

# THE WHEATSVILLE BREEZE

A PUBLICATION OF WHEATSVILLE FOOD CO-OP • 3101 GUADALUPE • AUSTIN, TEXAS 78705

## Keeping Score on Culture Progress by Bill Bickford, Dana Tomlin, and Niki Nash

Shopping at a co-op should feel different than shopping anywhere else. It should feel better! It should have impact and a meaningful connection to your community that you can't find at a big-box grocer. As the current leadership of this co-op—with over 50 years of Wheatville experience between us—we believe that same feeling should apply to working for a co-op as well.

The Wheatville Culture Scorecard is our public commitment to ensuring that Wheatville is providing the best workplace environment we possibly can—one characterized by mutual respect and accountability, engaged and empowered staff, and a feeling of inclusion and belonging for everyone entering our shared community. We are sharing this pledge with you, our owners, in order to outline the specific actions we are taking to create the workplace culture and shopping environment our staff and customers deserve. There are three primary areas of focus to these efforts:

### PROMOTING DIVERSITY & INCLUSION

Above each of our stores' entrances, you'll find the words "We're so glad you're here!" We really mean that! And we want it to be true for everyone in our community. We believe that the Cooperative Principles of Open and Voluntary Membership (Principle 1) as well as Concern for Community (Principle 7)—combined with cooperative values such as equality, equity and solidarity—create a mandate for the co-op to promote inclusion and belonging within both our stores and our organization.

As such, we are committed to providing training for both staff and management to better address issues such as cultural competence and identifying and addressing implicit bias. For this, we are bringing in LaDonna Sanders-Redmond, a trainer with extensive experience working specifically with food co-ops on these matters. We also want this effort to directly engage our staff in improving our workplace. As such, we will follow that training up with the launch of a staff-led Diversity Committee to identify ways to operationalize our diversity and inclusion efforts on an ongoing basis.

### ENDING HARASSMENT & ABUSE

Accomplishing our goals of inclusion and belonging will only be possible if we tackle issues of harassment head-on. Retail environments can be messy. Being open to the public means that you must be prepared to deal with whatever the public brings into your stores, whether good or bad. In listening to our staff talk about their work experience, it is clear that they are sometimes victims of abusive behavior. We sometimes see this occur between customers as well.

Whether internal or external, harassment and abuse have no place at Wheatville. To accomplish this goal, we will again provide training resources at all levels of the co-op. More importantly, we will make explicit to staff, owners, and shoppers alike what behaviors cannot be tolerated within our walls. And we will make it easier for both staff and shoppers to report such behavior when it does occur. Ending harassment and abuse at the co-op is a top priority for the Interim General Management Team, and we believe the work laid out in the Scorecard can accomplish this goal.



## Wheatville Culture Scorecard

### Promote Diversity & Inclusion

1. Provide training resources to foster inclusive workplace culture		
Diversity, Equity & Inclusion training conducted by LaDonna Sanders-Redmond, DE&I Trainer and Coach	APR 2020	
Gender Awareness Training from Human Rights Campaign	APR 2020	
Additional training provided by Alliance Work Partners (EAP): <i>Inclusivity, Collaboration and Respect</i>	AUG 2020	
2. Establish internal systems to continually foster diversity & inclusion		
Launch of staff-led Diversity Committee	MAY 2020	
3. Provide improved language accessibility		
Implement readily-available translation solutions	MAR 2020	

### End Harassment & Abuse

1. Establish a safe and respectful environment in which to work and shop		
Create a public-facing Code of Conduct in consultation with The SAFE Institute and legal counsel. Train staff in identifying and handling violations.	FEB 2020	✓
2. Increase awareness and prevention of sexual harassment		
BASE training conducted by The SAFE Institute	DEC 2019	✓
3. Provide training resources to prevent workplace harassment or abuse		
Revise and relaunch Challenging Customer Interactions class	AUG 2020	
Additional training provided by Alliance Work Partners (EAP): <i>Confronting Workplace Bullying and Harassment</i> <i>Defusing Hostile Customers</i>	JUL 2020	
4. Clarify reporting procedures for complaints of harassment or abuse		
Create easily accessible reporting process and publicize to staff	MAR 2020	
Create clear process for handling of complaints involving GM	MAY 2020	

### Develop Effective and Supportive Workplace Culture

1. Facilitate transparency and trust between senior management and staff		
Initial Listening Sessions in partnership with Authentic Revolution	OCT 2019	✓
Launch ongoing, formal Listening Session using internal facilitation	MAR 2020	
Weekly office hours for Interim General Management Team	FEB 2020	✓
2. Establish processes to facilitate and nurture staff engagement		
Revise staff ideas process in consultation with Authentic Revolution	APR 2020	
Revise content and structure of Open Book Management meetings	AUG 2020	
3. Ensure written policies support a positive workplace culture		
Relaunch Personnel Policies Committee	JAN 2020	✓
Conduct a full policy review	JUL 2020	
4. Clarify employee behavior standards		
Update employee agreements (i.e. Staff Code of Conduct)	JUN 2020	
5. Foster a culture of accountability		
Training provided by Merriman Management Support: <i>Managing effectively with a Focus on Accountability</i>	MAY 2020	

