

willy street co-op

READER

A PUBLICATION OF WILLY STREET CO-OP, MADISON, WI
VOLUME 47 • ISSUE 7 • JULY 2020

**BLACK
LIVES
MATTER**

THANK YOU to the customers who donated almost \$34,000 at the registers!

\$33,869.76 + \$20,000 = \$53,869.76

Donated by customers in over 6,600 transactions

Matched by Willy Street Co-op

Donated to reaffirm that Black Lives Matter

SPECIAL STORE HOURS

JULY 4, Independence Day

Open 8:00am-6:30pm at all three stores.

Board Candidate Statements; Black Lives Matter;
Quick Pickling; Community Reinvestment Fund Grants; and more!

PRSR STD
U.S. POSTAGE
PAID
MADISON, WI
PERMIT NO. 1723

willy street co-op

1457 E. Washington Ave • Madison, WI • 53703

POSTMASTER: DATED MATERIAL

CHANGE SERVICE REQUESTED



**Get Cooking
with a new
Remodel!**



**Kitchens
Bathrooms
Additions
Whole House
Remodels
Lower Levels
Porches/Decks**

**Call Today!
(608) 221-1799
or Visit us Online
ChadsDesignBuild.com**

willy street co-op
READER

PUBLISHED MONTHLY BY WILLY STREET CO-OP

East: 1221 Williamson Street, Madison, WI 53703, 608-251-6776
West: 6825 University Ave, Middleton, WI 53562, 608-284-7800
North: 2817 N. Sherman Ave, Madison, WI 53704, 608-471-4422
Central Office: 1457 E. Washington Ave, Madison, WI 53703, 608-251-0884

EDITOR & LAYOUT: Liz Wermcrantz
ADVERTISING: Liz Wermcrantz
COVER DESIGN: Hallie Zillman
SALE FLYER DESIGN: Hallie Zillman
GRAPHICS: Hallie Zillman
SALE FLYER LAYOUT: Liz Wermcrantz
PRINTING: Wingra Printing Group

The Willy Street Co-op *Reader* is the monthly communications link among the Co-op Board, staff and Owners. It provides information about the Co-op's services and business as well as about cooking, nutrition, health, sustainable agriculture and more. Views and opinions expressed in the *Reader* do not necessarily represent those of the Co-op's Directors, staff or Ownership. Willy Street Co-op has not evaluated the claims made by advertisers. Acceptance of advertising does not indicate endorsement of the product or service offered. Articles are presented for information purposes only. Before taking action, you should always consult a professional for advice. Articles may be reprinted with permission from the editor.

SUBMISSIONS

All advertising submissions must be reserved and arranged with the editor by the 10th of the month previous to publication. All advertisement copy must be submitted by the 15th of the month. Submissions should be emailed to l.wermcrantz@willystreet.coop or mailed to Willy Street Co-op's Central Office according to submission requirements.

CUSTOMER SERVICE: EAST: 608-251-6776 WEST: 608-284-7800 NORTH: 608-471-4422

BUSINESS OFFICE: 608-251-0884

FAX: 608-251-3121

SEAFOOD CENTER: EAST: 608-294-0116 WEST: 608-836-1450

GENERAL EMAIL: info@willystreet.coop

GENERAL MANAGER: a.firszt@willystreet.coop

EDITOR: l.wermcrantz@willystreet.coop

PREORDERS: EAST: es.preorders@willystreet.coop; WEST: ws.preorders@willystreet.coop; NORTH: ns.preorders@willystreet.coop

WEBSITE: www.willystreet.coop

BOARD EMAIL: board@willystreet.coop

STORE HOURS: 7:30am-9:30pm, every day

East Juice Bar: 7:30am-6:00pm; West Juice Bar: M-F: 7:30am-7:00pm

& Sat-Sun: 7:30am-6:00pm; North Juice Bar: 7:30am-7:00pm

Deli: 7:30am to 9:00pm

Seafood Center—East and West: Monday–Saturday, 8:00am-8:00pm; Sunday, 8:00am- 6:00pm.

**WILLY STREET CO-OP
MISSION STATEMENT**

The Williamson Street Grocery Co-op is an economically and environmentally sustainable, cooperatively owned grocery business that serves the needs of its Owners and employees. We are a cornerstone of a vibrant community in south-central Wisconsin that provides fairly priced goods and services while supporting local and organic suppliers.

