

# THE WHEATSVILLE BREEZE

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

## We Are Thankful

With almost 22,000 owners and 230+ staff members our co-op has a long history of being an ethical, progressive, and positive business leader in Austin. Since 1976 Wheatville has worked diligently to live up to our shared values of caring for others, being an inclusive and welcoming community, and working to create a better and more positive world. That being said, we want to take a moment to look back at our year and reflect on what we're thankful for.

**We are thankful** to have a leadership team that is 50% female, 39% LatinX, and a Board of Directors that is almost 80% female. We are Millennials, Boomers, Gen X'ers and Gen Y's. We are parents and singles, gay and straight, vegans and omnivores, voters, activists, and community leaders.

**We are thankful** for the opportunity we had to participate in the Austin PRIDE Parade this year. Through a staff idea and a groundswell of support, we all grew closer and more resolute about the importance of LGBTQ acceptance and equality. All along the parade route, as the crowds cheered us on, we underscored our co-op's commitment as a safe and welcoming space.

**We are thankful** for the work we've all done together to create a welcoming, safe place for people of all backgrounds and for the launch of our Diversity & Inclusion Committee. In the year ahead, we look forward to open, honest, and thoughtful collaboration to create more racial diversity at our co-op.

**We are thankful** for the constellation of people we see shopping at the co-op from day to day – our neighbors, community leaders, and friends. We are thankful for your participation in our co-op. When you shop co-op you help make a positive difference in our world.

When we say **"EVERYONE WELCOME"** we mean **everyone**. When we say our goal is to have "More Happy People" we mean YOU. And when we say "We're so glad you're here." we mean it. Our co-op is not one person, it's a reflection of our community. THANK YOU for being a part of our wonderful co-op family. We look forward to a happy and bright 2018 - together!



Photo: Christina Brown



Wheatville represents at the 2017 PRIDE Parade in downtown Austin on September 30th. Thanks to Lauren Bowden (second from right) for suggesting and coordinating the float!



## Taste of Thanksgiving!

Saturday, November 18th

12-2pm both stores

Join us for our traditional Taste of Thanksgiving Sampler –from entrees to traditional pies, try a bite of all your holiday favorites!

Holiday Sampling – November 4th – 19th

Every Saturday & Sunday, 12-4pm at BOTH STORES

Drop by any weekend in November for a taste of some of our most popular holiday favorites! We're happy to help you figure out the perfect menu for you and your guests.

## Holiday Hours:

Wed, Nov. 22	OPEN 7:30am-11pm
Thurs, Nov. 23	Thanksgiving Day – OPEN 8am-1pm
Fri, Nov. 24	OPEN 10am-10pm
.....	
Sun, Dec. 24	Christmas Eve OPEN 7:30am-7pm
Mon, Dec. 25	CLOSED for Christmas
Tues, Dec. 26	OPEN 10am-10pm
Sun, Dec. 31	New Year's Eve OPEN 7:30am-9pm
Mon, Jan. 1	New Year's Day OPEN 10am-10pm

## Holiday and Annual Report Issue:

Community Action	2
The First Co-op: Celebrate the Night the Lights Were Lit	3
Turkey: Traditional Thanksgiving Centerpiece	4
Top 5 Holiday Favorites in Beer, Wine, and Cheese	5
Vegan, Gluten Free, & Paleo Options for the Holidays	6
Local Farm Spotlight: Dewberry Hills Farm	7
The First Annual BIG CO-OP FAIR / Work Strong Austin	8
The Wheatville 2016-2017 Fiscal Year Annual Report	9-13
Fair Trade Gifts from Around the World	14-15
Fair Trade Food and Drink	15
Staff Top 10 – Kerie McCallum / Staff Spotlight: Sam Sladish	16
Local Vendor Spotlight: Cuvée Coffee / More BIG CO-OP FAIR Pics	17
Bakehouse Top 5 for the Holidays / Black Eyed Peas & Greens	18
Staff Top 10: Austin Marsh / Winter Squash Basics	19
Hanukkah Latke Recipe	20



# Community ACTION



**Caritas  
of Austin**

Ending Homelessness Together.

**Caritas of Austin is our  
Community Action group  
for November**

Their mission is to aim at preventing and ending homelessness for people in Greater Austin. They use a proven, multi-layered approach to end homelessness for hundreds of people each year. Caritas provides a service continuum for those experiencing poverty that begins with a safety net and links them to resources to achieve self-sufficiency. Their clients include households of all sizes; many of whom are veterans, refugees, women and children.

"Each person we serve shares the devastating experience of homelessness. Some people have lived on the streets of Austin for years, while others are more hidden, living in their car or other temporary shelter. Refugees are internationally homeless – literally running for their lives when they are abruptly forced to flee their home. An unexpected crisis such as an injury, illness, or a lost job can leave people on the brink of homelessness with nowhere to turn for support. With everyone, our work begins with homelessness, but we ensure that homelessness does not define people's futures."

"We don't help our clients; we work together with them as partners. We believe the people we serve are experts in their own lives. When people have shared ownership of goals within our program, they know with confidence that they were critical in ending their own homelessness."

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

The Wheatsville Breeze is a publication of

## Wheatsville Food Co-op

3101 Guadalupe

Austin, Texas 78705

512-478-2667

website [www.wheatsville.coop](http://www.wheatsville.coop)

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Photos by: Bob Kinney, Raquel Dadomo, and Aldia Bluewillow, except where otherwise noted or not known

The Wheatsville Board of Directors' meetings are usually held on the third Tuesday of every month. Check [wheatsville.coop/membership/board-of-directors](http://wheatsville.coop/membership/board-of-directors) for details. Owners are encouraged to attend. Something that you would like discussed? Use the Open Time Form on the Board's webpage.

### Wheatsville 2017 Board of Directors

**Doug Addison, President**

**Kitten Holloway**

**Rose Marie Klee**

**Lisa Mitchell**

**Andi Shively**

**Don Jackson**

**Julie Le**

**Lyz Nagan**

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

The mission of Wheatsville is to serve a broad range of people by providing them goods and services, and by using efficient methods which avoid exploitation of the producer and the environment. The focus of this mission is to supply high-quality food and nondiscriminatory information about food to people in Austin TX.

Each year during our annual election Wheatsville Owners vote for 10 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 organization's assigned month. In addition, Wheatsville also accepts cash donations at the register throughout the month



**MEALS on WHEELS**  
CENTRAL TEXAS

**During December, we will be donating to  
Meals on Wheels Central Texas.**

MOWCT seeks to nourish and enrich the lives of the homebound and other people in need through programs that make sure all Central Texas seniors stay connected and independent.

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

- **Meals** – delivering meals to our home-bound clients
- **In-Home Care** – for those needing help with daily living
- **Veterans** – Specialized care
- **Pets** – Help seniors care for their dogs and cats
- **Home Repair** – Help with home safety repairs or major structural needs
- **Home Maintenance** – Greater Austin minor home repair for seniors and adults with disabilities
- **Alzheimer's and Dementia** – Respite Care
- **Telehealth Treatment for Depression** – Help for homebound older adults battling depression

Wow! In August  
our shoppers contributed  
\$12,004.53 and pantry foods  
to Hospice Austin.

In September  
our generous shoppers  
donated \$14,597.26 to the  
Central Texas Food Bank  
and an additional \$7,188.55  
for FEEDING TEXAS /  
Hurricane Harvey Donations  
for a total of \$21,785.81!

Thank You!

Total Co-op Owners as of October 20

# 21,584!

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

# Celebrate! the Night the Lights were Lit



Thursday, December 21st

On December 21, 1844, the lights were lit at 31 Toad Lane in Rochdale, England, the first modern cooperative. With just 28 members and open only 2 nights per week, the Rochdale Pioneers sold four key items; butter, sugar, flour and oatmeal. Driven by idealism and vision of a better social order, the Pioneers became champions of pure food, honest weight, fair dealings, education, community and cooperation. Their founding principles became the framework for co-ops today.

We invite you to celebrate this special night with us! Stop by either store on Thursday, December 21st from 5pm – 8pm for an Pioneer Oatmeal Cookies and music. We look forward to seeing you at the co-op!



## Christmas at the Co-op!

Deck the halls with fresh trees, wreaths, poinsettias, and MORE!  
You'll find all your holiday favorites at Wheatsville.  
EASY, CONVENIENT, GREAT SERVICE.

## CHRISTMAS TREES

IN STOCK, FRIDAY November 24  
Fraser Fir Christmas Trees (up to 6ft.)

Shipped Direct to us from Brown's Tree Farm  
Lake City, Michigan, In business for 35 years



Also Available:

- Evergreen Wreaths
- Poinsettias
- Christmas Cactus
- Rosemary Mini Christmas Trees
- Fresh Chestnuts

### BIG 3 DAY DEAL

Friday, Nov. 24, thru Sunday Nov. 26

Christmas Trees \$29.99 EA.

YOU SAVE \$10

## Wheatsville makes a Great Gift!



Wheatsville  
Gift Cards

make perfect gifts!

Choose any amount and leave the giving to us!  
From fair-trade, organic coffee to popcorn tofu,  
we've got a gift that's right for everyone on your list!



## News & Updates

KEEP UP WITH THE LATEST DEALS & STORE EVENTS  
SIGN UP FOR OUR WEEKLY EMAIL AT [WWW.WHEATSVILLE.COOP](http://WWW.WHEATSVILLE.COOP)

Follow Us on   

# Your Traditional Holiday Meal

by Mark Maddy and Jaime Martinez, Meat & Seafood Coordinator



It's that time of year when we all get together and share special moments with the ones we love. Here at Wheatsville, we're excited to share our best holiday ideas to help you create a perfect holiday meal. Turkey is low fat, big enough to feed a crowd and is great roasted to perfection, smoked with gourmet woods or deep fried for that juicy moist center.