# Keeping Score on Culture Progress CONTINUED FROM FRONT PAGE

## CREATING AN EFFECTIVE & SUPPORTIVE WORK CULTURE

In addition to the two key priorities outlined above, we are also committed to addressing a variety of other workplace culture issues. Among these issues are employee engagement, fairness of work policies, clarity of employee behavior standards, and a culture of accountability for both management and staff. The Scorecard lays out a number of specific actions to be taken in order to improve in these areas.

Accomplishing all of the work outlined on our Scorecard will take several months. However, we have mapped out timeframes that we believe are reasonable and accomplishable within the scope of our regular day-to-day job duties. We are committed to doing the work, and we are committed to updating you, our owners, as we make progress toward these goals.

Wheatsville's founders set out "to create a self-reliant, self-empowering community of people that will grow and promote a transformation of society toward cooperation, justice, and non-exploitation." We believe that the work laid out in the Scorecard will move us closer to that vision.



Niki Nash, Dana Tomlin, and Bill Bickford

## Our Code of Conduct by Bill Bickford, Dana Tomlin, and Niki Nash

One of the most visible products of our work on the Wheatsville Culture Scorecard the customer-facing Code of Conduct we are posting in each store. This document is intended to clarify for everyone entering our stores the behavior standards they must meet in order to work, shop, or even just hang out at the co-op.

Being at the co-op should be a fun and family-friendly experience! We hope you'll run into friends, be delighted by a sample, find a new product to try, and that you'll leave feeling like your needs were well-met at the Friendliest Store in Town.

None of that is possible when we allow abuse or harassment to occur within our stores. As such, we have crafted the adjacent Code of Conduct to clearly outline behavior expectations for working or shopping at Wheatsville. These standards apply to everyone—owners, shoppers, staff, vendors and other visitors alike.

This Code of Conduct was developed in consultation with the Austin SAFE Institute and borrowed concepts and verbiage from similar work done by our friends at Alamo Draffthouse and BookPeople. We then crafted our own version and shared with staff for feedback and further refinement. We are proud to share this final version with our owners and to post it on the wall for all shoppers and visitors to see.

If, at any time, you find yourself subjected to behavior in our stores that you believe violates this Code of Conduct, we would ask that you bring it to the attention of a staff member. We'll take it from there! Your shopping experience matters tremendously to us, and this Code of Conduct is a tool to make sure we're living up to our expectations in providing a safe, respectful and inclusive environment for all.



## CODE OF CONDUCT

Wheatsville is committed to providing a safe, inclusive, and friendly environment for the mutual benefit of owners, shoppers, staff, and the greater Austin community. This Code of Conduct applies to all persons entering our stores or engaging with our communication channels, including owners, shoppers, staff, vendors and other visitors.

Harassment or abuse of any kind will not be tolerated, including that based on race or ethnicity; national origin or citizenship; sex; gender identity or expression; sexual orientation; religion or lack thereof; age; disability; physical or mental illness; body size or shape; marital status or pregnancy; or veteran or military status. Such harassment includes but is not limited to:

- Intimidation or threats, whether verbal or physical
- Physical assault of any kind
- Unwelcome advances or attention
- Unwanted physical contact
- Hurtful language or inappropriate gestures
- Bullying or stalking
- Unwanted photography or video recording
- Purposeful destruction of merchandise or signage
- Disrespectful comments that go beyond the bounds of civil disagreement

**Wheatsville Co-op reserves the right to remove or ban any person from the premises who does not adhere to this Code of Conduct.**

### WHAT TO DO

If you are asked to cease any harassing behavior, stop immediately. Further consequences may be avoidable by correcting the behavior.

If you experience or witness any form of harassment, please alert the nearest staff member and a manager on duty will address the situation.

To file a formal complaint, email [conduct@wheatsville.com](mailto:conduct@wheatsville.com). All complaints will be investigated. Please provide as much detail as possible along with your contact information.

**The purpose of Wheatsville Co-op is to create a self-reliant, self-empowering community of people that will grow and promote a transformation of society toward cooperation, justice, and non-exploitation.**

# Happy 44<sup>th</sup> Birthday Wheatsville! by Nick Conn

Over four decades ago a group of idealistic Austinites came up with a radical idea for a grocery store. They wanted to create a store that adhered to a few simple ideas such as self-reliance, justice and cooperation that would help transform society. They would name it after the first African American neighborhood in Austin and structure it in a cooperative model. That idea would become Wheatsville.

