



JUNE 2021

# Good Thymes

DNF CO-OP'S MONTHLY NEWSLETTER







Joe Z., GM

## Democracy in the Co-ops (part 2)

Wasn't that a great story about the La Montanita Co-op that I relayed last month in part 1? A secretive Board hires a GM who changes major ideologies at the Co-op and the Membership rises up to oust the Board and the GM by electing a new Board more representative of the Members!

Democracy in action! What a great feel-good story! Something like that wouldn't happen at Whole Foods. Did Whole Foods ask its shoppers if they want Amazon to buy the store? Of course not. That's not how those businesses work.

Except..... was what happened at La Montanita really representative of the Members? Was it really democracy? Was what happened really good for that Co-op?

Now I'm biased because I like the results that were obtained. I met twice with the group leaders of what they called the "Take Back the Co-op Movement" and it was my belief that the Board and the GM were making terrible decisions. So my "side won". Dancing in the streets!

Of course, those replaced Board Members and their supporters, which included the NCG (National Cooperative Grocers) and a major consulting firm to Co-ops, feel very differently. They feel that a small group of hotheads banded together and using the ruse of Democracy took over the Co-op. They were not dancing.

Let's dissect this a little. The original Board Members were elected by a majority of a few hundred votes cast. The new Board Members were elected by a majority of well over 3,000 votes cast. That bodes well for the new Board and they certainly can say that they are more representative of the Membership. But La Montanita's Membership was over 16,000 at the time.

The vast majority of the Membership did not vote and probably didn't care – if they even knew there was a "fight" going on. It's a grocery store and there are other grocery stores in town such as Whole Foods. Of course, the Members of the Co-op invested equity dollars into the business so one would think that they would care more: they have "skin" in the game.

Actually, 20% voting in a Co-op election is considered very good in Co-op Land and is certainly better than 3%. But it's still not really representative. And there were many who voted in support of the old Board. So it actually does look like a small group of people grabbed control of the Co-op. It's hard to tell.

But that's Democracy, isn't it? One side gets one more vote than the other and they win and the others lose. Democracy always creates winners and losers. And in some cases, those losers feel as if they have been cheated and become very angry. And in some cases, the winners make very bad decisions.

After studying the collapse of the great Berkley Co-op in 1988, of all the reasons (and there were many), I could make an excellent case that it was Democracy that brought it down. Ill-informed Members voting for unknown candidates for the Board who in turn made very bad decisions. And the Board Members came and went frequently with different small factions vying for control.

There are flaws in Democracy and we see it in various governments in this country. In food Co-ops, it's magnified because, well, it's just a grocery store and many folks don't care.

Okay – let's roll all this back to the 1700 and 1800s where Democracy was all the rage. Democracy meant equality and control over our lives instead of feudal systems and Kings and Dictators and greedy capitalists.

Its goal was to throw off the yokes of oppression and truthfully, this country was the first experiment on a large scale. Right from the onset, it was obvious that getting folks to agree was quite difficult and the fight was on to get those votes so one side can do that street dancing (and often there is more than one side).

Those against Democracy at that time (and now times too) say that the people do not understand the issues, they don't care about the issues, they are swayed by populists and certainly cannot be trusted to make good decisions. It is said that the most efficient government is a benevolent dictatorship. Really.

In countries, states, counties, and cities, elaborate policies are created to keep powers in check as well as court systems, enforcement systems and tons of bureaucracy and paperwork. Yikes. A food Co-op can't do all that, can it?

Fast forward to the 1970s as the "New Wave" Co-op movement revved up. These folks came up with a system that the Membership elects the Board as in standard Democracy. But the Board doesn't operate democratically but rather by consensus. This was a very big thing at that time.

Consensus is a beautiful concept. Everyone's voice is heard and the group works to satisfy everyone before decisions are made. Like Democracy though, once put into practice, the flaws with Consensus become apparent.

First, it's a very slow process. Generally, a business needs to make quick decisions and consensus could take a really long time. It also assumes that everyone is acting in good faith and dedicated to the process. In practice, often there are individuals (or groups) who are more set on division and sow discord. Many consultants made fortunes trying to teach Boards how to reach Consensus. Sometimes it works. Other times (most times), Boards adopted "consensus minus one", then super majorities of 66% agreement, and finally just voting.

It's all more complicated than what I can summarize in a few paragraphs but the question of how to make Democracy work in a Co-op remains. We'll look at this a little further in next month's column of Democracy in Co-ops – Part 3. Spoiler alert: I don't have answers.