**All of our turkeys are hormone and antibiotic free, vegetarian fed and free range.**

## Mary's Natural and Organic Turkeys

**BEST VALUE.** These free range birds come from California and are fed Non-GMO feed.

## Mary's Brined Turkey LIMITED SUPPLY!

Pre-order your Brined Turkey 8-20 lb.

## Mary's Heritage Turkeys LIMITED SUPPLY!

Heritage turkeys are breeds that originally inhabited the Americas, Bourbon Red and Narragansett. These turkeys can fly and still roost in trees. They have naturally darker meat, larger thighs and smaller breasts. These changes the cooking time so a thermometer is recommended.

## Mary's Natural or Organic Bone-In Breast

Great for smaller crowds or as an extra protein for your holiday dinner.

## Diestel Smoked or Roasted Fully Cooked Turkeys

These California turkeys are fully cooked for an easy heat and eat dinner.



## Holiday Hams

**All Our Holiday Hams are:**

- Hormone & Antibiotic FREE
- Fed vegetarian feed
- Pasture Raised

**Niman Ranch** has a network of over 750 independent traditional family farmers and 100% of their pork is Certified Humane®. **Niman Ranch smoked hams** are brined in a salt and maple sugar solution, then slow smoked over applewood. Although these hams are fully cooked, they need a good while to heat. For larger hams we recommend an hour or more in the oven to heat it through. Before reheating is a great time to add a glaze to your ham.

### Niman Ranch Spiral Cut Bone-In Half Ham

A traditional holiday ham. It's about 8-10 lbs, and can feed 10 to 14 people. It comes with a packet of glazing seasoning, but you can use your own or none.

### Niman Ranch Jambon Royal Ham

Prepared in a European style, this 4-5 lb ham is cut in a different shape and packed with smokier and saltier flavor.

### Applewood Smoked Petite Ham

Smaller ham for a more intimate gathering of 2-3 people. Also great for recipes that call for ham.



## Locally Raised

### Three Sister Farms, Tomball TX

This year, we're proud to offer turkeys from Three Sister Farms. These Broad Breasted White turkeys are free range and allowed to behave the way a turkey should. This is the turkey breed most people are familiar with.

Sara Wilson is a 4<sup>th</sup> generation farmer whose passion is to connect with her community through clean, ethical and sustainable food production. Three Sisters Farms was recommended to us by Jane Levan at Dewberry Hills Farm. This is an example of how our local vendors work together to strengthen local agriculture and further each other's success.



### How To Place Your Order

Click on our Thanksgiving ORDER FORM on [www.wheatsville.coop](http://www.wheatsville.coop) to place your order. We start taking orders November 1st. Orders DO NOT need to be placed for **Mary's Natural and Organic Turkey**, we order enough to not run out.

### Preparation

To guarantee a moist and flavorful turkey we recommend brining. In its simplest form a brine is salt, sugar and water. Dried fruits and herbs, broth or juice are also great additions.

## Locally Raised

**Pederson's Natural Farms Hams** are raised in Central Texas, these hams are great choice for the taste of Texas. Supply is limited, so order early.

### Local Pederson's Organic Spiral Sliced Bone-In Smoked Hams

Certified Organic and perfect for large family settings

**Local Pederson's No Sugar Spiral Sliced Bone-In Smoked Hams**  
Paleo-friendly pork as a great choice for that large family setting or for plenty of leftovers.

### Local Pederson's No Sugar Spiral Sliced Boneless Smoked Ham

Paleo-friendly pork. Add your own glaze to bring the flavor of your home to this fine ham.

### Local Pederson's No Sugar Petite Hams

These hams are perfect for a smaller group or to add to any recipes that call for ham.





1

## Wine: La Riojana Pinot Noir Reserve

The key to pairing wine with the wide variety of foods on the holiday table is to find wines that are softer, fruity, bright and less tannic. This medium bodied Pinot Noir is packed with delicious strawberry, cherry and blueberry aromas, as well as spicy notes due to the aging in oak barrels. La Riojana has invested more than \$11 million Argentinean pesos for various projects aimed at improve living conditions for its growers and workers in the Famatina Valley, a historically poor area of Argentina.

**FAIR TRADE. CO-OP MADE**



2

## Sparkling Wine: Stellar Organics Extra Dry

Stellar Organics make some really fantastic Fair Trade wines that are certified organic and vegan friendly. This extra dry sparkling wine has grapefruit and lime on the nose. It is crisp and fresh tasting with a smooth nutty finish. Perfect for holiday gatherings as well as ringing in the New Year!

**FAIR TRADE**



3

## Beer: Sierra Nevada Celebration

Brewed especially for the holidays, Sierra Nevada Celebration is perfect for a festive gathering or for a cozy evening at home. Celebration is a dry-hopped, slightly strong ale that pours a beautiful rosy amber color with a nice full head. It features a big blast of Cascade, Centennial, and Chinook hops and a not-too-heavy mouthfeel. Supply is limited since this is a seasonal release so be sure to stock up while you can.



4

## Cheese: Vermont Creamery Bonne Bouche Goat Cheese

This is a sublimely delicious aged goat cheese with a beautiful geotrichum rind that is lightly sprinkled with ash. Geotrichum is a mold/yeast that produces a distinctive wrinkled rind that looks like coral. This creamy goat cheese features layers of rich flavor and it would make an elegant addition to your Holiday Table.



5

## Vegan Cheese: Miyoko's Aged English Sharp Farmhouse

This vegan cheese is so good that a non vegan like me loves it! Miyoko's is made with nuts instead of milk, but it is a real cheese that is cultured and aged just like dairy cheese. The result is a hard, aged, sharp round with complex flavors and a long finish that will continue to deepen in flavor and texture as it ages. Serve this at your holiday party for a real crowd pleaser that everyone can enjoy!



## TASTE OF THANKSGIVING

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While Thanksgiving is traditionally a time for comfort foods, many people have special dietary needs. There's no need to worry about accommodating non-traditional diets if you make a visit to Wheatsville. We have a wide variety of vegetarian, vegan, gluten-free, major allergen-free or Paleo foods that will ensure you or your loved ones can eat as much as everyone else at the Thanksgiving table. Here are just a few examples of the many items you can find in the aisles to suit most diets.



## 10. Austin EastCiders Original Dry Cider

(Gluten Free)  
Pour it in a glass to be fancy

## 9. Bou Vegetable Bouillon Cubes

(Vegan)  
Perfect for soup, gravies and more

## 8. Follow Your Heart VeganEgg

(Vegan, Gluten Free, Non-GMO)  
Use in any recipe that calls for eggs.

## 7. Dandies Marshmallows

(Vegan, Gluten Free, Nut-free, Kosher, Non-GMO)  
Small batches, big taste

## 6. Tofurky Beer Glazed Ham Roast

(Vegan, Kosher, Non-GMO)  
mmmmm....beer glaze.

## 5. NEW! Bob's Red Mill Paleo Baking Flour

(Gluten Free, Dairy-free, Kosher)  
Simple and amazing for any recipe that calls for baking flour

## 4. Wholly Wholesome Frozen Pie Crust

(Vegan, Gluten Free, Nut-free, Kosher, Non-GMO)  
All the work is done for you by experts

## 3. Pacific Foods Gluten-Free Stuffing

(Gluten Free, Kosher, Non-GMO)  
No gluten? No problem!

## 2. So Delicious CocoWhip

(Vegan, Gluten Free, Kosher, USDA Organic)  
Like a popular whipped topping but so much better

## 1. Tofurky Roast

(Vegan, Kosher, Non-GMO)  
The one, the only!



## Orange Glazed Tofurky Roast with Butternut Squash

This holiday season have a bird-free feast, but with all the flavor and trimmings you've always enjoyed. For a twist on tradition, add a layer of thinly sliced oranges when glazing the roast. Makes 5 servings.

- 1 large butternut squash peeled, seeded, and cut into 1/2-inch cubes
- 1 large onion, peeled and cut into 1/2-inch thick wedges
- 12 fresh sage leaves
- 3 tablespoons oil, divided
- 1/2 teaspoon salt
- 1/2 teaspoon black pepper
- 1/4 cup vegetable broth, water, or white wine
- 1/3 cup orange marmalade
- 1 Tofurky Roast, thawed completely

Preheat the oven to 350F. With a knife or scissors, carefully remove plastic casing and clips from the roast. In a Dutch oven or a casserole dish with a lid or on a piece of aluminum foil on a pan, toss together the butternut squash, onion, sage, 2 tablespoons of the oil, and the salt and pepper. Nestle the roast in the center of the vegetables and add the vegetable broth or water. Brush the roast with the remaining tablespoon of oil and cover the Dutch oven or tightly wrap with foil. Bake for 1 hour and 20 minutes.

Gently heat marmalade in a small saucepan until runny. Carefully remove the pan from the oven, uncover, and



brush the roast generously with the marmalade. Return to the oven uncovered for 10 minutes or until the glaze is nicely browned.

Place the vegetables and roast on a serving platter and use a serrated knife to cut the roast into slices. [Recipe from tofurky.com](http://Recipe from tofurky.com)

# Local Vendor Spotlight: Dewberry Hills Farm



## Really Good Chicken — We Promise:

**Good Stewardship** All our animals are raised compassionately and with a deep appreciation of the gift they give us. We never fed them anything we would be afraid to eat ourselves. By managing the pastures properly and rotating our chickens, we naturally fertilize and restore the earth.