As we celebrate our 44th birthday this March 16th we look back to our early co-op pioneers and we can say to them that we have achieved goals they would be proud of. We have committed to providing its employees a fair wage and health insurance and worked hard to maintain that. Wheatsville is dedicated to maintaining a workplace that is free of harassment (See our new code of conduct on page 2) and we are still putting the earth and it's health at the forefront of what we do.

Forty four years ago when Wheatsville was in its infancy surely no one assumed that we would be donating over \$166,000 to local organizations through our Community Action program. These are local organizations that help combat hunger, provide medical care and helps protect the most vulnerable members of our community. That's the difference Wheatsville and our shoppers make together simply by rounding up at the register.

It was a busy year for us as we hosted a variety of events from big to small. This year we changed gears and had a back to basics Annual Owner Meeting where over 150 owners came to listen to the state of the co-op and engage with their Board of Directors. We had some small events too like our Giving Gathering, where we celebrated our Community Action partners with lunch (photo on page 7) as well as community focused events like a store tour with the Texas School for the Blind and Visually impaired.

With growth comes competition. Larger retailers have always taken the ideas of co-ops and have mimicked them. Wheatsville has certainly not avoided that. What they haven't been able to duplicate is the relationship that we have with our local food producers. Companies like Siete and Good Pops both launched new products from our stores this year. We care about the relationship that we have with our partners and that has helped us be the launching pad for so many national recognized brands making us a leader in local.

There has never been a better time than now to invest in your co-op!



## BIRTHDAY CELEBRATION

Monday, March 16, 12-6pm

BIRTHDAY CAKE on the hour  
at BOTH STORES until it's gone!

## Caring For Our Community

**Workers Assistance Program, Inc.**  
*Creating Better Workplaces, Schools & Communities*

When there's a need ... we have a service.



**We support Wheatsville Food Co-op!**  
[www.workersassistance.com](http://www.workersassistance.com)  
512-328-8519

Workers Assistance Program, Inc. is an Austin (c)(3) community-funded nonprofit collaborative fission of charitable and educational services. Since 1977 our mission has been to serve Austin folks of all ages by promoting optimal levels of organizational and individual well-being.

**PAL® | Peer Assistance Leadership:**  
Mentoring students through a program, adopted by the state, as an elective course to fight teen pregnancy, gang participation, and climbing dropout rates.

**Alliance Work Partners:**  
Outfitting the workplace with healthier, more productive employees and lowering healthcare costs by providing world-class employee assistance programs.

**Texas HIV Connection:**  
Focusing at both the state and personal level on decreasing the spread of HIV by increasing education and participation in the act of prevention.

**Coordinated Training Services:**  
Providing training statewide to expand the prevention infrastructure, guided by the latest in technology, research, and quality standard approaches.

**Youth Advocacy:**  
Empowering youth to communicate with respect, lead substance-free lives, and experience greater opportunities by focusing on the client's strengths.

**Child Care Food Program:**  
Offering nutrition training and funding for food supplements to day care providers to assist in compliance with the USDA's Child & Adult Care Food Program.



In February, Wheatsville hosted students from the Texas School for the Blind and Visually Impaired for a walk-through of the South Lamar store to learn about healthy eating on a budget and various dairy-free and vegan alternatives. They sampled a variety of fruits, veggies, and healthy alternatives. Our famous Popcorn Tofu and vegan donuts were the biggest winners with the students.

## This is not Goodbye by Aldia Bluewillow, Staff Artist Emeritus

Greetings, dear Wheatsville friends! I retired at the end of 2019 after 36 wonderful years of working at Wheatsville. I want to tell y'all how much I have enjoyed and appreciated working for you. There are literally hundreds of y'all that I'd like to thank personally for making it such a happy, rewarding career. Here's a brief history of some of the cool things I got to do at the co-op.

I started shopping at Wheatsville in 1980, when the store was on 29th & Lamar. I got hooked on homegrown tomatoes grown by one of the staff. I followed Wheatsville when we moved over to Guadalupe. I was there on opening day in 1981, when the floor tile wasn't installed yet and there weren't many groceries in stock. Everyone was stoked anyway! We did have a kickass t-shirt selection that impressed me. I bought a pink Wheatsville logo shirt that day.

In 1982, my partner got a job stocking groceries at Wheatsville, and we officially joined. A year later, already knowing and liking the staff, I started working part time at WV making signs and building displays. Wheatsville was still small and not on a very good financial footing, but we worked hard to keep our co-op going.

To get my hours up to full time I took on ordering Bodycare and the t-shirts. Between 1985 and 1990 we achieved Peak Tie Dye! I served on the Board for four of those years.



After 10 years of doing all the lettering by hand, we got a Macintosh computer. I thought I could never learn to use it, but a co-worker installed Kid Pix and played with it in front of my face. She let me try it and I quickly got hooked. At that time, she was doing the layout of the Breeze and she convinced me to take over production. She didn't tell me the program had a steep learning curve so I dove right in and started using it. I did the production on every single issue of the Breeze from 1994-2019.