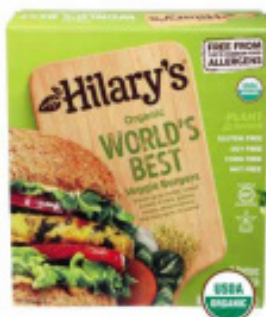


# co+op deals

JUN 2 - JUN 15, 2021

*layer up!*

Choose fresh produce and your favorite condiments to top a delicious veggie burger. Try Hilary's veggie burgers, on sale now at the co-op.



**2/\$5**

Hilary's  
Organic Veggie Burgers  
6.4 oz., selected varieties



**2/\$5**

Natural Sea  
Yellowfin Tuna  
5 oz., selected varieties



**2/\$7**

Montebello  
Organic Pasta  
16 oz., selected varieties



**2/\$6**

Vita Coco  
Coconut Water  
33.8 oz., selected  
varieties



**2/\$6**

Que Pasa  
Organic Tortilla  
Chips  
11 oz., selected varieties



**2/\$5**

Annie's  
Homegrown  
Organic Bunny  
Grahams  
7.5 oz., selected varieties



**4.99**

Fage  
Greek Yogurt  
35.3 oz., selected  
varieties



Fresh ingredients for outdoor barbecue season.

**Get the grill ready.**

**Save BIG & visit [www.durangonaturalfoods.coop](http://www.durangonaturalfoods.coop) for the full list of Co-op Deals + Weekly Member Coupons!**





Eliza Shephard,  
Board Member

# MESSAGE FROM THE BOARD

Dear Community Members,

The BOD is happy to announce a new member, Sheryl McGourty! Sheryl is a Co-Owner and Founder of Yoga Durango. A beloved Durango treasure, Yoga Durango has served countless Duranga-tangs and visitors alike in their journey of wellness. Not sure what a Duranga-tang is? Long-time local buzz word, Duranga-tang refers to the “local” primates, (think orangutans ), who participate in our thriving community and add their own passion and flair to all they do. We appreciate the time that BOD members offer DNF through their volunteer work. Welcome, Sheryl!

In addition, we retained two BOD members who have served the co-op previously, Cody Reinheimer and Victoria Mordan. We are grateful for the stability that retaining previously termed BOD members provides. We continue to work on strengthening our co-op processes through governance review, discussions on how to grow the DNF community, and ways to provide our members with high-quality food products in an atmosphere that fosters community engagement. We hope to see you at a BOD meeting in 2021!

On that note, did you know that member-owners are welcome to sit in on BOD meetings? We gather on the third Wednesday of each month from 6:30-8:30pm. While we worked over Zoom throughout the pandemic, we are now meeting at Park Elementary on the east side of the playground under the large trees. Bring a chair! BOD meetings are a fun way to learn about board process, hear co-op concerns, and discover opportunities to volunteer through participation in special projects.

Are you too busy to attend a BOD meeting but have questions, input, or concerns about our co-op? You are welcome to email the BOD at [board@durangonaturalfoods.coop](mailto:board@durangonaturalfoods.coop). We welcome communication from member-owners and seek to incorporate and educate the community!

Our hats are off to the community who continued to support DNF through the COVID-19 pandemic! Stopping by the store for a Kevita, (my favorite “live” beverage), or a quick snack was a wonderful way to maintain connection during the socially isolated days at our backs. The store’s mask policy is now shifting in accordance with updated state and local advisories. From our General Manager, “You need not wear a mask in the co-op if you have been vaccinated or have previously had Covid. If you have not been vaccinated, you are advised to continue to wear a mask. We have some available if you need one.” If you enjoyed curbside service, we are continuing to offer a limited curbside option. Please visit the website for more information.

DNF is happy to announce our Farmer’s Market booth! We are at the market every Saturday from 8am-12pm. We are offering hot made-to-order breakfast burritos and sandwiches, house-made juices, and grab-and-go style products. Do you need more local in your life? Our Cali Luv sandwich is made from Local Love Tempeh, a female-owned Durango-based business. This tempeh has live cultures not found in all tempeh products. Super yum! As the summer months flow on, we are excited to incorporate more local greens into our juices and sandwiches providing essential micronutrients in the food we all love – while also supporting our ends statement of, “Healthy, local, organic, responsibly-sourced products that are available to anyone who wants them.” Please stop and say hi to us there!

We look forward to supporting the co-op this season and wish you an inspired, safe, and healthy start to summer!

With Thanks,  
Elizabeth Shephard



# DNF'S SOUNDING BOARD



Hi, I'm Cody, DNF's Board President. As a new board, we want to improve our openness to member input, so we had the following idea...to create a sounding board for our newsletter!

