Professionals @



How We Help

We help people who are interested in optimizing their lives to become as healthy and balanced as possible.

Our clients are interested in exploring aspects of themselves, not to find what is wrong, but to look at what is. They find the gifts of past experience, accept it as part of who they are now, and turn it into a strength to become their best self

11 Things The Professionals at StudioB Make Sure We Have In Our Day Packs Before Hitting The Trail

1. Sunscreen -Because we live at altitude, protect our skins
2. Nuts or Nut Butter - Perfect blend of fat and protein
3. Jerky - Salty or Sweet plus shelf-stable
4. Cucumbers or Celery -Full of vitamins and minerals
5. Granola - A tasty carb for quick energy
6. Cheese Sticks or Freeze Dried Cheese - High in calories and Yummy
7. Apples or Oranges - Fiber and goes good with nut butter
8. Sugar-Free Electrolyte - Replenish those minerals as you sweat
9. 85%+ Dark Chocolate -Makes us happy and an antioxidant

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- A Good Multivitamin - Support your body with all it needs
- Magnesium -Supports muscles, nerves, energy production.and mental health

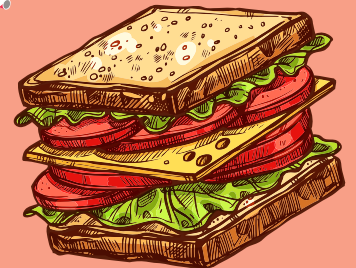
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*Fun fact: You can buy plant starts with your Double Up Food Bucks!

Welcome to the Table: Co-op Recipes

Asian Tuna Cakes

Ingredients

24 ounces canned tuna packed in water
3 tablespoons shredded carrots
3 tablespoons fresh cilantro, chopped
3 tablespoons scallions, finely chopped
1/2 cup peanuts, chopped

1 cup breadcrumbs
1/2 teaspoon red pepper flakes
1/2 teaspoon salt and pepper
1/2 teaspoon pepper
1 cup mayonnaise
1 tablespoon vegetable oil

Preparation

1. Drain tuna and mix with carrots, cilantro, onion, peanuts, breadcrumbs, red pepper flakes, salt, and pepper. Combine with mayonnaise and mix well.
2. Form into 6 burgers, each approximately 1-inch thick, and set aside.
3. Over medium to medium-high, heat a large non-stick skillet with 1 tablespoon vegetable oil or spray skillet with pan spray. A hot griddle can also be used.
4. Cook the burgers 4-6 minutes, until lightly browned on one side. Gently flip and brown the other side. The burgers should reach a temperature of 165°F.

Serving Suggestion

Serve with lime wedges and a mixed green or sesame noodle salad.

Nutritional Information

Per Serving: 523 calories, 41 g. fat, 47 mg. cholesterol, 10 g. carbohydrate, 2 g. dietary fiber, 34 g. protein, 802 mg. sodium.



Wild Mushroom Spread

Ingredients

1/2 pound white button mushrooms, sliced
1/2 pound wild mushrooms (such as shiitake and cremini), sliced
1/4 cup white onion, chopped
1/2 cup white wine
1 cup heavy whipping cream

1/4 pound unsalted butter
2 pounds cream cheese
4 scallions, sliced (optional)

Preparation

1. Melt the butter in a small stockpot and add the mushrooms, onion, wine, and cream. Simmer 30 minutes, or until reduced by half.
2. Transfer mixture to a food processor and pulse until fairly smooth. Add cream cheese and blend again.
3. Add scallions (if using) before serving.

Serving Suggestion

Wild mushroom spread can be used on sandwiches, meats, or as an elegant dip with raw vegetables and crackers.

Nutritional Information

415 calories, 41 g. fat, 131 mg. cholesterol, 256 mg. sodium, 6 g. carbohydrate, 1 g. fiber, 6 g. protein

Find more recipes at www.welcometothetable.coop



Soil Matters: Below the Surface of Authentic Organic

[This article was previously published in the spring issue of the Cultivator, Cornucopia's quarterly newsletter. Donate today to protect organic integrity and receive our summer issue in print.]

The Cornucopia Institute is adamant that the USDA National Organic Program (NOP) enforce the required management of the living soil.

Authentic organic farmers are systems thinkers who work to support the interdependence of diverse and abundant soil organisms. They steward helpful fungi and bacteria that engage in complex subterranean relationships to nourish the plants, reach water, and sequester carbon. These relationships grow strong, resilient plants that are more resistant to disease and insect damage. The harvested crops contain the myriad nutrients and minerals available in healthy soil.

Conversely, industrial conventional growers require only a rudimentary understanding of plant biology and chemical pest control. Grown in monocultures, the plants are sustained entirely by inputs of synthetic fertilizer and pesticides. Soil merely holds the plants in place on these factory farms, so that nitrogen, phosphorus, and potassium can be delivered directly to the root system.

Some industrial practices, including the use of fertilizer in place of cover cropping, have wormed their way into certified organic production. Cornucopia is digging into problems of certifier inconsistencies and NOP guidance that fail to ensure the biological management of the soil. Look for our report from the April 2021 National Organic Standards Board Meeting.

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follow us on social media!  **



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