In the Breeze, I asked our members for donations of their old Macs and built a network of nine Macs for our team heads, buyers and member services staff. In 1999, in advance of Y2K, I produced a Filemaker Pro database to keep all our member records. We used it until 2007. I also built sign production systems in Filemaker for many departments so they could produce their own small day to day signs.

In 2005, a member volunteer built our original website. She gave me three lessons on how to write HTML and set me free to maintain the website. Despite some computer nerdiness, I am not a computer programmer, but I learned enough to keep developing the website until we could afford a professionally built website in 2013. I took on almost all of the upkeep on the new website, too.

When we expanded to two stores, I turned into a signmaking, web updating, flyer, poster, and ad producing powerhouse. Since I stayed on my computer most of the time, I wasn't present in the store very much, but each time I was in I always ran into old friends. Two interactions in the past few years really stood out. A woman recognized me as someone she remembered seeing in Wheatsville in the 1980s when she was a little girl, shopping with her mother. She used to tell her mother that she liked to go to Wheatsville to see the ladies with the pretty long hair. That was sweet!

In 2012, I designed a dancing Banana Man that we hung over the bananas. After having been up for six years it was taken down. We usually recycle all our oversize cardboard signs but I just couldn't throw him away. I stashed him in my office window. A little girl who loved seeing Banana Man when shopping with her parents was sad when he went away. But one day her parents left the store by the back driveway and she saw Banana Man in my window. She wanted to see him so I brought him out and gave him to her to take home. She was thrilled and I was touched!

After so many years, I have a list of folks that I have worked, laughed and cried with that I wish I could thank by name, but the list is so long it might take up the whole Breeze. I'll be seeing you at the store when I'm shopping. And since I won't be on the clock, feel free to spend some time chatting. Love, Aldia

# Monthly Vendor Spotlight | 2020



## MARCH | AUSTIN EASTCIDERS

Made right here in Austin they use only the best ingredients like real Texas honey in their gluten free, kosher ciders. They are lower in sugar than most ciders and the perfect complement to a barbecue or day at the river



## APRIL | SHIRRTAIL FARMS

These eggs come from happy hens that live out in the rolling Blackland Prairie just east of Austin. They spend their days eating foraging crops and the critters that live in them. At night they come in to roost. A diet of seeds and leafy greens create an exceptional egg with a vibrant yellow yolk.



## MAY | SRSLY CHOCOLATE

Hailing from Taylor, Texas this local company takes chocolate seriously. At SRSly chocolate, They start with dried, fermented cacao beans and then roast, crack and stone ground them to a smooth yet assertive chocolate.



## JUNE | BUENA TIERRA FARMS

Steve Kramer and Carey Burkett have been farming the fertile grounds of the iron rich Fredonia, Texas farm for over 15 years. Never settling for inferior produce, Buena Tierra sends Wheatsville only the highest quality kale, lettuce and basil.



## JULY | MAMMOTH CREAMERY

Austin-based Mammoth Creamery has a lot to offer in their pints of ice cream. This Keto ice cream is gluten free, made with cage free eggs and grass-fed butter. Their simple mission is "Ice Cream for All" and that is a mission we can whole heartedly support!



## AUGUST | FIT PPL

You don't have to go far for quality gluten-free, vegan and organic protein! Fitppl is an Austin based company committed to crafting better supplement products with a mission of reducing plastic use!



## SEPTEMBER | MOTHER CULTURE YOGURT

Out of a desire to create the healthiest food possible, Texas based Mother Culture was created. They begin their process of making traditional yogurt with raw, grass-fed, cream-top milk resulting in a richer flavor.



## OCTOBER | EQUAL EXCHANGE

This Fairtrade, worker-owned cooperative has been providing coffee, tea, and chocolates for over 30 years. Their vision is "Fairness to farmers, a closer connection between people and the farmers we all rely on" and it shows in the quality of their products.

# CO-OP PRINCIPLES & VALUES

1. Voluntary and open membership
2. Democratic member control
3. Member economic participation
4. Autonomy and independence
5. Education, training, and information
6. Cooperation among cooperatives
7. Concern for community

## DEFINITION

A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.

## VALUES

Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity, and solidarity.

In the tradition of their founders, cooperative members believe in the ethical values of honesty, openness, social responsibility, and caring for others.



# Caring For Our Community | COMMUNITY ACTION



**\$194,443**  
was raised and donated to Austin non-profits and community groups in 2019!

Each year during our annual election Wheatsville Owners vote for 11 local non-profit organizations to support in the coming year. Wheatsville then adds a \$1,000 donation to the non-profit at the end of each group's assigned month. In addition, Wheatsville also accepts cash donations at the register throughout the month, so remember to round-up your total at the checkout!