Please give us your comments or questions at our board meetings!

Meetings are open to the public and take place every third Wednesday of the month from 6:30 pm - 8:30 pm at Park Elementary on the east side of the park under the big trees.

Please bring a chair!

You can also reach out to us via email [board@durangonaturalfoods.coop](mailto:board@durangonaturalfoods.coop)





# Looking back at last year's 2020 Food Co-op Impact Report

## Food Co-ops Strengthen Communities

What is a food co-op? We're your friendly, democratically controlled, community-owned grocery store. Unlike corporate chains, we're independent and owned by folks in the community who shop here. Everyone is welcome to shop, eat and hang out at the co-op, and if you decide to be an owner you'll get benefits and vote for our board of directors. That democratic process is how owners ensure the co-op stays focused on its community.

While each food co-op is unique and owned by its community, many, like ours, are also members of a national cooperative—National Co-op Grocers (NCG). NCG exists so that food co-ops like ours are successful and the cooperative economy grows in size and scope. We created

NCG to provide the vision, leadership and systems that replicate the capacity of a chain while supporting the autonomy of our local, community-owned businesses.

NCG is democratically controlled by its members in the same way our co-op is—ensuring it reflects and balances the needs and aspirations of our co-op with our peers across the country. Through NCG, co-ops like ours work together to improve the health and wellness of the communities we serve.

This is our national 2020 food co-op impact report—we're honored to share the many ways that food co-ops serve and strengthen communities.

 **147**

1 national purchasing and business services co-op,  
147 democratic local food co-ops (including ours!)

 **1.3M**

1.3 million members

 **38**

Local food co-ops operating in 38 states



2020 Food Co-op Impact Report

## We're Serious about Keeping It Local

We're serious about local food. Not just because it's delicious but because investing in a local food system increases our community's resiliency in good times and bad. During the early days of the COVID-19 pandemic, many grocers that rely primarily on national supply chains were unable to keep their shelves stocked. In contrast, many food co-ops were able to keep foods like meat, produce, eggs and milk on the shelf because of our strong relationships with local farmers. In fact, in many states, food co-ops boosted local food inventories to ensure farmers had a market for product that would otherwise be lost.

Nationally, food co-ops continue to work together to support federal policies that ensure small, regional farms thrive. In 2020, NCG advocated to Congress for funds to support small, local farms and producers in COVID-19 relief legislation.

When you shop at the co-op, you're supporting local farmers and producers as well as supply chain transparency. We are committed to empowering local entrepreneurs and small businesses in our area by bringing their products to market and strengthening our local economy.

 **22%**

In 2020, local products were 22% of the average co-op's sales

 **185**

The average co-op works with 185 local farms and producers

 **200+**

Local food co-ops serve 200+ communities



2020 Food Co-op Impact Report

## Making Good Food More Affordable

Who says delicious, healthy food has to be exclusive? Not us. We want to welcome everyone to the table where great food is served. We think that everyone is hungry for delicious, nutritious food that nourishes us, and co-ops are on a mission to make sure that everyone in our communities can get it.

Through NCG, co-ops combine our purchasing power on popular national brands to offer our shoppers lower prices and a broader range of products so they have more choices that fit their budgets and cooking styles.

NCG negotiates promotions with well-known brands as well as new and emerging brands for our Co-op Deals sales program and helps curate a value line of goods called Co-op Basics. These programs help our co-op increase community food security and allow us to dedicate more staff resources to strengthening our local food system.

 **25%**

Co-op Deals save shoppers an average of 25% on favorite products

 **2000+**

2000+ products on sale every month

*Most Co-op Basics groceries bear third-party certifications like USDA Organic, Fair Trade Certified and Certified Humane.*



2020 Food Co-op Impact Report

**For the full report visit our website under the menu tab “About Your Co-op” and click on the “2020 Food Co-op Impact Report”**