**WILLY STREET CO-OP
BOARD OF DIRECTORS**

Jeannine Bindl, President
Ann Hoyt, Vice President
Brian Anderson
Stephanie Ricketts
Trevor Bynoe
Michael Chronister
Gigi Godwin
Sarah Larson

BOARD CONTACT INFO:
board@willystreet.coop
all-board@willystreet.coop
(includes the GM, Executive Assistant and Board Administrator)

**BOARD MEETING
SCHEDULE**

Tuesday, July 21

Board meetings are typically held at our business office (1457 E. Washington Ave. in Madison), but may be held virtually. Please see www.willystreet.coop/events and select the "Board" category for details.

IN THIS ISSUE

3	Customer Comments	5-6	Board Candidate Statements	20	Quick Pickling
4	Union; COVID-19; Systemic Racism; and More!	7-12	Proposed Bylaw Changes	21-22	Announcing the 2020 Community Reinvestment Fund Winners
4	Black Lives Matter; Proposed Bylaw Changes; Board Election; & More!	13-15	SPECIALS PAGES	23	Recipes
5	Your Ballot	16	New Products	25	Local Produce Availability Chart
		18	Tortilleria Zepeda	26-27	Staff Picks
		19	Independents Day		



THIS MONTH: Virtual Wellness Any Day coupon. See ad on page 24 for details.

SPECIAL STORE HOURS

JULY 4, Independence Day
Open 8:00am-6:30pm at all three stores.

CUSTOMER COMMENTS

Write Us!

We welcome your comments and give each one attention and serious consideration. Send them to customer.comments@willystreet.coop or fill out a Customer Comment form in the Owner Resources area. Each month a small selection is printed in the *Reader*. Many more can be found in the commons or in the binder near Customer Service. Thank you!

THANK YOU FOR BEING THERE

Q: We have been members of the Co-op for many years now. We have always appreciated being able to buy locally grown produce and other food items. During the pandemic my family's appreciation of the co-op staff has further increased. Your professionalism, kindness and putting in place of practices that help us stay safe are commendable ...so thank you for being here for us.

A: Thanks for the kind words and gratitude! I will share it with all of our employees. Good health to you! -Liz Hawley, Education and Outreach Coordinator

OWNER CARDS

Q: My daughter has been using my card, since she frequents the store very often. I have not been to the store in years. She has been questioned about using my card, and shopping at the co-op has become problematic for her. Can I transfer my membership to her? If so, what are the exact steps that I need to take to make this happen?

A: Thank you for reaching out about your daughter and her use of your account.

I apologize for the elements that have made for a problematic experience for your daughter. That is not our intention. Our cashiers are trained to do their best to make sure they are identifying the correct customer when beginning a transaction. Individual accounts are only to be used by the named individual so I don't doubt that she has been questioned. We have Household accounts that can be used by people living in the same dwelling.

If you and your daughter live together, there would be a path to upgrade to a Household account and then transfer Primary Ownership to her. If that's not the case, I would recommend her starting a new Ownership for as little as \$10 at any of our stores or by signing up here: www.willystreet.coop/ownership/ownership.

If she were to start her own Ownership, that leaves the issue of your account. If you really don't plan on using it going forward, the account does have \$56 of equity invested which is still your property. We could close that account and refund you the \$56 (this process can take up to 60 days to get

you a check).

Unfortunately, there is not a way to just directly transfer the membership. We are bound to bylaws, which are set by State statutes that outline what we are allowed to do with invested equity.

Please let me know what you think. I am out of the office today, but I will be in most of next week and could prepare the paperwork needed to make the account changes you decide on.

I hope you've been having a great week! -Robert Halstead, Owner Records Administrator

PREORDERS

Q: I like to buy GR organic milling 7 gr flour. When I was there Saturday there was none bagged. I wonder if it is possible to do a bulk order either a case of 4 five # bags or a 25# bag? It could be with lots of bakers out there now it is not available from GR. I see you can order it on Amazon but it is unavailable. thanks,

A: Thanks for your interest. At this time we cannot take any pre-orders or special orders for cases because of restrictive ordering limits imposed by some of our distributors due to COVID-19 related supply issues. That said, you may certainly call ahead to the Co-op the day you plan to shop and see if we have what you are looking for in stock (or ask at Customer Service when you arrive). If we have a case available, we may be able to sell it to you. East can be reached at 608-251-6776. Good health to you! -Liz Hawley, Education and Outreach Coordinator

TOO SLOW

Q: I was in the store today. I needed to wait in line to checkout for over 20 minutes. The health recommendations are to try not to spend more than 15 minutes in a closed store environment, if possible. I know the co-ops are known for being a less stressful, low keyed work environment but in these times your cashiers need to speed it up. The goal for safety reasons should be to get customers through the line as quickly as possible. That would also decrease the lines outside. I don't think I'll be going to the co op for awhile. I didn't feel comfortable being in the store today even with a mask.