## COMMUNITY ACTION GROUPS 2020



**MARCH | AUSTIN PARKS FOUNDATION**  
Austin Parks Foundation partners with our community to enhance people's lives by making our public parks, trails, and green spaces better through volunteerism, innovative programming, advocacy, and financial support. APF has been at the center of promoting park development, maintenance, accessibility and improvements all over Austin for 25 years.



**JULY | WORKERS DEFENSE PROJECT**  
Workers Defense Project empowers low-income workers to achieve fair employment through education, direct services, organizing, and strategic partnerships.



**APRIL | AUSTIN PET'S ALIVE!**  
Prior to the founding of Austin Pets Alive!, 50% of homeless dogs and cats entering Austin's shelter were euthanized annually. APA's mission is to promote and provide the resources, programs, and education needed to eliminate the killing of companion animals. They pioneer and maintain comprehensive programs designed to save the animals most at risk for euthanasia.



**AUGUST | MEALS ON WHEELS CENTRAL TEXAS**  
Meals on Wheels Central Texas seeks to nourish and enrich the lives of the homebound and other people in need through programs that promote dignity and independent living. One of the largest meal-delivery organizations in the state, MOWCTX distributes 3,000 meals each business day to homebound older adults and people with disabilities.



**SEPTEMBER | CASA OF TRAVIS COUNTY**  
CASA of Travis County believes every child who's been abused or neglected deserves to have a dedicated advocate speaking up for their best interest in court, at school, and in our community. CASA volunteers are court appointed special advocates who are trained and committed adults who ensure that each child's individual needs remain a priority in an overburdened child welfare system.



**MAY | SUSTAINABLE FOOD CENTER**  
The Sustainable Food Center is focused on cultivating a healthy community by strengthening the local food system and improving access to nutritious, affordable food. SFC envisions a food secure community where all children and adults grow, share, and prepare healthy, local food.



**JUNE | HOSPICE AUSTIN**  
Hospice Austin serves terminally ill and bereaved persons in our community with integrity, compassion, and respect. Hospice Austin provides comprehensive, specialized care to patients and families living with a life-threatening or advanced illness. They provide their services in the home, in the hospital, in a nursing home or assisted living facility, or at Hospice Austin's Christopher House.

**CURBSIDE GROCERY PICK-UP**



Order your groceries online through Instacart and have them delivered OR request **CURBSIDE PICK-UP** for EITHER STORE!

## Spring Owner Drive 2020 | APRIL 17<sup>th</sup> - 26<sup>th</sup>



Total Co-op Owners  
as of February 24<sup>th</sup>  
**24,547!**

If you have an ownership inquiry  
or need to update your mailing  
information, please contact  
Karen Kovalovich at  
[membership@wheatstville.coop](mailto:membership@wheatstville.coop)

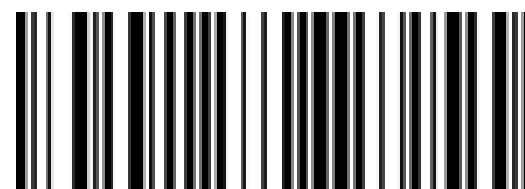
Ownership is the heart of Wheatsville, and we have over 24,500 owners! Owners get exclusive Owner Perks and Owner Deals throughout the entire year! We will be hosting an Owner Drive Friday, April 17 through Sunday, April 26. New fully invested owners receive a pair of cool Wheatsville color change cups and a 10% off coupon!



USE THIS COUPON FOR

**10% OFF**

YOUR TOTAL ON ONE SHOPPING TRIP OF YOUR CHOICE



**VALID 3/15/20-4/15/20**

\*SOME RESTRICTIONS MAY APPLY

\*Redeemable one time per membership during promotional period

## Caring For Our Community | GIVING GATHERING



Together in 2019, through your donations at the registers by rounding up and a \$1,000 donation each month from Wheatsville, we raised and donated over \$166,000 to our Community Action Partners! To celebrate the amazing generosity of our shoppers, and the meaningful work these organizations do in Austin, we held a Giving Gathering in January. Our Owner elected community groups got together to celebrate this amazing accomplishment. Members of our Interim Management Team and Board of Directors spoke about the importance of supporting these amazing organizations, and Central Texas Food Bank's President and CEO Derrick Chubbs talked about the impact of giving to our Community Action Partners, highlighting that Wheatsville's donation amounted to 57,956 meals for our Austin neighbors. We celebrate these donations to help us keep sight of the good we can do when we all work together to make our community a healthier, happier place to live!



# STAFF SPOTLIGHT



## Matt Queen

Packaged Supervisor at Guadalupe  
Interviewed by Beth Beutel, HR Generalist

### WHAT'S YOUR HISTORY WITH WHEATSVILLE?

I've been with Wheatsville since 2010. I started in the deli, then moved to the meat department, then back to deli....and then back to meat. Now I'm the Packaged Supervisor.

