

PRESORTED STD U.S. POSTAGE PAID STEVENS POINT, WI PERMIT NO. 51





UPCOMING EVENTS

Wed. March 1:: Nominations open for Board Elections – see page 3

Tue. March 28:: Board Meeting, 5:15 pm

Sun. April 17:: Closed

Tue. April 25 :: Board Meeting, 5:15 pm

Sat. May 13:: Board Election and General Membership Meeting, 5 pm

BOARD OF DIRECTORS

Oren Jakobson - Chair Ish Odogba- Vice Chair Layne Cozzolino - Secretary Katja Marquart - Treasurer Bill Duessing Patti Orthwein Thurl Gollmer Elizabeth Schrader

NEWSLETTER TEAM Editor: Cate Spaulding

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CONTACT US

715-341-1555



info@spacoop.com www.spacoop.com

HOURS

Monday-Friday 9-8 Saturday-Sunday 10-5



WHY YOUR MEMBERSHIP MATTERS

Maybe you have been a member from the very beginning and have watched the Co-op grow over these past 45 years into what it is today. Maybe you have recently joined the Co-op, and you are reading the newsletter for the very first time. Regardless of how long you have been a member, in this issue we want to remind you of the many benefits your membership brings with it. When you become a member...

- 1. You help ensure that the Co-op can provide Stevens Point with local, organic, whole foods.
- 2. You have a place to engage in conversations with other members, staff, and Board members about food-related topics, including what we carry in the store, where our food comes from, and how we can make our community stronger.
- 3. You have access to many resources that go along with your food, such as healthy and delicious recipes, exposure to local producers, organic over conventional ingredients, and help from staff to find and learn more about the exact item you're looking for.
- 4. You receive a 15% discount off all your purchases. Even Earthcrust Bakery cookies and bread are included in your discount, and there is an additional 10% off of special orders of one case or more.
- 5. You get a newsletter in the mail every two months. It tells you all about things that are happening at the Co-op, and how you can be involved. It also has coupons that are redeemable at the register so you can save a little more on your favorite things.
- 6. You can advertise by placing your business card in our foyer, or purchasing ad space in our newsletter. If you are local producer, we love to share your information in our foyer.
- 7. You have the opportunity to feed not just your body, but also your mind. Your membership gives you the ability to join one of the Co-op's management circles and become directly involved in the decisions made about the Co-op.
- 8. You become a part of something larger than yourself. By supporting the Co-op, you are supporting local farmers and businesses. You are saying with your membership and involvement that you want to see access to organic, local food in your city, in your state, and in your country.

As we continue to grow and strengthen our community, we want to get to know you better, and hear from you more. Please take the time to attend the next Board meeting, join or attend a management circle, look out for more information about the General Membership Meeting on May 13, and keep coming in to shop, to ask questions, and choose beautiful food. We look forward to seeing you around the Co-op.

- Anna L.

IN THIS ISSUE

NEWS new face :: outreach :: bylaw change :: board update :: board nominations **COMMUNITY** local food summit report **GOODNESS** north bay trading co :: cassava and maple sugar :: produce news **COOKS** cooking with freeze-dried fruit :: how to sprout :: seed savers

HELLO AND GOODBYE

Hello, SPA Co-op members! My name is Darling Vang and I'm a junior at UWSP majoring in graphic design.

Although my main focus is graphic design, I still very much enjoy painting, drawing, and photography. In recent years, I have been taking my photography more seriously and am excited to use it more in my current and future design work.

Last year I started my first ever internship for graphic design and I was really grateful

for all the skills that I learned and am thrilled to be able to bring that to the Stevens Point Area Co-op. What drew my attention to the Co-op is its dedication to the local community by their support of economic and environmental sustainability through its products.

I am excited to be joining the Co-op community this month and getting to know all its members!

- Darling V.



Hello Lovely SPAC Members,

Goodbyes suck. It's with both excitement and a heavy heart that I will be leaving the Co-op to move out to Los Angeles to be with my partner. I am so grateful for everything I've learned and all the growth I've done because of this job.

My co-workers have become like family, who I will miss sorely. I'll also miss chatting with all of you members and seeing your smiling faces every day!

I do hope to continue on working in a co-op once in L.A., so wish me luck in finding one as lovely as this.