A: I apologize that you had an uncomfortable experience at the Willy North location. We are working very hard to ensure the safety of our customers and staff during this trying time. To maintain the social distancing requirement of six feet, we have closed every other register, leaving only three open. We are also trying to sanitize and clean the register areas as often as possible between transactions. This has indeed created longer lines, but I assure you that we are all moving as quickly as possible. Lines are not always as long as you experienced on Saturday, I would suggest shopping on Tuesday, Wednesday, or Thursday. We also tend to see a lot less traffic in the evening,

after 6pm. I hope these suggestions are helpful, and we will continue to do what we can to ensure the safety of all. -Stacy Iruk, Front End Manager—North

SAUSAGE NUMBERS

Q: Just wondering if we can get the Northside Sausage packages to have an even number of sausages in them? I almost always see packs of three and it makes dinner logistics complicated. Preferably there would be four in a package.

Thanks!

A: Thanks for taking the time to write in. Our standard pack of sausages is three links because that typically ends up being approximately 1lb and fits best in the packaging (cryovac bags) that we use. We do try to put a mix of two and four packs out as well. I will make sure we start doing more of those. Of course, as soon as our service case is back open you can get the exact number you need. Until then, look for a mix of pack sizes within our sausage freezer. Thanks, Anna Gilberts, Meat and Seafood Manager—North

THANK YOU

Q: Thanks for all your hard work and perseverance this crazy last two months. I appreciate everyone's heroic efforts toward keeping the Coop open, safe for employees and customers, and well stocked against formidable odds. Grocery store employees, health care workers, and others who have and will continue to keep essential services up and running deserve heaps of praise for their patience, fortitude, and mental and physical stamina during the pandemic. I'm sure many of you have weathered weeks of sleepless nights, anxiety, and bewilderment. Many thanks for waking up day after day and returning to the front lines of a once-in-a-lifetime national emergency. I can't wait to try the new Patagonia mackerel.

A: HOLY MACKEREL!!!! I tried so hard but I couldn't resist.

Thank you for your kind comments. We are definitely doing our best to keep all those who enter our stores safe and well-fed. I will be sure to pass along your gratitude to our staff. They are working very hard during these trying times and every bit of kindness is appreciated.

Be well and take the best care of you and yours. -gianofer fields, Owner Resources Coordinator—North

SENIOR DISCOUNT

Q: I haven't been to the Coop in a few months. I didn't think to check my receipt. I usually get a discount for being a senior. But I don't see that reflected in my receipt today. Have you changed this policy?

A: Thank you for contacting us about your account. We do not have a senior discount exactly, but it looks like you participated in our Access Discount Program which people qualify for in numerous ways including having Med-

icaid, SNAP FoodShare Benefits, SSI, or SSDI income.

No matter when someone signs up for this program, we ask Owners to renew the discount and verify that they still qualify each year in the month of March. We send out emails to all accounts that have an email address on file and also mail out letters to mailing addresses in February to let people know they need to renew by March 31st or the discount will automatically turn off.

That said, renewing your discount is easy from here. I have attached the renewal form if you are able to print from home. You also can get this form at our Customer Service desk and fill it out before you starting shopping on your next trip. If you are able to work with the form I am attaching, you may scan it and send it back to me at this email address or take a good picture on your phone of both pages and send it my way. Please let me know if you have any questions including help with filling out the form. -Robert Halstead, Owner Records Administrator

CHEESE CRAVING

A: First off, I have been loving shopping there during the COVID Mayhem. You can see a co-op employee's smile even through a mask, and the safe and sound environment you have created is worth a million to me. Thank you!

Now, on to the fun question. I seem to be on a cheese craving kick. I wondered if you could get your cheese expert to make some recommendations based on two that I really enjoy?

Sartori Bella Vitano Merlot (I also bought the basil & olive oil asiago but don't like it as much) and the dll havarti. Both fabulous but very different. I like a salty, crunchy cheese—like an aged gouda, as well as smooth creamy cheeses like the havarti. Any ideas I should try? No rush to get back to me. Thanks and have a good week!

A: I hope this finds you well. I'm not a huge fan of cheese but this read like a cheese emergency to me. If I had the same questions about chocolate, I would want answers as soon as possible.

So, I passed your question on to the Keepers of the Cheese at our West location and they suggested... Ewephoria, an aged sheep Gouda.

Hoard's Dairyman Belaire, a local Guernsey cow milk semi-soft cheese in the vein of a French cheese called Port Salut.