### WHERE ARE YOU FROM AND WHEN DID YOU COME TO AUSTIN?

I'm from Burleson, TX. I moved to Austin in 2010. Wheatsville was my first job in Austin!

### WHAT IS YOUR FAVORITE PRODUCT AT WHEATSVILLE?

I buy a lot of Waterloo Sparkling Water! I also love the Alter Eco Chocolate Truffles. They're always at the register and I can't help myself.

### WHAT IS YOUR FAVORITE PLACE TO GO IN AUSTIN?

My house. Not even kidding. I love being at home.

### TELL US SOMETHING ABOUT YOURSELF THAT PEOPLE MAY NOT KNOW:

Most people know this about me, because I talk about it a lot. But, for anyone that doesn't know, I love martial arts. It's one of my favorite things.



# WE'RE HIRING!

## \$13.22

Hourly entry wage upon successful completion of trial period.

### APPLY TODAY!

[www.wheatsville.coop/co-op/job-opportunities](http://www.wheatsville.coop/co-op/job-opportunities)

We're always looking for **friendly, cooperative, positive, high achievers** to join our team!

We offer competitive **wages & benefits including medical, dental, store discount, 401k, paid vacation, a friendly, open, and welcoming workplace & much more!**

# TOP TEN PICKS

by Jesse Hernandez,  
Front End Clerk @ Lamar



### PARTY SMART

Himalayan Herbal helps me get through the morning after a long night of playing music at venues all across Texas.



### DESCHUTES FRESH SQUEEZED IPA

one of my all time favorite IPAs.



### GUYAKI YERBA MATE REBEL BERRY

I sometimes say Rebel Berry is my favorite flavor but I go back and forth between that one and the Bluephoria

### ESSENTIA WATER

best tasting bottled water



### WHEATSVILLE ICED COFFEE

available at our Deli

### RAINBOW PARTY SNACK MIX

from our bulk department

### WHEATSVILLE DELI TURKEY CLUB

I'll take mine without sprouts and avocado and its still amazing



### NATURE'S PATH ORGANIC FROSTED TOASTER PASTRIES

in wild berry accai



### THE PICKLE HOUSE PICKLE MUSTARD

goes super well when I make home made cheese burgers



### PAQUI CHIPS ZESTY SALSA VERDE



# Earth Day | APRIL 20<sup>TH</sup>

As a community owned co-op, we take our Cooperative Values & Principles very seriously. We fulfill the ideals of Principle #7, Concern for Community, in a number of different ways – one of which is being a good environmental steward. Through thoughtful, small daily actions – such as sorting our trash from recycling and compost after we eat – we can make a HUGE impact.

Thank you for doing your part – bringing your containers to refill, remembering your reusable bags, sorting your trash, composting, planting gardens, collecting rainwater, and for supporting your co-op!

## HERE ARE SOME THINGS YOUR CO-OP DOES TO STAY GREEN\*

We recycle metal, cardboard, plastic, paper, glass, food scraps, and cooking oil

Break it Down, our local recyclers, estimate that we divert 20 tons of cardboard each month between both stores—the equivalent of 3 elephants!

We offer bulk refills of wellness products like Dr. Bronner's soaps, lotions and laundry detergent! Break it Down also estimates that we divert 100 tons of recycling (cardboard, glass, and plastic) each month between both stores. That's the same as 50 full grown cows!

Wheatsville is part of Austin Energy's Green Choice program which uses the money we pay for utilities to build wind farms and help Austin reach its goal of 55% renewable energy use by 2025!

South Lamar has 57 SolaTubes which use highly reflective fiber optic tubes to direct sunlight into our store so that we don't have to use as much electricity.

Ceiling lights at S. Lamar adjust intensity depending on the amount of natural sunlight coming in.

We only buy energy efficient coolers, refrigeration units, and equipment.

Our waterless urinal at S. Lamar saves 1.5 gallons of water per flush! 12 flushes per day saves 6,552 gallons of water per year!

Our rainwater collection tanks at Guadalupe give us enough water to irrigate all our landscaping!

Our paper bags are made with 100% recovered fiber, minimum of 85% post consumer content, and are printed with water-based inks.

Lots of bike parking, showers for staff, a bike to work benefit for staff who ride 8+ hours/month.

Concrete parking lots, light paint colors, and awnings help keep us cool through the hot summers.

Email receipts, double-sided receipts, and no receipts option significantly cut down the amount of paper register tape (BPA free) we use.

\* As of 2019

## CBD Update by Cody Atkins, Category Management Coordinator

In June of last year, Gov. Abbot signed into law House Bill 1325 which legalizes industrial hemp farming and the sale of hemp-derived CBD oil that contains no more than .3% THC so it's not surprising that the popularity of CBD is exploding right now and that products containing CBD are becoming increasingly easier to find in Texas.