Thank you all for everything,

- Katie B.



OPPORTUNITIES IN OUTREACH

What the Co-op does for individuals and the community is fundamental to our society and we love to share that!

We enjoy attending community and school events to spread the word about the excellent local, organic, and sustainable products that we offer, and why they matter.

Want to take a tour of the Co-op to learn more about us? Call us to schedule one! Have an event you'd like to see us at? Please let us know!

We are happy to demonstrate how your actions as a member or customer of the Co-op can make a difference in your town and have a ripple effect on the local food movement in our state, across the country, and around the world.

Please contact Anna at annal@spacoop. com for more info.

- Anna L.

MEMBERS-ONLY: T-SHIRTS FOR YOU!



Hello, members!

We're having a special giveaway on our long-sleeve tees just for you. If you spend more than \$75 in one purchase, you will receive a free t-shirt of your choice.

Perfect for those wishy-washy warm-then-cool spring days, these tees are made with organic cotton and feature the woodblock Art Nouveau Co-op design.

The giveaway is valid now through April 30, one tee per membership, while supplies last.



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REPORTING BACK: THE LOCAL FOOD SUMMIT

On January 12-13, I, along with Melissa H. and Andrea, attended the 11th Annual Local Food Summit in La Crosse. The event is put on by the Wisconsin Local Food Network. WLFN is a collective of individuals and organizations whose mission is to engage, connect, and empower individuals and local, regional and state organizations to build sustainable, equitable, and resilient food systems. Vendors, non profits, coops, and other organizations gathered at the conference to discuss the local food movement in Wisconsin.

After reflecting on the event, I have to say that not only was it great to be around people who are engaged in the food systems in their communities, but it helped me truly realize that the Co-op is an integral part of the local food movement.

The movement itself is based on the idea that local food should be made accessible, affordable, and available to all the people in the community. There are many ways that this is done: through growing collectives, farmers markets, food hubs, co-ops, mobile markets, and even conventional grocery stores.

At the summit, the talks focused not only on what is already being done, but on ways to improve the existing systems. In his talk, Will Cronin of the Crawford County UW-Extension spoke about a local survey put out by his organization to get more people to come to farmers markets. One thing that they found was that people's main reason for coming to the farmers market was to get fresh produce, while much farther down on the list was access to organic produce. At the same time, one reason why people preferred to purchase their produce at the

store instead of at the market was because they did not knowwhether produce sold in the market was organic or not. This tells us that what people care about the freshness of their food and knowing how it is produced.

Other speakers focused on distribution of food across Wisconsin. Jennifer Rengert of Fifth Season Cooperative spoke about how Fifth Season works with small farmers to help them market and distribute their products. Together with Michelle Miller of the UW Center for Integrated Agricultural Systems, she made the case that a more diverse market makes for a more sustainable and more resilient market.

Another very prominent concept at the summit was a holistic view of food systems. It's not just about what you see at the store, it's about production, distribution, consumption, and waste management. Pam Harwell of the Hillview Urban Agriculture Center in La Crosse, spoke to this idea. Her organization works with volunteers from the community to grow and sell produce in the city, but they don't stop there. They also have a vermicomposting system that allows them turn 40,000 pounds of food waste from UW-La Crosse and the Mavo Clinic cafeterias into sustainable fertilizer. This fertilizer goes back into the production of new produce and the cycle begins all over again.

The conference ended with a panel of keynote speakers. Bridget Holcomb, Executive Director of Women, Food, and Agriculture Network; Stephanie Heim, Associate Program Director in Community Food Systems at University of Minnesota



Extension; Michael Dahl, Director of Minnesota Food Charter Network; Tom Spaulding, Executive Director of Angelic Organics; and Jude Barry, Food System Specialist at the Center for Regional Food Systems all spoke and answered questions about the work they have done in their own communities to support of the local food movement.

Listening to these speakers was not only inspirational but also eye-opening. The Stevens Point Co-op is among the many organizations that works in support of the local food movement. You can find so many products from local farmers and businesses at our store.

However, our work is not done. We continue to look for ways to improve the availability and affordability of these great products. We strive to engage the community in activities that benefit local farmers, and we search for ways to create a holistic, sustainable food system in Stevens Point.

- Anna L.