**Environmental Responsibility** We work with the seasons and the land. We recycle every part of the chicken but the feathers. We minimize the fossil fuel imprint by only selling locally.

**Absolute Honesty** We encourage farm visits by appointment. (Drop-in visitors will be handed a shovel and put to work!) Come see for yourself.

**Community Building** We try to source all our supplies locally and we do 95% of our business with small businesses in the area. Our special grain mixture is grown and ground just 15 miles down the road which helps support another farmer in Lee County.

Dewberry Hills Farm, owned by Jane and Terry Levan, has been a partner here at Wheatsville since 2008. Jane's a former city slicker who'd always dreamed of moving to the country. Terry was raised on a farm in northern Illinois and majored in livestock nutrition while at university. Terry was disheartened by what was being taught—methods that turned animals into commercial commodities with complete disregard to both the health of the animal and the quality and safety of the meat produced.

In 1999, they purchased 20 acres near Lexington Texas, about 50 miles from Austin. After reading Joel Salatin's books on beef and poultry, they agreed this was the model they would use—diverse, sustainable and run in accordance with nature. They realized that the best use of their limited acreage was to focus on raising really good chicken for their neighbors in the city. They still use sustainable natural methods—rotating their pastures, moving the tents daily and processing onsite.

The life of a farmer can be very difficult. The weather is a huge factor and is beyond the control of the farmer. Here in Texas we have heat and thunderstorms and hurricanes and the occasional cold snap. Another substantial factor is predators. All sorts of wildlife like to eat chickens—from coyotes to predatory birds. There are some collateral pests, like feral hogs, that do not necessarily want to eat the chickens, but want the chicken's feed and water. The damage can destroy the chicken's shelter and feeders.



Jane Levan at the BIG CO-OP FAIR

photo: Bob Kinney

For most chicken farms, the way to deal with both of these issues is to house the chickens in a barn. Controlled climates and four walls will solve both of those issues. Jane and Terry use a different method, based on the Salatin model.

"Tents" are constructed in the pasture to work more closely with the needs of the land and the animals. This allows protection from the elements and relative security. A chicken's digestive system requires small rocks or pebbles to aid in digestion. By letting them roam from an open shelter, they are able to keep busy engaging in what chickens do and they stay happy and healthy. By moving the tents frequently, the fields are fertilized by the chickens.

One of Jane and Terry's biggest problems, and they agree that it is a good problem, is keeping up with the demand for their chicken. As Wheatsville was setting up its own expansion to a second location, Terry and Jane decided it was time to grow as well. Overcoming the limitations of cold storage and the number of chickens they can raise at a time, takes money and time. Luckily Jane and Terry have always supported their fellow local farmers and that kind of goodwill, has been rewarded. Having investment partners like David Perkins at Beatnik Foods and having a guaranteed placement of their product is bringing that expansion to a reality.

Over the years of our relationship with the Dewberry Hills Farm, we have brought in everything that we can, up to and including chicken feet. With the help of Wheatsville owners we have been able to help Dewberry Hills Farm utilize the whole bird and contribute to their sustainability as a business and as stewards of their land and animals.

One of the best things about having such great local products is being able to shake the hand of the person that is raising your food. We have known Terry and Jane now for about nine years and it is always a pleasure to work and grow with them.



## Terry's Simple Roast Chicken

### Ingredients:

- 1 Dewberry Hills broiler
- Fresh finely chopped rosemary 4-5 sprigs
- Fresh finely chopped garlic 3-4 cloves
- Olive oil



1. Preheat oven to 450°.
2. Mix garlic and rosemary in olive oil.
3. Gently loosen skin on chicken breast by sliding your hand underneath skin without tearing.
4. Rub skin under breast with oil-herb mixture. Use any leftover mix in cavity.
5. Place chicken breast side up in rack on roasting pan.
6. Roast at 450° for 15-20 minutes or until skin begins to turn a light golden brown.
7. Carefully flip chicken over (Inserting a wooden spoon in the cavity helps with this) and roast an additional 15-20 minutes. Immediately turn oven down to 350°. Turn bird several times as it roasts. It will take about 1.5 hours total to roast a 4.5 pound bird. Your chicken is done when a meat thermometer inserted in the breast reaches 165°.
8. Remove chicken from oven and let rest for 10 minutes before carving.

**Warning:** as you roast the chicken, a wonderful smell pervades your kitchen and may attract members of your family.

To read Jane's own words about farming visit [wheatsville.coop/news-and-events/news/dewberry-hills-chicken#more](http://wheatsville.coop/news-and-events/news/dewberry-hills-chicken#more)



# The First Annual BIG CO-OP FAIR by Raquel Dadomo, Brand Manager

This year we kicked off **CO-OP MONTH** on a clear blue sunny Sunday with 30+ vendors, 19 Community Action

non-profits, 4 amusement rides & activities, 2 behind the scenes department tours, and 1 awesome annual **OWNER MEETING**. Highlights from the Annual Meeting included **Siete Family Foods, Equal Exchange, and City Council Member Greg Casar** – all talking about why co-ops, OUR CO-OP as an ethical, values-based business, is important both in Austin and the world.

It was interesting and eye-opening to see how the only retail grocery co-op in Texas, together with the support of our owners and staff, can have impact on everything from recycling, earned paid time off, livable wages, fair trade production, and the overall co-op economy – locally and globally.

Local vendors talked about how Wheatsville was their first account, helped create jobs, helped farmers stay on their land, and sold more product than any other account. We heard our non-profits talking about the impact our contributions have on people in our community – our neighbors, and we heard from our Board Members and candidates – owners just like YOU, who are inspired to work hard for our co-op because it matters. We make a difference.

Staff members were thrilled to give behind-the-scenes tours and offer insight into the business we all own together. We enjoyed fantastic jazz on the porch from the Jeff Lofton Trio, conversations with neighbors, and even some deli-made soup from our hot bar.

**THANK YOU** for JOINING US and for supporting the co-op in so many ways. If YOU were inspired by something you saw at the fair, be sure to tell someone, pass it on and continue to help our co-op THRIVE! **TOGETHER** we make great things happen!



Deli Kitchen Tour with Robert Villareal & Amber Buchanan



MilkKing Dairy rep



Shane Shelton, Niki Nash & Joaquin Avellan, Dos Lunas Cheese.



Robin & Bob, SRSLY Chocolate



4th Tap Co-op Brewery rep and Shane Shelton



Niki Nash with reps of La Riojana Co-op



Nikki, the Mediterranean Chef



Veronica Garza of Siete Foods



Patti Jacobs, Bastrop Cattle Co

## Work Strong Austin

This past fall Council Member Greg Casar introduced a proposal to Austin City Council that would make earning paid sick time the law in Austin as it is in over 40 cities nationwide. Unfortunately, approximately 223,000 Austin workers – 37% of the total workforce – are at risk of losing wages or being fired if they follow doctor's orders when they or a family member is ill. His proposal to begin a stakeholder process regarding this issue was unanimously passed by council in October.

Because of Wheatsville's longstanding earned paid time off benefit the co-op was asked to consult with Council Member Casar's team along with other local businesses including **Black Star Co-op, Sweet Ritual, Homeslice Pizza, Compost Peddlers, Purple Fig Cleaning Co, SAFE** and many other businesses of all sizes, on the proposal and campaign.

At our Annual Owner Meeting, Greg Casar called out Wheatsville's positive approach to worker's rights in his remarks by saying that progressive businesses like Wheatsville give him and the rest of council the ability to move along a positive progressive agenda that helps more working people make a good living in our city.

The Austin City Council has begun a process to ensure all working families across our city have a better deal through a proposed earned sick days ordinance in Austin. If you would like to show your support, please find more info at [workstrongaustin.com](http://workstrongaustin.com)



The girls from Vital Farms Pastured Eggs

Additional BIG CO-OP FAIR photos on pages 9 and 17



# THE WHEATSVILLE 2016-2017 FISCAL YEAR ANNUAL REPORT



Dan Gillotte speaking on Labor Day. Wheatsville stands strong with Austin Council Member Greg Casar and the Worker's Defense Project efforts to get paid sick time for all Austin workers.



photo: Bob Kinney

Our Owners appreciate the inspiring stories told by two of our suppliers and Greg Casar.



City Council Member Greg Casar

photo: Raquel Dobano



photo: Bob Kinney

ABOVE: Voting kiosk at the BIG CO-OP FAIR and Board candidates Brian Mikulencak and MeriJayd O'Connor

BELOW: Board candidates Don Jackson, Jason Bourgeois, and Brandon Hines



photo: Bob Kinney



Financial Manager John Perkins handing out Annual Reports

photo: Bob Kinney



posted on Instagram

## President's Message

By Doug Addison, President of the Board of Directors



Despite being Texas' only food co-op and accounting for just a tiny fraction of Austin's \$1 billion grocery market, Wheatsville has a huge impact on the people who rely on it for tasty food, respectable employment and enriching community. Our co-op buys from scores of vendors, employs hundreds of Austinites, contributes to dozens of worthy causes, and serves the needs of thousands of owners and shoppers week after week.

To highlight this impact and to introduce a theme you will be hearing more about in the coming year, I invited representatives from two of our suppliers, Equal Exchange and Siete Foods, to Wheatsville's BIG Co-op Fair on October 1 to help owners in attendance "Get to know your Co-op!"