With any new health trend we begin to see the market flooded with fly-by-night companies and products of questionable quality. However, you can rest assured that here at Wheatsville we maintain very high standards for CBD products and require independent 3rd party testing on any product containing CBD that we carry. Included with this testing is a certificate of analysis that verifies both the CBD and THC content, ensuring the label accuracy and preventing anyone from running afoul with the law.



### HERE ARE A FEW NEW CBD PRODUCTS THAT WE'VE ADDED TO OUR SHELVES RECENTLY

#### GARDEN OF LIFE CBD

Garden of Life is one of the most trusted names in the supplement industry and they now have a line of CBD capsules and drops including some condition specific formulas for relaxation, sleep, immunity, digestion, and inflammation. All of their hemp is American grown in Oregon and is extracted with CO<sub>2</sub>, meaning no solvents or toxins are present in the process of making of their products. They are also soon to be certified USDA organic!

#### SUNRISER COLD-BREWED COFFEE

There are only 2 ingredients in Sunriser- Coffee and CBD. They start with single origin coffee beans from the Yirgacheffe region of Ethiopia, known for its smooth, bright, flavor profile, ideal for cold brew extraction. The cold brew is infused with a broad-spectrum cannabidiol, extracted from pharma-grade Colorado hemp plants. Each bottle of Sunriser has 30MG of active CBD.

#### WINGED CBD

Winged is the first CBD product line formulated exclusively for women and includes supplements as well as skin and body care items. The hemp is organically grown in Kentucky and distilled using a chemical-free CO<sub>2</sub> extraction process the gently preserves the active nutrients of the hemp plant without harsh residual solvents like ethanol.

#### SPRIG SODA

Sprig is a naturally sweetened, carbonated beverage, infused with 20mg of a purified CBD isolate that contains 0% THC. The CBD isolate is blended with natural flavors and sweeteners, filtered spring water, and carbonation. There are sugar-free varieties as well as one flavor sweetened with cane sugar.

#### OTT COFFEE

Ott Coffee is a local company producing CBD-infused coffee. There are two varieties- the Relaxation series and the Productivity series. The relaxation is decaffeinated and contains 25 MG of CBD while the productivity does contain caffeine and 15 MG of CBD.



# TOP TEN PICKS

by Melissa Sledge, Board Director



### Forager Vanilla Cashew Yogurt

If I'm in need of a quick breakfast or afternoon snack, Forager yogurt never disappoints. Add fruit or granola to create a flavor explosion.



### Siete Jalapeño Hot Sauce

I discovered this amazing product while looking for ways to spice up my baked fish. Be prepared to buy a bottle for home, work, and maybe even your car.

### I and Love and You Dog Food

My 10 pound poodle, Dakota, insisted that I add this item to my list of favorite things. He often dances when I serve him one of the many rich flavors this dog food has to offer, and he is unimpressed when I offer him anything other than this meaty dog food.



### PlantFusion Complete Protein (Lamar Only)

In Creamy Vanilla Bean. This protein is perfect for a midmorning treat when blended with iced coffee and a banana.



### LoveGrown Fruity Sea Stars (Lamar Only)

Vegan cereal made out of beans, ya'll. It may sound strange, but trust me when I say you will not regret buying this cereal. Perfect for kids and adults that are trying to eat more vegetables.

### Siete Almond Flour Tortillas

If you want to eat the best quesadilla of your life, try these tortillas! Add a little butter and you'll experience crispy flaky perfection.



### Field Day Organic Cinnamon Flax Granola

This granola is SO good. I typically add it to yogurt or have it as a post workout snack. The subtle cinnamon adds the perfect touch to any flavored yogurt.



### Stahlbush Island Farms Sweet Potatoes

I start my day with half a cup of roasted sweet potatoes topped with a banana and almond butter. This hearty breakfast will keep you full for any busy morning, and give you energy to tackle whatever the day may bring.

### Milkadamia Unsweetened Macadamia Milk

The faint nutty taste of this milk is my go to for oatmeal or cereal.



## HOLIDAYS

### MARCH 10 | HOLI

Known as the Festival of Colors, Holi signifies the end of winter and arrival of spring. Celebrated throughout the world this celebration is about new beginnings. Colorful Holi cookies are available fresh from our Bakehouse. Share some and make a new friend!

### MARCH 16 | WHEATSVILLE'S 44TH BIRTHDAY

44 years and counting! Come celebrate with us on Monday, March 16th from 12-6 pm. We will be handing out birthday cake at both stores every hour on the hour until it's gone!

### MARCH 17 | ST. PATRICK'S DAY

Celebrated the world over, St. Patrick's Day is a religious celebration to mark the death of Saint Patrick. Over the years it has become a celebration of all things Irish. We go big here at Wheatsville with a Irish inspired buffet and made fresh Bakehouse Irish Soda Breads (vegan options too!)

### APRIL 6 | PASSOVER

One of the most widely celebrated Jewish holidays Passover commemorates the Israelites' departure from Egypt. Enjoy a selection of special Passover meal options on our hot bar and a wide selection Passover specific foods.