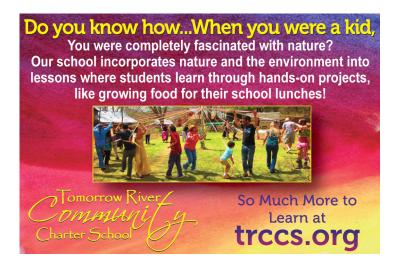




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BOARD NOMINATIONS OPEN

It's an exciting time at the Co-op and now's your chance to get involved. We are seeking nominations for the 2017 Board of Directors election, which will take place at the General Membership Meeting on May

RESPONSIBILITIES AND EXPECTATIONS

Board members must participate actively in the affairs of the cooperative, including regular attendance at meetings, review of information and data provided by employees and experts, and monitoring employee activities. Board members are in a position of trust with the cooperative and must act in good faith and in the best interests of the cooperative.

Members of the cooperative who serve on

overseeing the management of the Stevens Saturday, May 6, 2017. Candidates and their Point Area Cooperative. A full description of Board expectations is available in the storefront and online. Compensation for serving on the Board includes a 20% membership discount.

NOMINATION PROCEDURE

- :: Eligible candidates must be members of the SPA Co-op and attend at least one BOD meeting prior to the election at the GMM. Remaining BOD meetings before the GMM include:
 - Tuesday, March 28, 2017 at 5:15
 - Tuesday, April 25, 2017 at 5:15
- :: Candidates must submit their written nomination including a 150-word biography

the Board have the important function of and photo to laynec@spacoop.com by biographies will be added to the website as they are received.

- :: Write-in nominations will be accepted at the GMM.
- :: Nominations received before April 10, 2017 will be included in the May/June newsletter.
- :: One vote per membership.
- :: Absentee voting, by those unable to make the GMM, will take place in-store and online between May 8 and May 12, 2017.
- :: The official election will take place at the GMM on May 13, 2017.

For more information, visit spacoop.com.

- Layne Cozzolino, Board Secretary

BYLAW CHANGE PROPOSED

A bylaw change has been proposed to the Board of Directors. The Board will consider approving the change at the monthly board meeting on Feb 28, 2017. If the bylaw change is passed, it will be available to view at spacoop.com/bylaw-change starting March 1, and will require member ratification at the General Membership Meeting on May 13, 2017.

OUR STAFF, OUR CO-OP. OUR FUTURE

Hello Co-op Members,

Over the past few months we have discussed and started to implement changes to our staffing structure. Wages, benefits, and performance reviews have all been on the table. Members of our We The People management circle researched structures at other co-ops and developed proposals for the Board of Directors. At issue is a fundamental question: are we compensating our staff well enough? From a management perspective, our answer includes considerations of staff turnover, controlling costs, and maintaining the expertise we need on staff, but there is also a political perspective. Can someone live on the wages we offer? What is our greater responsibility for the well-being of our staff? These questions are difficult to answer when our decisions are inherently limited by the financial realities of our cooperative business.

In January, we approved changes that bring our wages, benefits, and evaluations in line with our new commitment to a more collaborative work environment and cooperative management.

- :: Benefits have been extended to all employees working at least 20 hours/week after their first 1000 hours.
- :: Wages are now structured primarily by participation in management. New employees and those working less than half-time have a graduated wage based on hours worked. Management employees (now a majority of our staff) receive raises based on the performance of the store and management such that staff with the longest tenure receive the highest wage but staff with the shortest tenure receive the largest raise.

THE STRUCTURES WE HAVE PUT IN PLACE CREATE THE RIGHT CONTEXT FOR CONTINUING COMMITMENT. AND I KNOW THAT WE ARE CREATING THE LEADERS WE NEED FOR THE SUCCESS OF OUR CO-OP.

:: Evaluations have been restructured to promote ongoing communication and feedback.

These changes reflect the structural changes that continue within the Co-op. The increasingly collaborative nature of

our work has changed the nature of staff roles. Our previous structure assigned wages based on a small set of defined roles. Today each staff member is taking on an increasingly unique set of roles that reflect their skills, interests, and experience. The cooperative management structure we continue to establish demands that all of our staff recognize and respond to their impact on the entire organization.