**Annie Sholar of Equal Exchange** — a co-op of about 120 worker-owners, by the way— shared how its fair-trade values raise the standards of living for coffee and cocoa farmers around the world, while providing an alternative to the increasingly consolidated mainstream food system. **Miguel Garza of Siete Foods** shared how their family's grain-free tortillas and chips business got a critical early boost from a Wheatsville buyer.

Annie and Miguel's inspiring stories are hardly unique among Wheatsville's many local and start-up vendors, and they provide living proof that our co-op plays a vital role in shaping the future for our community and our world. Wheatsville's very reason for existing — **as stated in the Board's Ends policies — is to promote the transformation of society that has a thriving community centered on hospitality, kindness, and generosity, a robust cooperative economy, and easy access to sustainable, healthy food.** In fact, the Board recites these Ends at the start of each meeting as an affirmation that focuses our work on the cooperative values and principles such as equity, solidarity and compassion that frame our work in guiding Wheatsville as a force for good.

My fellow directors and I come from diverse backgrounds and areas of expertise. Among us now and in the past are engineers, lawyers, software developers, project managers, a playwright and a microbiologist. We are also activists and locavores and owners just like you.

Our view from the boardroom leads us to believe that a grocery store can play a role in building and sustaining our community and our economy. And that cooperative ownership encourages people to become better citizens and see themselves as more than consumers. We are ambassadors for all the good we believe that Wheatsville and other co-ops can do in our community and our world.

In 2018, I'll start my ninth year on the Wheatsville board and third year as board president. Wheatsville surely has come a long way over the last few years — double the number of owners and more than three times the sales — but the message then as now remains the same: the importance of our democratically controlled local business which exists for the economic benefit of its owners. As always, your patronage and support of Wheatsville are crucial to its continued success.

For the first time in recent years, Wheatsville's revenue did not increase over the previous fiscal year. As board treasurer Andi Shively and chief executive grocer Dan Gillotte explain in more detail in their accompanying articles, growing sales in this hyper-competitive market has proven very difficult. Even as Wheatsville's robust cash position keeps it comfortably solvent, flat sales growth — both for food co-ops and other conventional grocers — are the "new normal" for the foreseeable future. We can't compete with HEB's advertising budget or Amazon's supply chain prowess. And we don't want to be a drive-through, pickup grocery store, a service coming to a Walmart near you.

Wheatsville wants to be your values-based, community-oriented grocer, your go-to place grab a meal to go, or enjoy one on the patio with friends and fellow owners. And while your board intends to keep the co-op's financial success and continued viability at the center of our attention, we ask our owners today and in the coming year is to "get to know your co-op." These stories are at the heart our co-op experience, and we encourage you to learn them and share yours along the way.



# THE WHEATSVILLE 2016-2017 FISCAL YEAR ANNUAL REPORT

## Annual Financial Report

prepared by Dan Gillotte, Chief Executive Grocer

FISCAL YEAR ENDING 5/28/17 was a somewhat challenging year financially at the co-op as an increasingly competitive grocery market and a deflationary food environment, including our continued efforts to provide better lower prices to owners and shoppers, caused us to have lower than planned flat sales. We spent a lot of energy and resources on infrastructure this past year as we went back to refresh the Guadalupe store, replacing flooring and lighting and adding energy efficient coolers. So, despite the less than stellar financial results this year, I think you'll see as you read this report that Wheatsville is still in fine and stable financial condition.

The income statement and balance sheet presented here summarize our financial performance for the year as verified by an external CPA audit including provision for an income tax benefit.

	ACTUALS	PLAN
<b>SALES</b>	<b>\$33,528,045</b>	<b>\$34,694,059</b>
Cost of Goods Sold	\$20,783,955	\$21,645,644
<b>Gross Profit Margin</b>	<b>\$12,744,090</b>	<b>\$13,048,415</b>
Personnel Expense	\$8,568,072	\$8,644,021
Depreciation & Amortization	\$641,033	\$665,986
Other Operating Expenses	\$3,529,808	\$3,303,226
Interest on Bank Loan	\$196,649	\$231,737
Other Non-Operating Expenses		
less Non-Operating Revenues	\$231,792	\$113,780
<b>Net Income &lt;Loss&gt; before Income Tax</b>	<b>-\$423,263</b>	<b>\$89,665</b>
Provision for Taxes	-\$19,000	\$0
<b>Net Income &lt;Loss&gt;</b>	<b>-\$404,263</b>	<b>\$89,665</b>

## Income Statement

The income statement, sometimes referred to as a P&L or Profit and Loss statement, is a summary of revenues and expenses. It shows the financial results of a company over a period of time. In this case, it shows Wheatsville's revenues and expenses for the fiscal year ending May 28, 2017.

Wheatsville's sales were \$33,528,045, a 0.09% decrease compared with last year. Guadalupe sales continued to have negative year over year growth (partly due to remodel construction in January through March). And so despite moderate sales growth at South Lamar, total co-op sales were essentially stagnant for the year. As indicated above, food deflation, continued lowering of our prices, and increasing competition from other grocers, food preparation services, and restaurants were the primary cause.

Our Cost of Goods Sold (COGS) is the amount of money we spend on product in an accounting period. It is the biggest single expense category at the co-op, with approximately 62% of each dollar spent by consumers going to pay for our inventory of merchandise from local and national vendors. As a percentage of sales, this cost decreased some from the prior year (which is good) but it is more than our historical best as we continue to work to keep our retail prices on hundreds and hundreds of items more affordable to more people.

After Cost of Goods, our next biggest expense category is personnel. We spent about 25% of every dollar taken in at the registers on personnel expenses including wages, benefits and payroll taxes. This amounted to \$8,568,072. This amount was less than budgeted dollar-wise, but due to lower-than-planned sales it did end up being a little over budget as a percentage of actual revenues. Overall, our supervisors and staff did a very good job doing the work we needed to do as efficiently as possible.

We're paying a livable wage to all staff with benefits and we continue to offer excellent insurance benefits at the co-op, a cost that continues to rise for us as it does for all businesses. At the request of many staff members, however, we also began offering an even lower cost insurance option this year that covers the requirements of the Affordable Care Act but is much more affordable to staff.

Our Net Income before Taxes was -\$423,263 or -1.26% of sales. This is a bigger loss than planned, but it includes more than \$166,000 in one-time expenses related to refinancing of our commercial loan and the remodel activity at Guadalupe. This cost will be more than offset over the next few years by a much lower interest rate on the new loan. Ultimately, a few years of loss are not really anything to worry about as long as we are financially healthy enough to continue to operate our business appropriately. As we move to the Balance Sheet, we'll see that is the case.

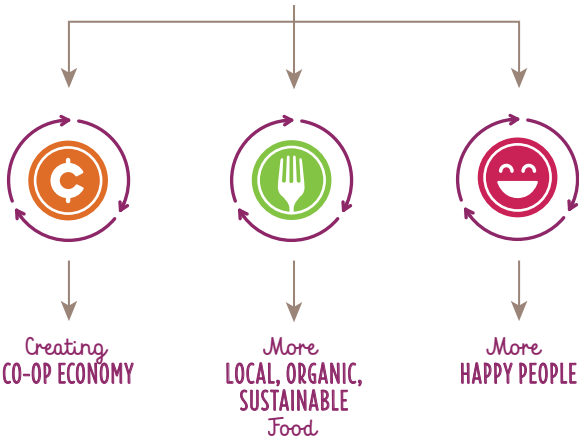
	05/28/17	05/29/16	Year-to-Year Difference
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash	\$503,680	\$1,159,110	(\$655,431)
Accounts Receivable	\$124,028	\$118,061	\$5,966
Inventory	\$990,465	\$986,681	\$3,784
Prepaid Expenses	\$12,798	\$28,631	(\$15,833)
<b>Total Current Assets</b>	<b>\$1,630,970</b>	<b>\$2,292,483</b>	<b>(\$661,513)</b>
<b>FIXED ASSETS</b>			
Property & Equipment	\$6,421,014	\$6,316,009	\$105,005
<b>OTHER ASSETS</b>			
Equity & Deposits in Cooperatives	\$576,619	\$508,362	\$68,257
<b>TOTAL ASSETS</b>	<b>\$8,628,603</b>	<b>\$9,116,855</b>	<b>(\$488,252)</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>CURRENT LIABILITIES</b>			
Accounts Payable	\$1,028,431	\$918,721	\$109,711
Accrued Liabilities	\$441,630	\$453,529	(\$11,899)
Investor Shares Dividends Payable	\$58,239	\$58,775	(\$536)
Current Portion of Long-Term Debt	\$258,281	\$490,629	(\$232,348)
<b>Total Current Liabilities</b>	<b>\$1,786,581</b>	<b>\$1,921,654</b>	<b>(\$135,073)</b>
<b>LONG-TERM LIABILITIES</b>			
Long-Term Debt less Current Portion	\$3,112,854	\$3,046,020	\$66,834
less unamortized debt issuance costs	(\$40,748)	\$0	(\$40,748)
<b>Total Long-Term Liabilities</b>	<b>\$3,072,106</b>	<b>\$3,046,020</b>	<b>\$26,086</b>
<b>TOTAL LIABILITIES</b>	<b>\$4,858,688</b>	<b>\$4,967,674</b>	<b>(\$108,987)</b>
<b>OWNERS' EQUITY</b>			
Investor Shares	\$1,723,900	\$1,724,900	(\$1,000)
Membership Capital	\$1,238,716	\$1,154,480	\$84,237
Retained Patronage	\$1,043,125	\$1,043,125	\$0
Retained Earnings	(\$235,826)	\$226,675	(\$462,502)
<b>Total Owners' Equity</b>	<b>\$3,769,915</b>	<b>\$4,149,180</b>	<b>(\$379,265)</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$8,628,603</b>	<b>\$9,116,855</b>	<b>(\$488,252)</b>

## Balance Sheet

A balance sheet is like a snapshot of the financial condition of a business at a specific moment in time, typically the close of an accounting period. The balance sheet is one way to assess the financial strength or health of a business. Our balance sheet continues to show a healthy financial footing.