I hope you enjoy the recommendations as much as we enjoyed responding to your email. Thank you for your kind words and for sharing some fun. While it is true that we are in the midst of challenging times, we can decide to come through them with kindness and mutual respect. Thank you or your support. Take the best care. -gianofer fields, Owner Resources Coordinator—North

GENERAL MANAGER'S REPORT

Union; COVID-19; Systemic Racism; & More!



by Anya Firszt, General Manager

Happy New (fiscal) year, Co-op Owners! Last fiscal year was a year of unprecedented change at the Co-op.

UNION

In my June *Reader* report, I gave you a brief recap of the year beginning in August, when the Co-op received notification from the NLRB (National Labor Relations Board) that the United Electrical, Radio, and Machine Workers of America (UE) filed a petition for an election to become certified representatives for the employees of the Co-op. In September, staff voted in favor of union representation through the UE, which began our six-month journey negotiating a collective bargaining agreement that resulted in a final contract that was ratified by bargaining unit employees on March 16.

COVID-19

In March, the outbreak of the coronavirus forced us to change the way we were doing business to address the health and safety of staff and customers. We changed our hours of business, we held virtual meetings, we worked from home, we continued to sell groceries and we practiced social distancing. Our nimbleness and “can-do” spirit was awe-inspiring.

We have been open for business throughout the COVID-19 pandemic because of our dedicated staff. We owe them a debt of gratitude. Thank you.

SYSTEMIC RACISM

Then, on May 25, George Floyd, a Black man, was murdered by police in Minneapolis that sent a wave of civil unrest throughout the country and sparked protests against police brutality and systemic racism. With all our nimbleness and ability to change the way we did business with regard to COVID-19, we have not eliminated systemic racism in our Co-op. We have a lot of work to do.

We need help to do this work. We will engage with an outside consultant to lead a discussion about organizational racism at the Co-op. We will provide options for staff and the Board to participate and provide input, and then take recommendations from the consultant and develop a plan to move forward to address personal, interpersonal, and organizational racism at the Co-op.

Our long-term commitments to address organizational racism at Willy Street Co-op require a review of our Co-op policies with regard to

hiring and on-boarding new staff; identifying and addressing how racial bias impacts decisions made by the Board, managers, and employees, both internally and with our customers; and better identifying and addressing bias, microaggressions, and conflict with and between customers. We will solicit concerns, questions, and suggested improvements from staff members and customers who are people of color in a manner that preserves their privacy, and responds in a way that better acknowledges their experience and addresses concerns. This list will grow as we learn more about necessary change and be reflected in our strategic priorities that guide our most important work for the fiscal year, and will remain in our strategic priorities into the future.

I am personally motivated to address our shortcomings in terms of racism, equity, diversity, and inclusion at the Co-op, and I want to thank those of you who have recently reached out with your concerns. I accept the challenge, I am listening and committed to making our Co-op a place where “everyone welcome” is a reality.

We will provide you with progress updates as we move forward with our work.

BOARD ELECTION AND BYLAW VOTE

I encourage you all to participate in the 2020 Board Election and Bylaw Vote!

The Board candidate statements are included in this issue of the *Reader*, and posted in the store on and online. Candidates will be introduced at the Annual Meeting to be held virtually on July 9 beginning at 5:30pm. See willystreet.coop/2020-annual-meeting for more information.

All Owners will receive an email with information about how to vote online or by phone, unless we don't have a valid email address; in that case, we've sent letters with instructions about how to do so. Voting online or by phone means that our staff will have to process fewer ballots by hand, so please consider these options if you are able! Results of the vote will be announced at the July 21 Special Owner Meeting.

OUR PRODUCTION KITCHEN IS OPEN FOR BUSINESS!

After six weeks of no prepared foods or bakery production, you will begin to see some of our signature baked and prepared foods items being stocked in the stores. My favorites include Sheba bars, pizza dough, pesto, and chocolate chip cookies. We have also introduced packaged salads to our offerings while the self-serve salad bar is not an option.

MASKS REQUIRED

We are requiring customers to wear face masks unless they are children under the age of two, or they have a medical reason not to do so. Masks will be available upon entry to

anyone who needs one. If you do not want to wear a mask while you shop, please consider curbside pickup or online delivery as an option. Check it out: <https://shop.willystreet.coop>. Stay healthy, be kind to one another.