**MARK YOUR  
CALENDARS!**

**FATHER'S DAY SALE  
15% OFF SPECIAL ITEMS!  
FRIDAY - SUNDAY  
6/18 - 6/20**



**SMILE:)**

**IN ACCORDANCE  
WITH STATE,  
COUNTY & CITY  
ADVISORIES:**

**MASKS ARE NOT  
REQUIRED FOR  
THOSE WHO ARE  
VACCINATED.**

**NOT VACCINATED  
AND NEED A MASK?  
WE HAVE A MASK  
FOR YOU!**



# THE HISTORY OF JUNETEENTH

The origin of Juneteenth can be found in the emancipation of enslaved African Americans during the Civil War, specifically in Texas, a slave state and the far western frontier of the Confederacy. As historian Quintard Taylor has noted, emancipation wasn't comprised of a single event – like the promulgation of the Emancipation Proclamation in 1863, or the 1865 passage of the 13th Amendment abolishing slavery – but occurred in various ways. Traveling with the people who claimed to own them, hundreds of enslaved people journeyed to California during the gold rush. Once in the state, some paid for manumission papers with money they earned, others fled their enslavers. Across the U.S. during the Civil War, the constant flood of refugees from slavery increased dramatically, and forced the U.S. military to confront the “contraband property” laws that required officers to return people who escaped to the slave holders. U.S. troops were battling. Congress passed laws, including the 1861 Confiscation Act and the Act Prohibiting the Return of Slaves in 1862, that culminated in President Lincoln's 1863 Emancipation Proclamation freeing enslaved people in former Confederate territory held by Union armed forces.

The Emancipation Proclamation was a turning point in the Civil War. Implicit in the President's order was the recognition that black people had liberated themselves by fleeing slavery, and that it was up to the U.S. government to act. Their flight amounted to what scholar W.E.B DuBois called a “general strike” and Lincoln realized its potential. The proclamation gave the U.S. the military means to win the war, by depriving the South of its source of labor, and granting African Americans the right to join the military in a time when white enlistment was low and draft riots swept the North. Gradually, as the Union military reclaimed sites throughout the South, emancipation followed, through 1865 when Confederate General Robert E. Lee surrendered in April 1865.

But not in Texas.

The history of Texas is tied inextricably with California. Both states were born out of the politics of slavery. California was admitted to the Union as part of Congress' Compromise of 1850 – a continuation of the doomed effort to balance political interests

of pro-slavery members and those opposed to the expansion of slavery. As a result of the Compromise, California was allowed to be a “free” state; Texas remained a slave state and relinquished land in exchange for payment of its debt; public slave markets (though not slavery) were outlawed in Washington, D.C., and; the draconian, overhauled Fugitive Slave Law was unleashed.

From its inception, Texas was a slave state, and California, though “free” also experienced, in the words of one historian, “a remarkable continuance of slavery” until the end of the Civil War. Evidence of slavery in



Image: A celebration of Emancipation Day in Richmond, Virginia, c. 1905, Image courtesy of the Library of Congress

California abounds; in newspaper ads for slave auctions, manumission documents in court records, testimonies by anti-slavery activists, and newspaper stories covering plaintiffs suing for freedom. Slaveholders and their supporters, like California's first governor, Peter Burnett, wielded power in and through the state's public institutions, from the legislature, to the courts, and schools. John Carr, who arrived in 1850, observed in his memoir *Pioneer Days in California*, that “From 1849 to 1861, the State of California was...as intensely Southern as Mississippi or any of the other fire-eating States.”

Far from the battlefields of the Southeastern U.S., Texas was seen as a haven for slave holders, who migrated there, bringing enslaved people in the thousands, especially during the Civil War. At the end of the war, as the U.S. military took back control of the former Confederacy, many slaveholding Texans simply carried on, feeling protected by their remoteness. Major General Gordon Granger became commander of Texas with the charge of putting down the rebellion. In Galveston, on June 19, 1865, three months

after Lee's surrender, Granger proclaimed his general order informing all citizens of Texas that “all slaves are free” with “an absolute equality of rights and rights of property between former masters and slaves, and the connection therefore existing between them becomes that between employer and free laborer.” Granger's order was directed primarily at whites who continued to coerce black labor, but it was African Americans who chose the day of his order as an opportunity to celebrate freedom.

Starting in 1866, black Texans commemorated Juneteenth over generations in what

became prominent outdoor events involving speeches, parades led by black cowboys on horseback, and picnics with signature Texas barbecue. As historian Elizabeth Hayes Turner pointed out, while white Texans built monuments to the state's slave past,

African Americans observed Juneteenth as a counter narrative to the glorification of the Confederacy, and a tribute to black equal rights. During the great migrations, Texans moved to West Coast cities Los Angeles, Bakersfield, Oakland, and Sacramento, bringing Juneteenth with them. By 1980, through the efforts of African American state legislator Al Edwards, Texas fittingly became the first state to declare Juneteenth a state holiday. In 1994, a movement developed to recognize Juneteenth as a national holiday.

Currently, forty-seven states acknowledge Juneteenth. In 2003, California's legislature passed a resolution recognizing Juneteenth, and today, it's hard to find a city in California that doesn't offer public Juneteenth events, all different, but sharing two features based in history – barbecue, and a celebration of freedom.