The total assets of Wheatsville Food Co-op as of May 28, 2017 were \$8,628,603. Of that \$1,630,970 is considered "current" meaning it is relatively liquid. This includes cash and cash equivalents, inventory, etc. At the end of the fiscal year we were awaiting receipt of more than \$500,000 in loan proceeds for cash we had spent on the Guadalupe refresh. This money arrived in June and replenished our cash nicely but in this report the cash is abnormally low. That caused our financial ratios to look weaker than they are. One measure of a business' financial health is called the "current ratio".

# THE WHEATSVILLE 2016-2017 FISCAL YEAR ANNUAL REPORT



## Balance Sheet *continued*

This measures the ability of a business to pay off its financial obligations in a timely manner. It compares the current assets of the business to its current liabilities. Our current ratio as of May was 0.91 to 1 because of the lower cash balance as we awaited the loan. In August our cash position was over \$1,000,000 again and our Current Ratio was 1.18 to 1 which is similar to where it was a year ago.

Our overall member equity, the value of co-op assets collectively owned by the members after subtracting all debts owed by the co-op, is \$3,769,915. This equity includes member capital paid in by our owners \$1,238,716 (in 2016 it was \$1,154,480), member investor shares \$1,723,900, and retained patronage \$1,043,125 (the portion of patronage allocations not paid out in rebates since 2005). The rest of our equity consists of retained earnings, the amount of money we have earned and saved over the history of Wheatsville's life. This year retained earnings are negative due to our net loss for the year.

We obtained a loan from National Cooperative Bank in 2009 for the renovation of our Guadalupe store. In 2013 we rolled that loan up into a new loan with NCB which included funding for the opening of South Lamar. In December 2016 we refinanced our the NCB loan with Capital Impact Partners with much better terms which allowed us to pay for the majority of the refresh at Guadalupe while lowering our ongoing monthly payment, a very big win for us. This loan comprises the bulk of our long-term liabilities. This loan shows up as Commercial Notes, less current portion in Long-term liabilities and as Commercial notes, current portion in Current Liabilities.

The CPA-audited balance sheet shows Wheatsville to be a healthy business on a solid footing especially considering the huge transformation we orchestrated over the past 4 years!

Thank YOU for your continued incredible support and thanks also to the hard work of our board and staff.

## Chief Executive Grocer's Report

by Dan Gillotte, CEG

In 2012 we launched our strategic plan for the future called **Wheatsville's BIG Direction**. This was our approach to magnify the impact we were having with our one store on Guadalupe by adding additional stores over time to help us create **More Local, Organic, Sustainable food, More Co-op Economy and More Happy People**. We had tremendous growth in positive impact with our opening of South Lamar 4 years ago but predictably our impact levels out as we build our resources and infrastructure to open an additional location. These "in-between" years still demonstrate our impact and this report (based on the Ends report we produce for the board) is intended to show what progress we made this past year toward Wheatsville's BIG Direction.

Here we'll share some numbers of note from our Ends Report

### More Co-op Economy



Date	Paid-in Capital	\$ increase	% increase
5/29/17	\$1,190,418	42,181	3.67%
5/29/16	\$1,148,237	75,668	7.05%
5/31/15	\$1,072,569	135,844	14.50%
6/1/14	\$936,725	169,755	22.13%
6/2/13	\$766,970	63,786	9.07%

Date	5/31/13	6/2/14	6/1/15	5/29/16	5/28/17
#owners*	12,982	15,553	17,813	19,395	21,691
Percent increase	10.79%	19.80%	14.53%	8.88%	11.84%

We're delighted to see continuing robust growth in Ownership. Your friends and neighbors continue to want to be part of our cooperative enterprise. We're going to burst through that 22,000 owner mark very soon! Amazing that we've added 8,700 owners in the last 5 years!

Timeline	FYE 13	FYE 14	FYE 15	FYE 16	FYE 17
Average basket	\$26.60	\$26.25	\$26.60	\$27.11	\$27.35
% Increase	3.38%	-1.31%	+1.3%	+1.91%	+88%

We measure average basket as a way to see if we are helping owners to meet more of their grocery needs through their cooperative. With food inflation at or below zero this shows that we are indeed doing a better job in having what our owners want to buy from our stores.

## More Good Paying Co-op Jobs

A robust cooperative economy would also create jobs, and Wheatsville's growth to 2 stores did create more jobs at our co-op. Due to our drive to increase efficiency in order to maintain sales to labor ratios that are financially sustainable with the implementation of a Livable Wage & Benefits program launched on January 4<sup>th</sup> 2016. One of the main tenets of how we would afford a Livable Wage program was that we'd have "Fewer, better paid jobs", with the implementation of this program, we expected the total number of jobs to go down through attrition and not hiring to replace those positions. This has been the case. The Steps and Progress of the BIG Direction also tells us that "more co-op jobs" will almost exclusively happen with the addition of new locations.

As of date:	Total:	New jobs:
5/29/17	242	-7
5/29/16	249	-18
5/31/15	267	32
5/31/14	235	87
5/31/13	148	3

While we haven't increased the total number of staff, Wheatsville has continued to grow the amount of money it puts into the local economy through employee wages and benefits.

FYE	Expenses	% Change
FYE17	\$8,567,452	2.48% increase
FYE16	\$8,359,811	8.23% increase
FYE15	\$7,723,824	18.95% increase
FYE14	\$6,492,973	45.97% increase
FYE13	\$4,447,943	10.23% increase

## Happy Staff



Two years ago we made huge strides in helping Wheatsville staffers thrive, rather than struggling to meet basic needs by implementing our Livable Wage and Benefits program. The Livable Wage and Benefits Plan was implemented on January 4, 2016. We increased wages for over 80% of hourly staff, which ensures that every Wheatsville employee earns a living wage of at least \$13.01 after their introductory period.

This wage is the result of a calculator that includes:

- a studio apartment in Austin
- Eating on the USDA moderate food plan
- Health insurance
- Transportation
- 5% of income to savings

Wheatsville also offers a robust benefits package to staff most of whom have full time employment. Benefits include a choice of health plans, dental, vision, life, a Flexible Spending account or a Health Savings Account (that Wheatsville partly funds) for medical

*continued on Page 12*

# THE WHEATSVILLE 2016-2017 FISCAL YEAR ANNUAL REPORT

## Chief Executive Grocer's Report *continued from Page 11*

expenses, 25% matching 401K up to \$1000, an Employee Assistance Program, a Bike to Work Benefit with up to \$120 in bike-related reimbursements a year, a 15% discount on purchases for staff and one household member, and access to damaged nonsalable goods.

By ensuring that no one who works at Wheatsville is struggling to survive, we can give them a platform to thrive with pay, benefits, and a workplace culture that emphasizes empowerment, direct communication, community involvement, play and appreciation.

Wheatsville's longstanding benefit of earned paid time off brought us to the attention of Council Member Grigorio Casar's office this past year. We were asked to consult with his team and other small businesses on a proposal to require all Austin businesses to offer earned Sick Pay like Wheatsville does. Greg Casar called out Wheatsville's positive approach to worker's rights in his talk at our 2017 Fall Owner gathering by saying that progressive businesses like Wheatsville give him and the rest of council the ability to move along a positive progressive agenda that helps more working people make a good living in our city.

## Principle 7: Concern for Community and the Co-op Value of Caring for Others

Through the Open Book Management program, Front End staff created a program to enable customers to donate to the Community Action groups through Wheatsville's registers while checking out. The program launched in late FYE 2011. By FYE 2015, Customer donations surpassed the amount given by the 1% of sales from the former program by more than \$10,000.

Since then, we've gotten better and better at raising money, with more and more cashiers asking to "round up". In FYE 2017, we improved our "Round Up" program in two important ways, as reported by Ownership and Outreach Coordinator, Erica Rose:



Staff and shoppers join Dan and Erica Rose as they present the check to SAFE for March.

**Novelty Checks:** This year we began printing up oversize novelty checks for the non-profit groups we donate to every month. In an effort to connect staff with our non-profits, Erica began taking the top donation collectors from each store with her to the presentations, so the Front End Clerks can meet the people they impact face to face, and learn just how much our community's donations affect these small groups. We also began displaying the novelty checks at the front of the store for customers to see, which has increased awareness for how much is given to these groups. Front End Clerks now easily and often tell customers how much was raised for the previous month's group or how much has been raised for this month's group so far.



**Giving Ceremony:** For the first time ever, we invited all of the nonprofit groups from calendar year 2016 to join us in celebration of community support. Through rounding up at the registers we raised over \$80,000 in calendar year 2016 for our local elected Community Action groups! We celebrated with some kind words and coffee and pie and were told by these groups how your generosity allows them to do all of their great work in our community. All of you should be extremely proud of the amazing impact your nickels and dimes have on these great groups and their important work.