BOARD REPORT

Black Lives Matter; Proposed Bylaw Changes; Board Elections; & More!



by Ann Hoyt, Board Vice President

We, as a Board of Directors, stand with the Black community and the call for change. Black Lives Matter. At the root of our cooperative business structure are principles that hinge on equity and justice. The Co-op's Board of Directors acknowledges the statistics of white-

ness in grocery co-ops, and significant health and wealth disparities in Dane County. We are personally and organizationally responsible to address these challenges. We are committed to addressing the structural racism that exists in our Cooperative, starting with ourselves and extending further to Board policies and beyond. We acknowledge that this process is not easy, takes time and requires constant attention. Yet we are committed to addressing systemic racism in the Cooperative on your behalf. Please stay tuned as we develop a plan to dive deeper into this process. We are all part of the solution.

Even as we rise to yet another massive challenge, it is our job as your Board of Directors, to report cooperative happenings to you, our Owners.

PROPOSED BYLAW CHANGES

In this *Reader* you will find the Board-approved proposed changes to the Cooperative's bylaws. Through a number of listening sessions, emails and other communications we have heard from many of you on the proposed changes and have incorporated many of them into a comprehensive updating and revision of the bylaws. The bylaws are the Owners' directions to the Board of Directors on how you want the Cooperative to be directed. The next step is up to you. As part of the 2020 Annual Meeting process we are asking the Owners to vote on whether to approve the

proposed bylaw changes. If you have a comment to offer, please send it to Board@willystreet.coop or All-Board@willystreet.coop.

BOARD ELECTION

We will also be electing four candidates to serve on the Board of Directors. Three will be elected to three-year terms and one will be elected to complete one year of a position that is currently vacant. This year's Board candidate statements are available in this edition of the *Reader*. Thank you to all the candidates running for the Board!

SENIOR AND IMMUNOCOMPROMISED HOURS

The Board has fielded questions about senior hours and masks in the stores. As a friendly reminder, remember that until 10:00am the store is reserved for seniors and immunocompromised populations. Please heed these guidelines and care for our neighbors.

COVID-19 & THANK YOU TO STAFF

We would like to extend a hearty thank you to the entire Co-op staff for their commitment to our community's health and wellbeing. They have gone above and beyond to ensure our Co-op is open to meet our needs safely and creatively. Please be aware of the higher risk they face being in the store serving you for many hours at a time and keep a physical distance from them and other shoppers when in our stores and waiting to start shopping. We recommend wearing a face covering per the Public Health Department of Madison and Dane County's recommendations. However, we understand that following this recommendation may not be possible for personal or medical reasons and respect your right to make that decision.

Thank you, everyone, for your enduring support of our cooperative and our community. This year has had no shortage of twists and turns. If there is anything your Board can do to meet your expectations of the Co-op, please let us know!

SPECIAL STORE HOURS

JULY 4, Independence Day

Open 8:00am-6:30pm at all three stores.



VOTE

For the Willy Street Co-op

BOARD CANDIDATES AND BYLAW REVISIONS

Voting open July 1st - 21st

Paper ballots are due by Tuesday, July 21 at 6:00pm! Online voting ends Sunday, July 19 at 11:59pm. They will be counted at the Special Membership Meeting at the Central Business Office (1457 E. Washington Ave. Madison), beginning at 6:30pm that night. Drop your ballot off at the kiosk near the Customer Service desk at any of our stores, vote online via the unique ballot link emailed to you (if we have your current email address), vote by phone with the unique personal identification number (PIN) mailed or emailed to you; or mail absentee ballot to: 2020 Owner Vote, 1457 E. Washington Ave. Madison, 53703. Candidate statements appear on pages 5-6 of this issue. Please vote for up to FOUR candidates. Only Owners' votes are valid. One vote per Owner account. If both Owners on a Household Account vote, only the Primary Owner's vote will be counted. Candidates are listed in alphabetical order. (If you would like your ballot to remain anonymous, use the following procedure: 1. Place completed ballot in envelope and seal. 2. Write your name and Owner number and sign across the seal. 3. Mail or deposit in the ballot box.)

BOARD OF DIRECTORS

Please vote for up to FOUR candidates. Ballots with more than four votes will not be counted.

- BRIAN ANDERSON
- JEANNINE BINDL
- CARYN MURPHY
- ASHWINI RAO

BYLAWS AMENDMENTS

The Owners are asked to approve the proposed revisions to the WSGC Bylaws as published in the WSGC newsletter dated July, 2020.

- YES, I APPROVE OF THE PROPOSED REVISIONS TO THE BYLAWS.
- NO, I DO NOT APPROVE OF THE PROPOSED REVISIONS TO THE BYLAWS.