June 18, 2020

By <https://californiahistoricalsociety.org/blog/author/dsfgafsdg/> title="Posts by Susan Anderson" class="author url" rel="author">Susan Anderson</a>





## Visit us at the Farmer's Market every Saturday of the summer!

Serving hot burritos & breakfast sandwiches, juice, & grab n' go products!

8 am - 12 pm







# Welcome to the Table: Co-op Recipes



## Living Tacos

### Ingredients

5 cups mushrooms, fresh, chopped into 1/4 in pieces  
1 each (large) red bell pepper, chopped into 1/2 inch pieces  
1 tbsp tamari  
1 tsp red pepper flakes  
2 tsps apple cider vinegar

8 avocados  
3 stalks green onions, minced  
2 limes, fresh, juiced  
salt to taste  
pepper to taste  
1/2 head red cabbage, shredded  
2 carrots, shredded  
2 packs of Ezekiel sprouted corn tortillas

### Preparation

1. Combine mushrooms, bell peppers, tamari, red pepper and apple cider vinegar in a small bowl.
2. Allow to marinate while you prepare the rest of the ingredients.
3. In a separate bowl, mash avocados in a bowl with the lime juice. Add green onions, salt and pepper.
4. Layer each tortilla with one scoop avocado mixture, and one scoop of the mushroom mixture.
5. Top with cabbage and carrots.

## Raw Spirulina Balls

### Ingredients

2 cups raw cashews  
1 cup dates, pre-soaked for 5 minutes, drained  
1 tbsp coconut oil  
1 tbsp vanilla  
1 tbsp agave nectar  
1 tbsp spirulina  
1/8 tsp sea salt  
1 cup unsweetened coconut

### Preparation

1. Place raw cashews in food processor and chop relatively fine.
2. Add presoaked dates and process until well blended.
3. Add coconut oil, vanilla, agave nectar, spiruline, and sea salt. And blend until well combined.
4. Batter will be sticky.
5. Measure out tablespoon size scoops and roll in unsweetened coconut.
6. Must be refrigerated.



Find more recipes at [www.welcometothetable.coop](http://www.welcometothetable.coop)





Hannah, Produce Manager

# IT'S LOCAL SEASON Y'ALL!

Our Local farmers are starting to drop off tons of produce!

## Sol Vista Farm

Lettuce, bok choy, & kale

## Outlier Farm

Radish bunches, spring mix, & spinach

## Long Table Farm

Lettuce

## Wild Hearts Farm

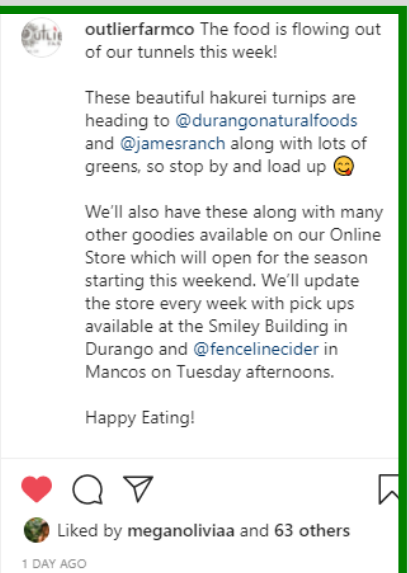
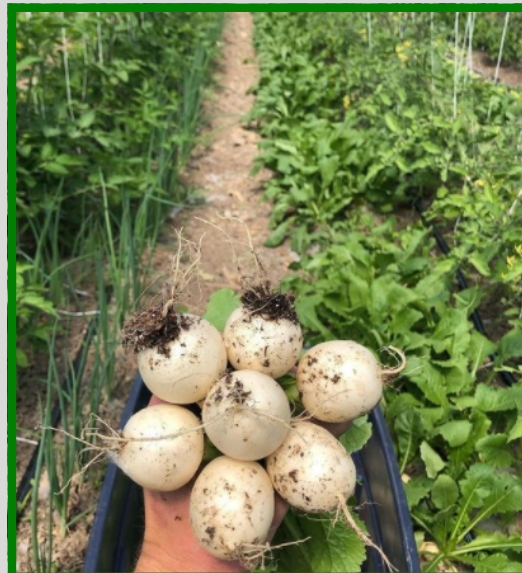
Lettuce & radish bunches

## Tap Roots Co-op

Asparagus



**DON'T  
WORRY!  
...THERE'S  
MORE TO  
COME AS THE  
SUMMER  
GOES ON!**



# 15% OFF M.A.D. JUNE

< MEMBER APPRECIATION DAYS >



ONE-TIME USE FOR MEMBER-OWNERS

YOU CHOOSE THE DAY YOU SAVE!