## Principle 6: Cooperation among Co-ops

Our growth over the years as a co-op business and our many excellent programs and achievements has attracted a lot of attention from other food co-ops in the country. We're frequently asked to share our best practices and processes with other co-ops. There isn't a week that goes by that we don't get one or several emails from food co-op operators and boards asking us how we do something or other the Wheatsville Way. Some of the areas where we are seen as leaders in food co-ops include: our service, being the friendliest store in town, the Open Book Management system, our merchandising excellence, our strategic direction for the future, our Board/ General Manager relationship, staff culture, and commitment to servant leadership. In addition our hard work and achievement around paying a livable wage has been the encouragement and example that other food co-ops needed to push through their own challenges in providing that for their workers.

Dozens of food co-ops around the country see us as a role model and would like to emulate the success that we have had. This past year we **logged more than 265 hours sharing information** via email and phone with other co-ops regarding everything from recipes and communication tools to pricing strategies and display arrangements, preparing and presenting at conferences, providing technical support, and serving on other cooperative boards.

This year has not been an easy one for our co-op or our country. There are many troubling aspects to the leadership at our Capitol in Texas and in Washington DC that goes against our co-op values and principles. Wheatsville remains steadfast in our commitment to these shared values and plan to find ways to thrive despite the challenges before us. Your participation is essential in this and we need you to be huge positive ambassadors for our co-op enterprise. Wheatsville's BIG Direction is our road map to this word we are trying to create and it creates the economic engine that we need to accomplish great things. Looking forward we know that we'll have challenges but working together we will achieve even more for our co-op, Austin and the world!

I'm proud of the world that our co-op is working to create and I thank you for your efforts. We are literally nothing without you!

## Board Compensation

by Andi Shively, Board Treasurer



Each year, the Board reviews compensation for directors, as outlined in Article 5.11 of our bylaws. This annual review is done to assess whether the existing policy is the policy we want to maintain for the upcoming year. We report our decision to our members in the Annual Report for full disclosure and process transparency.

Compensation takes into consideration the many hours directors spend in co-op service, including board meetings, committee work, outreach, and other activities. Board members have long received a 10% discount on most purchases at the co-op. In more recent years, the board introduced monthly stipends, currently set at \$300 for the President, \$200 for the Secretary & Treasurer, and \$150 for all other directors. Stipends are not intended as compensation for hours worked, but rather as a way to signal the value of the Board's work to the cooperative, and to recognize the effort required to serve effectively.

Compensation to board members via discounts and stipends is quite common among food co-operatives. Research done in 2012 for food co-ops of comparable size found monetary compensation varying from \$300 to \$4800 per year for Directors, and discounts varying from 5% to 20%. Increased stipends for Officers are also a common practice. Wheatsville's board compensation policy is in the middle of the range.

During our annual review of compensation, the board discussed the research previously conducted regarding common practices amongst food cooperatives across the nation. In recent years, we have noted the increasing amount of time it takes to serve, as additional trainings, more involved committee work, and increasingly lengthy and detailed monitoring reports have become standard. As the cooperative grows and becomes more complex, so too does the job of the Board of Directors.

After considering our current compensation as well as the financial position of the co-op, the Board felt that the current arrangement is both appropriate and sustainable for Board members as well as the cooperative, and voted to make no changes to Board Compensation for the 2018 board.

For those interested in sharing their opinions or learning more about Board work, we hold "open time" at the beginning of each regular monthly meeting for whomever may want to come. You can find more information or sign up for open time in the Board section of Wheatsville's website.

## Board of Directors Code of Conduct

by Doug Addison, Board President

The Board of Directors has very specific policies that dictate our responsibilities to the Cooperative and outline the ways in which we hold ourselves accountable. The policy — policy B5, "Directors' Code of Conduct" — specifies that we report on our adherence to the code of conduct policy in each annual report.

The B5 policy address issues like Conflict of Interest, Confidentiality, and our Code of Ethics. It dictates that the Board must come to meetings prepared to make informed decisions, in good faith, that are in the Cooperative's best interests and that supersede any conflicting loyalty. It states that individual Directors should not attempt to exercise individual authority over the organization, but rather that they speak with one voice and support the legitimacy and authority of the Board's decisions, irrespective of personal position.

At the start of each year, during our Board Orientation, the Board takes time to discuss the Directors Code of Conduct to ensure that the full Board understands our role in managing any real or perceived conflicts of interest. Each director signs a Statement of Agreement (code of conduct/conflict of interest disclosure) twice a year (or more frequently as new conflicts arise that need to be disclosed).

Our B5 policy was monitored in May 2017 and all Directors assigned a score for each subpolicy. The overall score for policy B5, "Directors commit to ethical, businesslike and lawful conduct" was 4.9 on a scale of 1 to 5, with 5 being the best.

For the majority of sub-policies, this year's Board scored themselves 4.7 or higher, with an average of 4.6. Overall, the Board considers that they are doing a good job adhering to the Code of Conduct Policies. In addition to scoring themselves, the Board also conducts an annual review of these policies to 1) confirm that these are the policies we want and 2) offer suggestions for changes or additions to our current policies. The Board did not propose any revisions to the B5 policy in 2017.

Policy B5 - Director's Code of Conduct, like all of our policies, can be viewed at any time on the Wheatsville website via a link on the Board of Director's page. [wheatsville.coop/membership/board-of-directors/board-policy-governance](http://wheatsville.coop/membership/board-of-directors/board-policy-governance).

## Message from the Review Committee

submitted by Andi Shively, Board Treasurer

The Board of Directors appointed board members Andi Shively (Treasurer), Doug Addison (President), & Don Jackson, along with Wheatsville Owners RJ Armstrong and Jeff Horvath to serve as the Audit & Review Committee for Wheatsville's 2016 Annual Report to the Owners. In accordance with Wheatsville's by-laws, it is the Review Committee's responsibility to ensure that the Annual Report is complete, accurate and easy for owners to understand.

To ensure the Annual Report contains all required elements, the Committee reviewed the guidelines for a cooperative's Annual Report to members, which are specified in the Texas Cooperative Association statute and our co-op's by-laws. This includes Wheatsville's balance sheet, income statement, total number of shareholders, amount of paid-in capital, and other financial metrics. The Review Committee can confirm that Wheatsville's Annual Report is in compliance with all legal requirements.

To check accuracy, the Board again hired Wegner LLP, CPAs and Consultants, a professional services firm that specializes in working with cooperative businesses. Wegner LLP's accountants have performed annual audits or reviews of the Co-op's finances for several years in row. The firm also prepares the co-op's annual federal tax return. Wegner LLP reviewed financial statements included in the Annual Report. Consistent with Board policy, Wegner LLP conducted a full audit of Wheatsville in 2017, as it has done the three previous fiscal years. Prior to 2014, Board policy called for a less extensive review in alternating years, the last of which was completed in 2013.

The auditors worked to obtain reasonable assurance that the issued financial statements fairly reflect the cooperative's financial position. Their efforts resulted in a clear and unequivocal opinion confirming the accuracy of the financial statements.

Wegner sampled and tested bank reconciliations, accounts receivable, payable accounts, bank statements for notes payable, fixed assets, and depreciation expense as needed to support their opinion. The accountants also reviewed recent tax payments to confirm they were paid completely and on time. As a result of our conversations with Bruce Mayer, a partner at Wegner, and Kyle Schaaf, the CPA who lead the audit, about their processes, the Review Committee can report that the audit was conducted in a manner consistent with professional accounting standards. In addition, the accountants said they encountered no issues or problems in the course of the review. This reflects well on the work of Wheatsville Finance Manager John Perkins and his staff.

While the co-op did book a significant net loss in fiscal year ending May 29, 2016, we did see positive cash flows from Operations. The investments made this year in our facilities and the costs associated with refinancing our long-term debt to obtain better terms will serve to improve our financial position for the long-term. The cooperative remains stable, and management is focused on actively positioning the cooperative for sales growth.

To further understand the business and its operations, and to confirm the accuracy of the information contained in the Annual Report, a Review Committee member met with Erica Rose, Wheatsville's Ownership and Outreach Coordinator. They discussed processes and policies related to managing Member records and ensuring the accuracy of Member data. These systems were found to include sufficient checks to reasonably ensure their accuracy, and appeared to be well-maintained.

The Board will continue to arrange for independent auditors like Wegner to conduct full annual audits of Wheatsville's financial statements. Audits will include assessment of accounting policies and internal controls relevant to the preparation of same. The Board continues to monitor Wheatsville's financial results routinely as part of policy governance, as well as creating the Annual Report to Owners.

We hope you find this year's Annual Report easy to understand. Wheatsville is in stable fiscal health and continues to be positioned to anchor Austin's cooperative economy, with the strong engagement of our members. The Review Committee commends the 2016 Annual Report to the Owners of Wheatsville.

*I certify that I am not a principal bookkeeper, accountant or employee of the Co-op.* —Andi Shively, Treasurer, Wheatsville Board of Directors

# Fair Trade Gifts are Twice as Nice

by Cody Atkins, Wellness Coordinator



## What does FAIR TRADE mean?

Fair Trade certification means that the power has been put back into the hands of producers. Producers work directly with distributors to get products to market which in turn supports livable wages, families and communities. By choosing FAIR TRADE products you are supporting businesses that encourage democratic decision-making, transparency, gender equity, and independence all over the world. PLUS you get delicious, beautiful products that are twice as nice to give as gifts! ENJOY!



## Matr Boomie

Matr Boomie combines quality, style, and affordability with a Fair Trade mission that makes them a staff favorite. In addition to an extensive selection of jewelry, we will be featuring an expanded collection of handmade bells, ornaments, journals, gift wrap, and bags this holiday season.

We were recently invited to their headquarters in North Austin where we got to see the process of design and distribution of their products as well as learning about the impact that Fair Trade makes on the artisan's lives, many of whom have a very personal relationship with Matr Boomie. Even though we all understood what Fair Trade meant prior to the visit, we were all moved by the individual stories that were shared.