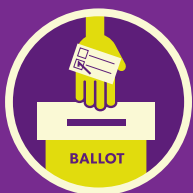
If you voted "no," you may provide the Board feedback for future Bylaws consideration by emailing them at: board@willystreet.coop.

Owner name (please print):

Owner Signature:

Owner Number:

Today's Date:



YOUR BOARD CANDIDATES

In the candidate application, we required candidates to attend a Board meeting and to attend a Board Candidate Information Session.



"I'm running for a second term. After learning much during my first term, I can better represent owners and help achieve the Co-op's mission. The Co-op should be not only a valuable community resource but also a great workplace. I'm pleased that employees voted to unionize."

BRIAN ANDERSON

1. Why do you believe Owners should choose you to represent them?

The board should include directors with diverse skills and experiences. Unlike others on the board, I'm an attorney/CPA. Having graduated from UW Law School in 1980, I bring 40 years of problem-solving skills and experience to the board. In compliance with the Co-op's policy against conflicts of interest, I do not serve the Co-op in any capacity other than as a director.

2. How will you use your skills and experience to further the mission and vision of the Co-op?

I will focus on issues that are (or should be) important to most owners. I want to ensure that, besides providing good food to the community, the Co-op succeeds financially. I want to see more strategic planning. I want to see a stronger working relationship between management and the union.

3. The Co-op is founded on the seven International Cooperative Principles. Please choose one of the principles and describe how you think the Board can encourage and foster that in our cooperative.

The 7th principle is concern for the community. The Co-op can and should play a leading role in the Madison-area community. When the board adopts policies and sets goals, it can and should consider not only what is best for owners but also what is good for employees, local food producers, and the local community as a whole.



"The cooperative model has a unique ability to build up our community. As a director I will continue to invest my time, energy, and knowledge into ensuring our Co-op continues to be a pillar in our community."

JEANNINE BINDL

1. Why do you believe Owners should choose you to represent them?

The cooperative grocery model is a resource I believe has the ability to strengthen both our community and our food system. Over the past 3 years I have demonstrated the ability to lead from within the Board of Directors.

In my time as a director, I have had the opportunity to connect with many Owners. It continues to be a priority for me that the Board be accessible to Owners, respond to questions and comments, and take to heart the feedback being offered.

Furthermore, I have developed an understanding of the work of a director and have the ability to ask questions and try new approaches to governance. With your vote I will continue to give my time and energy to strengthening the cooperative model in Dane County.

Aside from being a current director of the Willy Street Board, I have no conflicts of interest to disclose.

2. How will you use your skills and experience to further the mission and vision of the Co-op?

During my time as President of our Board of Directors I have used my skills as a leader, communicator and someone who is process oriented to lead our Board and further the Co-op's mission.

One of my goals as a director has been to implement systems that are effective, efficient, and person oriented. This creates less work for current directors and makes it easier for new directors to learn the role and offer their unique skills. Increased efficiency also enables the Board to be innovative and take on challenges like strategic prioritization of resources and equity in our Co-op and community.

It is my passion for a strong and healthy co-op community that motivates me to invest my time as a director of our cooperative. For me, using my time and skills to further the reach of our cooperative's mission, is time well spent.

3. The Co-op is founded on the seven International Cooperative Principles. Please choose one of the principles and describe how you think the Board can encourage and foster that in our cooperative.

The cooperative model is compelling to me because of its ability to build up the community in which it is located. Cooperative principle seven, concern for community has been a focus for me as a director.

The Board has a wide variety of roles and responsibilities. Through a lens of Concern for Community the Board is able to prioritize equitable relationships in our co-op governance work. We can prioritize long term planning goals that have Concern for Community and environment at the center. We can also prioritize big picture conversations about how to further support the community, its physical, emotional and financial health.

Given the opportunity to serve as a board director again, I will continue to prioritize Concern for Community in the Board's work.



ASHWINI RAO

"I believe I can make meaningful contributions to the success and growth of the Co-op, and to further its role as an important resource for the Madison area."

1. Why do you believe Owners should choose you to represent them?

I am excited about the opportunity to actively contribute to the Co-op by serving on the board. I have been an owner and regular Co-op shopper since moving to Madison's east side twenty years ago. I am passionate about helping small businesses succeed, growing local economies, and building community through a most essential business – the grocery store. The cooperative model is aligned to support each of these goals. I believe the Co-op can play a central role in our community in addressing food security; supporting farmers and producers; and raising awareness about food production, supply chains, and food and packaging waste.