Last May, I sat down with six of our staff to discuss concerns and our opportunities to improve the working culture at the Co-op. One resounding theme was overwhelming. Our staff want to learn and grow. Who doesn't? Our new structure requires our staff to learn and grow. Regardless of structure, management has numerous challenges. I am happy to report that we have a solid team of committed people who have taken the challenge of managing the Co-op head-on. I believe the structures we have put in place create the right context for continuing commitment, and I know that we are creating the leaders we need for the success of our co-op.

- Oren Jakobson, Board Chair

MEET NORTH BAY TRADING CO.

I am so excited to be featuring North Bay Trading Co. for this edition of our newsletter. The Co-op carries several products from this company located in Brule, Wis. A family-owned company since 1987, North Bay focuses on high-quality food that is health-conscious and sustainable at an affordable price.



If you haven't tried the organic Canadian wild rice in the bulk section, now is the time. Our two bulk soup mixes are made in-house by the folks down there. Because they are not organic, I am phasing them out, but will be bringing in dried organic vegetables soon so that you can make your own amazing mixes at home.

Most recently I decided to bring in North Bay's freeze dried organic fruit. These concentrated versions of the originals are a delicious superfood. Freeze dried fruit is a delicious alternative during the end of winter and beginning of spring when we're all craving a fruit fix. The freeze dried bananas were the staff sample winner, but make sure to try the cherries, raspberries, and blueberries as well. Keep an eye out for



samples of the fruit during the month of March. To get you started, we are providing you with a coupon and recipe in this issue of the Spirit. Enjoy.

- Kami A.L.

PRODUCE NEWS

Have you seen our weekly produce pricelist yet? We are sending the list out to our members via email, posting a link on Facebook and Instagram, and updating it weekly on our website: you can find it under the Our Products tab. Let us know what you think, or if you'd like to be added to the email list.

We had a request to lower the produce bags so they are reachable to everyone. While there was no good spot to relocate the roll, we added a small hook along the side at a lower height to loop the bags around. We'll be keeping an eye on this to make sure it's doing its job.

Finally, the produce team is transitioning! Melissa Haack is now the primary buyer for Produce. We expect a smooth transition, but please let us know if you have any feedback or suggestions. Most of all, we are looking forward to this upcoming growing season, and aim to keep improving.

- Cate S. and Melissa H.



ON THE BAKING SHELF: CASSAVA FLOUR + MAPLE SUGAR



I would love to share the news about some wonderful new products that have been added to the baking department. Ever heard of cassava flour? If you're looking for a grain-free replacement that is also nut and gluten-free, this is it! Otto's Cassava Flour is made of 100% yuca root (cassava) and can often be used as a 1:1 replacement in many recipes that specify wheat flour. It has the same texture as all-purpose flour, so baked goods made with cassava are almost indistinguishable from wheat-based products in taste and texture. Find this product on the lower shelf of the baking section in a 2-lb bag. Tried this product already? Let me know what you think!

As many requests came in for maple sugar, I was lucky enough to find some made here in Wisconsin. Please welcome Skarda Maple Farms Maple Sugar. The Skarda family settled in Kellnersville, Wis., in 1861, and the land has remained in the family ever since. Their maple sugar is a healthy alternative sweetener made entirely from maple syrup, obtained from their land and produced in Denmark, Wis. Try this sugar with your oats, toast, coffee, pancakes, yogurt, or your next baking endeavor, and enjoy the delicious flavor of Wisconsin maple!

- Britt W.

FRESHEN UP WITH FREEZE-DRIED FRUIT AND SPROUTS

It's the start of spring, and the craving for fresh food is high, so try freeze-dried fruits and sprouted greens. What's awesome about freeze-dried fruits? They retain almost all of their nutrients, and pack a punch in flavor and vibrant color too. Because they are dried, their shelf life is over 12 months, making them perfect for planning ahead. Love sprouts but intimidated by growing them yourself? Fear not; not only are they easy, but come in to the Co-op through March, and you can see a demonstration. Interested in wheatgrass for your smoothie, or even just a little green in your window? We've got you covered with easy instructions.

FRUIT AND OATMEAL TO-GO JARS

adapted from cleanfoodcrush.com via Rebecca S. Prep your breakfasts for the week with a variety of freeze-dried fruits and tasty extras all found at the Co-op. In the morning, just fill with hot water or milk, finish getting ready, then grab and go.