**Fun fact: Matr Boomie was founded here in Austin in 2006 in the apartment of founders, Manish and Ruchi. Many of their artisans were discovered by traveling across India from town to town with nothing more than an artisan's name as a lead- as Manish told us during our visit: there's no Google Maps in rural India!**



Wheatsville Staff visiting Matr Boomie at their Austin headquarters.



## Andes Gifts

An annual Wheatsville favorite is back with a refreshed array of knitted goods! We'll still have the popular Animal hats for kids and adults but we are adding new patterns and designs from the artisan cooperatives of Peru and Bolivia. Many are made with 100% alpaca yarn which can be compared to cashmere in terms of weight, warmth, and softness.

**Fun fact: Wheatsville sells the 2nd most Andes Gifts in the whole country. The top selling retailer? Willy Street Co-op in Madison, WI. Not bad considering our geography!**



## Gifts So Nice, Gotta Say it Twice



### Mulxipty

Mulxipty produces hand-crafted felted animals; each uniquely shaped with natural wool. You can find giraffes, elephants, deer, and even corgis and golden retrievers on our shelves this year! All Mulxipty items are produced via the Associate of Craft Producers (ACP) which is a not-for-profit World Fair Trade Organization in the Kathmandu Valley of Nepal.



**Fun fact: The name is pronounced like you would say "Multiply" - Your purchase x their product = Employment and opportunity. They call it the multiply effect!**



### Silk Road Bazaar

Brand new to Wheatsville this year, Silk Road Bazaar produces goods by marginalized artist groups located in Central Asia. The materials used are locally-sourced by designers to help provide sustainable livelihoods for rural farmers and craftsmen. Check out their super cute "Zooties" which are baby booties that look like animals and insects!



**Fun fact: Silk Road Bazaar lives amongst the artist groups for an extended period of time. During that time they help them become self-sustainable by developing their designs, management techniques, quality control and computer skills.**

## Fair Trade & Co-ops:

### Food & Drinks by Niki Nash, Packaged Manger



Fair trade food and drinks make great gifts too. These companies source from co-ops or are co-ops as well, meaning your support strengthens the co-op to co-op connection.



### Divine Chocolate

Every holiday season, we look forward to the arrival of Divine Advent calendars, seasonal chocolate bars and chocolate gelt coins. Divine Chocolate is co-owned by the 85,000 farmer members of Kuapa Kokoo, the cacao co-operative that supplies the cocoa for Divine products. 5% of sales from the Milk Chocolate Advent Calendar will go towards empowerment initiatives for the women cocoa farmers of Kuapa Kokoo.



### Equal Exchange Coffee, Chocolate & Tea

Dedicated to democratically organized small farmers and producers since 1986, Equal Exchange worker-owned co-op has been at the forefront of social change AND top-quality coffee, chocolate and tea for a great price. Equal Exchange "just add water" Organic Hot Cocoa Mix is a crowd-pleaser at holiday parties, be sure to get one for your house too.



### La Riojana Fair Trade Wine & Olive Oil

'Tis the season for wining and dining so be sure to pick up a bottle (or six!) of La Riojana Fair Trade Wines. Crafted in the lush Famatina Valley in the La Rioja province of Argentina, these high-quality wines are being featured throughout food co-ops like Wheatsville across the country. La Riojana is a co-op too and they're committed to sustainable farming practices and developing the families and communities of the producers. Pair their amazing Bonarda-Malbec with a bottle of Organic, Fair-Trade Extra Virgin Olive Oil and you have the perfect gift that comes with an authentic co-op to co-op connection as a bonus.



# Staff TOP 10 PICKS



**KERIE MCCALLUM, DELI ORDER CLERK, GUAD**



**La Rioja Bonarda Malbec**  
GREAT WINE FROM A GREAT CO-OP OUT OF ARGENTINA.

**Sass Sesame Garlic Dressing**  
GOES GREAT WITH ALMOST ANY SALAD.  
ALSO AN AWESOME MARINADE.



**Full Quiver Jalapeño Cheese Spread**  
GRAB A BOX OF CRACKERS AND WATCH IT DISAPPEAR.

**Derma E Hyaluronic Acid Day Cream**  
LIGHT MOISTURIZER WITHOUT AN OILY FEEL.



**Guayaki Yerba Mate Sparkling Grapefruit Ginger**  
MY MID DAY GET UP AND GO JUICE.

**Bakehouse Roasted Garlic Bread**  
SO GOOD PAIRED WITH A LITTLE OLIVE OIL  
AND DIPPING SPICE.



**Waterloo Sparkling Water Grapefruit**  
MY NEW FAVORITE BUBBLY WATER.



**Quorn Chik'n Patties**  
A DELICIOUS MEAT AND SOY ALTERNATIVE.

**Maple Hill Maple Yogurt**  
PART OF MY DAILY BREAKFAST ROUTINE.



**Couscous with Feta and Fava Bean Salad**  
I LOOK FORWARD TO SEEING THIS SALAD EVERY YEAR

## Staff Spotlight: Sam Sladish



**What is your WV history?**  
I started working at Wheatsville in April, 2009. I've been at Guad in the deli since day one.

**Here are you from and when did you get to Austin?**  
I'm originally from Connecticut. I moved to Austin January 6<sup>th</sup>, 1999.

**What is your favorite product at Wheatsville?**  
Right now one of my favorite products at Wheatsville is the Epic Venison Bar.

**What is your favorite place to go in Austin?**  
One of the my favorite places to go in Austin is Bull Creek Greenbelt area.

**What is one thing most WV don't know about you?**  
I love gardening!

I've always wanted to hike the entire Appalachian Trail and if I had my way I'd have the space in my life to do that soon.

**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.





# Local Vendor Spotlight: Cuvée Coffee by Aldia Bluewillow, Art Coordinator



## Who started Cuvée Coffee, when and why?

Mike McKim started roasting coffee as a hobby in 1998 and immediately knew that it was what he wanted to do for the rest of his life.

## What makes Cuvée Coffee different from other coffee on the market?

Cuvée Coffee pioneered the specialty coffee movement in Texas and is considered one of the best roasters in the country.

## How has your business evolved?

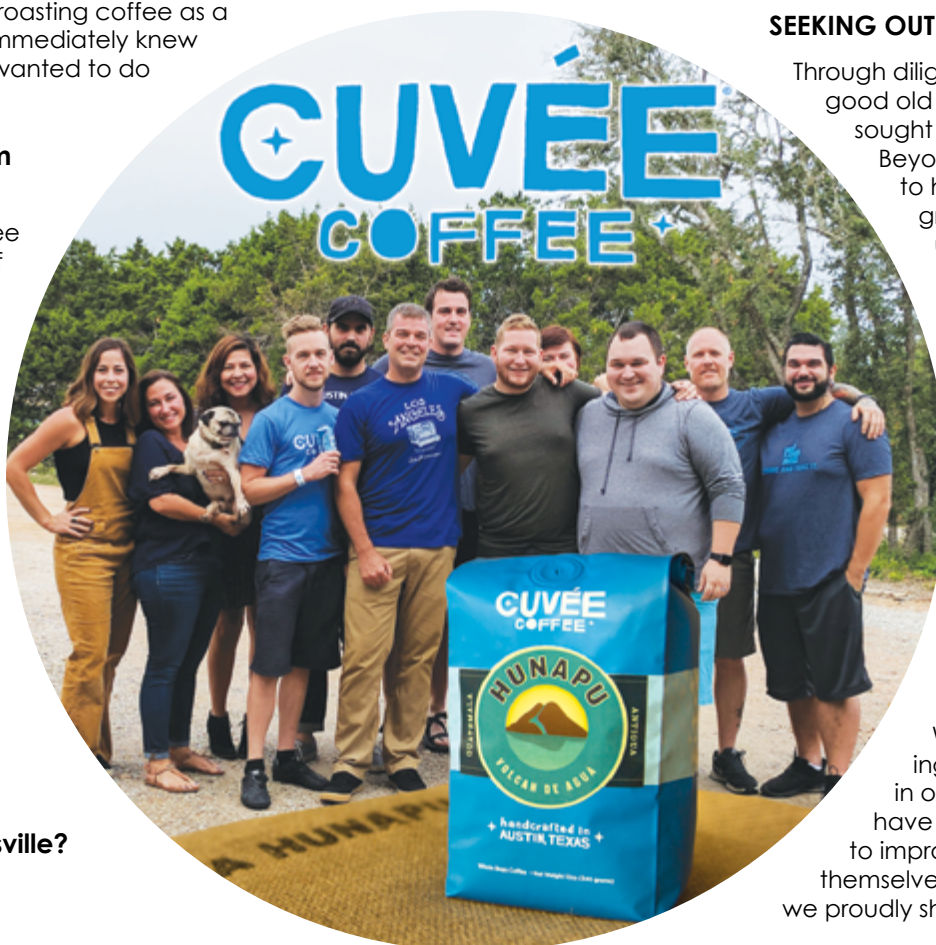
The business has gone from a part time, garage enterprise to a coffee roastery, cold brewery and coffee bar. It has also become a place where passionate coffee people have an opportunity to build a career in the coffee industry.

## Anything new being developed?

Cuvée pioneered specialty coffee in Texas, was part of the Direct Trade coffee sourcing movement and introduced the world to nitro cold brew, so it's safe to say that the company is constantly considering what's next.