2. How will you use your skills and experience to further the mission and vision of the Co-op?

Through my professional experience and personal passions, I bring a background that will help further the mission and vision of the Co-op. I currently work for the Wisconsin Department of Agriculture assisting Wisconsin agricultural companies in identifying and securing new international markets for their products. Prior to this, I held roles at the Wisconsin Entrepreneurs' Network helping small and emerging companies improve and grow, and at the UW Center for Cooperatives raising awareness of the unique structure and value of co-ops across the state and nation. Outside of work, I love maintaining my community garden plot, cooking, seeing live music, and volunteering at community festivals.

3. The Co-op is founded on the seven International Cooperative Principles. Please choose one of the principles and describe how you think the Board can encourage and foster that in our cooperative.

The seventh cooperative principle – Concern for Community – takes on new and intensified meaning as the world contends with the global pandemic. The COVID crisis presents numerous new challenges as to how the Co-op can best serve its Owner and shopper community, as well as its farmer and supplier community. Some questions that come to mind: How must the Co-op, as an essential business, evolve to address current and future safety and sustainability concerns? How are the Co-op's primary initiatives to support farmers affected? How can the Co-op anticipate market fluctuations and insulate its supply chain both from a consumer and supplier point of view? How can the Co-op encourage, educate and engage the community about food sources and suppliers, food waste, and opportunities to turn waste into a valuable commodity? How can the Co-op thrive and stay relevant in an evolving retail grocery industry? It would be a privilege to contribute my experience and time to address these and other questions and concerns that face the Co-op and community at this unprecedented time.



CARYN MURPHY

"I think that the Co-op is one of our city's great assets. I believe in its mission of environmental and economic sustainability, and I want to help it continue to thrive."

1. Why do you believe Owners should choose you to represent them?

As a long-time Co-op owner, I'm committed to the mission of the organization. I have the energy and ability to devote myself to the nuts and bolts of governance. Owners should choose me to represent them because I am prepared to undertake this significant commitment, and I believe that I can make a positive contribution to the Board's work.

2. How will you use your skills and experience to further the mission and vision of the Co-op?

I'm an educator by trade; I have successful leadership experience and strong organizational and communication skills. I think that this background, as well as my familiarity with institutional policy, speaks directly to the needs of the Board. I'd specifically like to contribute to the Board's efforts to support strong owner relations, inclusivity, and community investment in the Co-op.

3. The Co-op is founded on the seven International Cooperative Principles. Please choose one of the principles and describe how you think the Board can encourage and foster that in our cooperative.

Principle number five is, "Education, Training, and Information." This year, the Co-op's incredible workforce flexibly adapted to the unprecedented circumstances of a global pandemic. It's not simply that all three stores remained open, providing essential services for the community, but that they quickly instituted a set of best practices aimed at protecting the health and safety of workers and owners. These efforts reflect the organization's commitment to education, training, and information. Through policy governance, the Board can continue to support the organizational practice of using the best available information to prioritize health and safety.