INGREDIENTS

½ C. dry rolled or old fashioned oats *note:* steel cut oats will not work as a substitute Mix-Ins:

Chunky Monkey: ¼ C. freeze-dried bananas :: 1 tbs. coconut flakes :: 1 tbs. cacao nibs

Raspberry Truffle: ¼ C. freeze-dried raspberries :: 2 tbs. dark chocolate chips Berries and Cream: ¼ C. freeze-dried blueberries and blackberries :: 1 pinch of vanilla paste (add with hot water/milk) :: 1 pinch stevia

Amaretto: ¼ C. freeze-dried cherries ::1 tbs. chopped almonds :: 1 tsp. maple sugar

DIRECTIONS

- 1. In a pint-size canning jars to ensure room for stirring, add ½ cup of dry rolled/old fashioned oats to the bottom.
- 2. Add your flavor combination.
- 3. Seal tightly, and store in pantry until ready to use.
- 4. To make, add hot water or milk, stir, let sit for a minute, then enjoy.

SPROUTING IN A JAR

via Handy Pantry

INGREDIENTS

1½ tbs. of Alfalfa, Broccoli, Radish, Red Clover, 3-Part Salad, or 5-Part Salad seeds 1 wide mouth quart, half-gallon, or gallon glass jar

1 sprouting screen, sprouting lid, muslin, cheesecloth, or nylon mesh

DIRECTIONS

- 1. Place seeds inside the jar, and fill with warm but not hot water. Swirl it around, add the lid, and drain the water. Refill with warm water and let seeds soak for 6-8 hours.
- 2. Pour off the soak water. Place drained jar propped at an angle to let any excess water drain out. Put in a dark area, or cover with a towel.
- 3. Rinse the seeds with cool fresh water twice per day, until they begin to throw off seed hulls, about 3-6 days.
- 4. Pour the sprouts into a pan or sick of clean water. Skim off any remaining hulls that float to the surface. Other hulls will fall to the bottom of the container. When fully drained, place sprouts in a clean container.
- 5. To green the sprouts, place them back in the cleaned jar and place in indirect sunlight for 1-2 days. Once they are green, rinse, drain, and eat or refrigerate.
- 6. To refrigerate, place in a clean container, and enjoy.

SEEDS, SEEDS, AND MORE SEEDS

Many of us at the Co-op have been dreaming of and planning our gardens since about November...okay, that may be a (slight) exaggeration, but we are so excited to have our Seed Savers seed packets back in the store again. Seed Savers' mission is to save and preserve heirloom and varietal crops that are fast disappearing, and they also carry organic seeds that are hard to find.

We always take special orders for the seeds you want, however, this year, we want more input! We have made a space by the register for you to peruse the catalogs and write out which veggies and varieties you'd like us to have on the shelf this year. Let's grow some beautiful food together!

- Melissa R. and Cate S.

HOW TO SPROUT WHEATGRASS

via Handy Pantry

INGREDIENTS

2 C. sprouting wheat, sunflower, or buckwheat seeds
Seedling tray, about 18x18"
Growing soil to cover the tray 2"
Newspaper and sheet of dark plastic cut to fit the tray
Misting spray bottle

DIRECTIONS

- 1. Soak the seeds/grain overnight for 8-10 hours while covered.
- 2. Spread soil evenly on tray about 2" deep. Moisten the soil lightly, not enough to leave puddles, then spread the seeds evenly in one layer.
- 3. Cover the seeds with 8 layers of newspaper, then cover that with the dark plastic. Set tray in a cool, dark place away from drafts
- 4. Raise the newspaper-and-plastic cover daily to let in fresh air. Make sure the paper is not dry, and moisten to re-dampen it. If mold arises, wipe it off, and move to a cooler spot; mold indicates too much heat and moisture.
- 5. When grass blades are about 2" high, or in about 3 days. Remove the cover gently to expose the grass to dim or indirect light for a day or two, spraying with a mister once or twice a day.
- 6. When 3-4" tall, expose to direct sunlight for 23 hours per day. Mist when removing from sunlight.
- 7. When 6-8" tall, harvest by cutting to about ½-1" above soil. Sunflower or buckwheat can be added to salads or juiced. Wheatgrass must be juiced. To juice, grind the grass, then strain.