## What is your favorite thing about Wheatsville?

That you carry Cuvée Coffee, of course :)



## OUR PROCESS SEED TO CUP:

### SEEKING OUT EXCELLENCE

Through diligent tasting, communication, and good old fashioned searching, Cuvée has sought out the very best in quality coffees. Beyond just the beans, we're honored to have surrounded ourselves with grower-partners who see the same in us, and strive to be the very best.

### CULTIVATING SUSTAINABILITY

Through open discussion, and mutually fair agreements, we ensure that the people behind our coffees are able to sustain themselves, their families, and grow their businesses. Allowing for their return year after year, producing your favorite coffees!

### BUSINESS THROUGH CONTINUED TRUST

With such amazing partners working alongside Cuvée, and the trust in our continued connection, growers have the confidence and assurance to improve, test, experiment, and evolve themselves to produce unique coffees, which we proudly share unto you.

# More Photos from the BIG CO-OP FAIR by Bob Kinney and Raquel Dadomo



Jeff Lofton Trio photo: Raquel Dadomo



Le'Ann Hodges & Brooks Wood photo: Bob Kinney



Wheatsville's Sir Real photo: Bob Kinney



photo: Raquel Dadomo



Celia Ross photo: Bob Kinney



photo: Raquel Dadomo



photo: Raquel Dadomo



photo: Raquel Dadomo

# Bakehouse Top Five Holiday Picks

by Robin Roosa, Bakehouse Supervisor



1



## Pumpkin Pie

Hands-down our most popular pie for Thanksgiving! Our hand-rolled crust is made with 100% ORGANIC FLOUR and baked fresh in our Bakehouse. Gently spiced with cinnamon and nutmeg, the only thing that can make this pie any better is a spoonful of whipped cream. TRADITIONAL or VEGAN

2

## Buche de Noel

This rich and decadent dessert features a chocolate cake rolled with smooth and creamy espresso and chocolate buttercreams. This beautifully decorated traditional French holiday treat is a distinctive and delicious finale to any holiday celebration.



3



## Cookie Gift Box

You can never have too many cookies at Christmas. This assortment of our buttery almond spritz cookies and spicy gingerbread men makes entertaining and gift-giving a breeze.

4

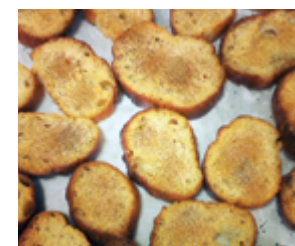
## Chocolate Cherry Bread

December's Feature Bread is a stunning loaf of our signature sourdough studded with chunks of dark chocolate and cherries. Don't miss this!

5

## Crostinis

Whether your favorite is the Herb or the Garlic—these are perfect served with cheese, good for dipping or used as a base for your most creative party snacks for New Year's Eve.



# Black Eyed Peas and Greens: a New Year's Tradition

by Lisa Weems, Deli Coordinator

It is a long-standing Southern custom to eat black-eyed peas and greens on New Year's Day to bring good fortune in the coming year. Origin stories vary somewhat, but it is generally agreed that the ritual began during the Civil War, when Union soldiers pillaged the food supplies of their Confederate opponents, leaving behind only the peas and greens as food for livestock. However, Southerners were

able to survive the lean years of the war by eating these nutrient-dense foods themselves. Some claim that the black-eyed peas symbolize coins and the greens folding money, so eating them on the first day of the year means financial success in the coming year. We'll have an array of dishes featuring these traditional ingredients to help you get your good luck on for 2018:

## Lucky Black-Eyed Pea Soup

Tender peas and a whole array of fresh vegetables and herbs simmered in a tasty tomato-based broth. This soup goes wonderfully with our own Bakehouse-made **cornbread** (in spicy Southwestern or vegan varieties), yet another traditional New Year's dish in the South.

## Braised Greens and Black-Eyed Peas

Organic lacinato kale combined with garlic-infused black-eyed peas, caramelized onions, and vegan Bac'un Bits to add that classic smoky flavor.

## Texas Caviar

A black-eyed pea salad with crisp colorful peppers and a tangy vinaigrette dressing.

## Plain Jane Black-Eyed Peas

Simply cooked and recipe-ready! Try them in this super-easy and tasty hash for the first breakfast of the year: [www.veganricha.com/2016/12/black-eyed-pea-sweet-potato-hash.html](http://www.veganricha.com/2016/12/black-eyed-pea-sweet-potato-hash.html)



# Staff TOP 10 PICKS



AUSTIN MARSH: OPERATIONS LEAD, LAMAR



## 1. Pederson's Natural Farms No Sugar Bacon

EASILY THE BEST QUALITY BACON I'VE EVER HAD.

## 2. Matr Boomie Jewelry & Accessories

UNIQUE AND CONVENIENT HOLIDAY GIFTS FOR FRIENDS AND FAMILY.

## 3. Full Quiver Jalapeño Cheese Spread

PUT A DOLLOP ON SCRAMBLED EGGS OR SPREAD ON TOAST.



## 4. Austin EastCiders Hopped Cider

NOT TOO DRY, WITH A BITTERSWEET AND HOPPY FLAVOR.



## 5. Kerrygold Butter

100% GRASS-FED AND HORMONE-FREE COWS MAKE THE BEST BUTTER.

## 6. Epic BBQ Flavored Pork-Rinds

BBQ SEASONED TO PERFECTION. GREAT LATE NIGHT SNACK.



## 7. Vita Coco Organic Coconut Oil

AWESOME IN COFFEE, AND GREAT TO WEAR.

## 8. Zak! Designs E-Z Garlic Roller

IF YOU COOK WITH GARLIC, THIS IS FOR YOU.



## 10. Texas Texas Salsa

LOCAL AUSTIN SALSA WITH PERFECT KICK AND FLAVOR.

## 9. Kala's Kuisine Alu Tama.

USE AS A DIP, OR EAT WITH A SPOON. VERY GOOD STUFF.

## Winter Squash Basics

by Elias Valerio, Produce Coordinator

It's that time of the year, once the weather starts getting a little cooler, or at least out of the 100s here in Texas, that our winter squash season begins. They come in many shapes, sizes and varieties, too many to mention here. They also have many uses, from being used as decorations, to being made into soups, pies, used as a pasta substitute or just roasted as a side dish.

- **Acorn** Mild, slightly nutty flavor.
- **Butternut** Very sweet flavor, a crowd favorite.
- **Spaghetti** No it doesn't taste like pasta, but it's very mild flavor and stringy texture makes it an excellent substitute for spaghetti.
- **Delicata** Sweet nutty flavor that has a hint of corn.
- **Kabocha** Much like Acorn, sweet slightly nutty taste.
- **Pie Pumpkins** Sweet flavorful, best squash to use to make pumpkin pies.

When picking your squash, try to find one that feels heavy for its size, and still has a nice stem attached. Stay away from squash that have any soft or moldy areas on the outer flesh.

If you are not going to use your squash right away store them in a cool dry area away from direct sunlight; the bottom of your pantry would be best in most homes.



Here's a recipe for **Walnut Cranberry stuffed Acorn squash** that we will be selling in our produce departments. If you don't have the time to prep these, come by and pick some up and just stick them into your ovens at home.

Ingredients:

- 2 Acorn Squash
- 1 cup roughly chopped Walnuts
- 1 cup dried or fresh cranberries
- 1/3 to 1/2 cup brown sugar
- 1/4 cup freshly squeezed orange juice
- 4 tablespoons butter
- Honey (optional)

1. Pre-heat oven to 375°
2. Cut squash in half, try to make halves even as possible.
3. Place cut side up on baking dish.
4. In a large bowl combine all ingredients with a drizzle of honey if desired.
5. Divide mixture into all halves evenly.
5. Top each half with a tablespoon of butter
6. Bake for 60 to 90 minutes or until fork tender.
7. Remove and serve.



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## Sweet Potato and Parsnip Latkes

by *StrongerTogether.coop*

Total Time: 30-40 minutes    Servings: 12 (12 latkes)

This tasty latke variation can be enjoyed with applesauce, chipotle sour cream, horseradish sauce, smoked fish and more!

### Ingredients

2 cups shredded sweet potatoes  
1 cup shredded parsnips  
3 scallions, sliced  
2 eggs, beaten  
1/3 cup flour  
1/2 teaspoon salt  
1/4 teaspoon black pepper  
Vegetable oil for frying

### Topping

1/2 cup light sour cream  
1 cup apple, peeled and minced

### Preparation

Peel the sweet potato and parsnip and shred using a grater or food processor. Wrap the shredded sweet potato and parsnip in a few paper towels and squeeze to remove excess liquid.

In a large bowl, mix the sweet potato and parsnip with the scallions, eggs, flour, salt and pepper.

Heat a large iron skillet over medium-high heat. Add enough vegetable oil to cover the bottom and come up the sides at least a quarter of an inch. When the oil is hot, scoop about 1/4 cup of latke mixture into the pan and slightly flatten. Repeat until the pan is full but not crowded. Brown the latkes on each side 3-4 minutes.

Set aside on a plate lined with paper towels when done. While the latkes are cooking, stir together the sour cream and minced apple.

Serve the apple sour cream on top of the warm latkes.



*Happy Hanukkah*

One taste and you'll agree -  
co-ops do it better

The family farmers of La Riojana cooperative, the first producer of Fair Trade organic olive oil in Latin America are proud to offer this fine product exclusively to co-op shoppers. Enjoy the spicy and sweet flavor of this blend of organic olives in your next meal. Cooperating for a better world.



Visit [www.strongertogether.coop](http://www.strongertogether.coop) to learn more!

**RIOJANA**  
FROM FAMILY FARMS TO FAMILY TABLES