### APRIL 12 | EASTER

With a hot bar filled with Easter favorites and special Bakehouse treats Wheatsville is the place to be for this holiday. Stop by the Hospitality Desk for instructions on how to naturally dye eggs when you are picking up sweets to stuff your Easter basket with.

### APRIL 14 | PECAN DAY

"Shell"abrate one of Wheatsville's nuttiest holidays! We celebrate pecan day here because it just plain fun. Visit our bulk sections to pick up some pecans for your favorite dish. Chock full of vitamins these powerhouses of dietary fiber can be used in snacks, desserts or just munched on their own.

### APRIL 22 | EARTH DAY

Born from the same transformational change that Wheatsville was this holiday, started in 1970 is an annual celebration of environmental protection. We care about the environment so much that it is included in our mission statement! Read what Wheatsville is doing for the planet on page 9.

## From the Board of Directors by Rose Marie Klee, Board President

As a community-owned enterprise, the Board of Directors provides stewardship and oversight of the Wheatsville Co-op. Every year we hold a Co-op Vote and the Board is selected from volunteers who are willing, committed, and able to serve as trustees and fiduciaries.

### OUR WORK IS CURRENTLY FOCUSED ON SEVERAL KEY AREAS:

1. Hiring a new General Manager
2. Improving communication and transparency from the board to Owners & Staff
3. Developing a governance strategy for cultivating diversity, equity, & inclusion

We welcome Owners to attend our board meetings to see how we work, reach out to us by email ([boardemail@wheatsville.com](mailto:boardemail@wheatsville.com)), and consider running for the board or joining a committee. We have found that the Audit and Review Committee is an especially good fit for non-directors, and the Owner Engagement Committee would also benefit from additional participation. Please also let us know if you are interested in one-time opportunities to engage with Wheatsville at the governance level.

Please contact us if you are interested in running for the Board! Our call for candidates begins in May/June and we will be offering candidate orientation sessions to help you get to know more about what the Board does and how we do our work.

Each of our Board Directors is genuinely passionate about Wheatsville and how our organization can promote the transformation of society toward cooperation, justice, and non-exploitation. We sincerely appreciate you for being a part of our community!!!

\*Two vacancies were created by a candidate who moved out of state for a new job and a director who stepped down due to personal commitments.

## WE ARE PLEASED TO INTRODUCE



**BRANDON HINES**  
a returning director who currently serves as treasurer and chair of the GM search committee



**STEPHANIE WONG**  
a new director who was appointed to fill a vacancy\* and has previously served on the annual Audit & Review Committee



**RACHEL FISHER**  
a new director elected to a three-year term



**BRIAN MIKULENCAK**  
a returning director who was appointed to fill a vacancy\* and has previously served on the Wheatsville Board

## General Manager Search Update by Brandon Hines, Board Treasurer and GM Search Committee Chair

Wheatsville is searching for a new General Manager. The Wheatsville Board of Directors convened a committee charged with overseeing the search. The GM Search Committee has been working on fielding a diverse set of candidates with strong leadership experience who are aligned with Wheatsville's core values. In order to help identify quality candidates from a wide range of backgrounds the committee has hired a search firm with experience placing general managers in the cooperative grocery industry.

In February the GM Search Committee sent out surveys to Wheatsville owners and staff in order to incorporate feedback into the search process. The owner survey focused

primarily on the overall strategic direction for Wheatsville and the staff survey solicited feedback relevant to the internal operations of the organization. As of this writing we are still collecting and reviewing the feedback. We appreciate all the honest, thoughtful responses and intend to share a summary of what we learned. It is clear from the feedback that we have reviewed to date that we have a broad group of owners who care deeply about Wheatsville, the staff and the community.

Hiring a GM is an intensive process because it is so important that we take the necessary time to identify the right General Manager to lead our Co-op. Working with the search firm, we have established a candidate

pipeline and have begun candidate interviews. We are working to keep the wants and needs of staff and owners in mind throughout the process.

The Wheatsville staff, management and the Interim GM Team have shouldered an exceptional load in the absence of a General Manager. The Board is tremendously grateful for everyone's continued hard work and we ask all owners to help by expressing your appreciation. The GM Search Committee is committed to finding a new General Manager who is able to unify the organization under a shared vision and effectively lead Wheatsville in this highly competitive grocery market.



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SUNDAY  
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**are your kids  
coop explorers?**

Kids, ages 12 and under, are invited to join the Co+op Explorers and be eligible to receive one piece of fruit from the Co+op Explorers basket! Kids simply sign up with grown-up at the Hospitality Desk. Each child will be issued their very own super official Co+op Explorers card!



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## NEWS & UPDATES

Keep up with the latest deals and store events

SIGN UP FOR OUR WEEKLY EMAIL AT

**wheatsville.coop**