**PROPOSED BYLAW REVISIONS
ARE ON THE FOLLOWING PAGES**

VOTE

PROPOSED BYLAW AMENDMENTS

Current Language	Proposed Amendment
I: Organization	
1.1: The name of this cooperative is Williamson Street Grocery Co-op, referred to herein as "the Co-op". (NO CHANGES PROPOSED)	
1.2: The principal office of the Co-op is located in Dane County at such updated address as is on record with the <u>State Department of Financial Institutions</u> .	1.2: The principal office of the Co-op is located in Dane County at such updated address as is on record with the <u>Wisconsin Department of Financial Institutions</u> . Reason for change: <i>Specifies state where principal office is on record.</i>
II: Purpose	
2.1 The purpose of the Co-op is to serve the needs of its Owners. Its primary focus is to operate a grocery business providing nutritious food to the community at fair prices. <u>Consistent with that focus, it may also engage in other activities and provide other goods or services as may be desired by the Owners.</u>	2.1 The purpose of the Co-op is to serve the needs of its Owners. Its primary focus is to operate a grocery business providing nutritious <u>and quality</u> food, goods, <u>and</u> services to the community at fair prices. Reason for change: <i>Simplify statement, recognize that nutritional value is only one of many reasons the Co-op may offer certain foods.</i>
2.2: Cooperative philosophy and values are an essential part of our enterprise; therefore in achieving its purpose, the Co-op will adhere to the seven cooperative principles as adopted by the International Cooperative Alliance and in addition shall strive to: <ol style="list-style-type: none">1. Operate on a sound financial basis so as to provide for the long-term benefit of the Owners and the community;2. Pursue growth and expansion of the business in order to better meet the needs of the Owners for goods and services; the employees for well-paid, satisfying jobs and opportunities for career development; and to improve efficiency and lower costs;3. Manage the business in an open, <u>democratic</u> manner that respects employees' rights to a humane work environment and <u>participation in decision-making</u>;4. <u>Develop a management structure that provides a viable model for alternative businesses</u>;5. Reach out and expand services to segments of the community <u>not presently served, in particular groups such as seniors and others who are on low and/or fixed incomes</u>;6. Integrate education about nutrition, the politics of food, general consumerism and cooperatives into its operations;7. Cooperate with other cooperatives by sharing experience, information, time and patronage and/or holding memberships in local, regional and national cooperative organizations;8. Foster consumer control by soliciting Owner input on a regular basis, being responsive to Owner needs, and encouraging Owner participation in the governance and activities of the Co-op;9. Support local businesses and suppliers in order to create a stronger economic base in the community and to promote regional self-sufficiency;10. Support and participate in <u>the movement for progressive fundamental social change</u>.	2.2: Cooperative philosophy and values are an essential part of our enterprise; therefore in achieving its purpose: <ol style="list-style-type: none">1. The Co-op will adhere to the <u>most recent following</u> seven cooperative principles as adopted by the International Cooperative Alliance:<ol style="list-style-type: none">a. <u>Principle 1 — Voluntary and Open Ownership: Cooperatives are voluntary organizations, open to all persons able to use their services and willing to accept the responsibilities of Ownership, without gender, social, racial, political or religious discrimination.</u>b. <u>Principle 2 — Democratic Owner Control: Cooperatives are democratic organizations controlled by their Owners, who actively participate in setting their policies and making decisions. Those serving as elected representatives are accountable to the Ownership. In primary cooperatives Owners have equal voting rights (one Owner, one vote) and cooperatives at other levels are also organized in a democratic manner.</u>c. <u>Principle 3 — Owner Economic Participation: Owners contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital is usually the common property of the cooperative. Owners usually receive limited compensation, if any, on capital subscribed as a condition of Ownership. Owners allocate surpluses for any or all of the following purposes: developing their cooperative, possibly by setting up reserves, part of which at least would be indivisible; benefiting Owners in proportion to their transactions with the cooperative; and supporting other activities approved by the Ownership.</u>d. <u>Principle 4 — Autonomy and Independence: Cooperatives are autonomous, self-help organizations controlled by their Owners. If they enter into agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their Owners and maintain their cooperative autonomy.</u>e. <u>Principle 5 — Education, Training and Information: Cooperatives provide education and training for their Owners, elected representatives, managers, and employees so they can contribute effectively to the development of their co-operatives. They inform the general public - particularly young people and opinion leaders - about the nature and benefits of cooperation.</u>f. <u>Principle 6 — Cooperation Among Cooperatives: Cooperatives serve their Owners most effectively and strengthen the cooperative movement by working together through local, national, regional and international structures.</u>g. <u>Principle 7 — Concern for Community: Cooperatives work for the sustainable development of their communities through policies approved by their Owners.</u>2. In addition, the Co-op shall strive to:<ol style="list-style-type: none">a. Operate on a sound financial basis so as to provide for the long-term benefit of the Owners and the community;b. Pursue growth and expansion of the business in order to better meet the needs of the Owners for goods and services; the employees for well-paid, satisfying jobs and opportunities for career development; and to improve efficiency and lower costs;c. Manage the business in an open, <u>sustainable</u> manner that <u>provides</u> a humane work environment and <u>encourages employee participation in and solicits employee input on the organizational best practices and strategic growth</u>.d. <u>Maintain a business strategy that utilizes the opportunities and benefits of consumer cooperation</u>;e. Reach out to and expand services to segments of the community <u>who are underserved or disadvantaged</u>;f. Integrate education about nutrition, the politics of food, <u>and</u> general consumerism into its operations;g. Foster consumer control by soliciting Owner input on a regular basis, being

CONTINUED ON NEXT 5 PAGES. BALLOT ON PAGE 5.



	<p>responsive to Owner needs, and encouraging Owner participation in the governance and activities of the Co-op;</p> <p>h. Support local businesses and suppliers in order to create a stronger economic base in the community and to promote regional self-sufficiency;</p> <p>i. Support and participate in <u>efforts</u> for progressive social and <u>economic</u> change.</p> <p>Reason for change:</p> <ul style="list-style-type: none"> • Added full text of the ICA Cooperative Principles to bylaw so that it does not need to be found elsewhere to review its reference. • Current #3: Co-op Principle 2 recognizes that the cooperative is democratically controlled by the Owners. Modified to recognize employee rights as well as management responsibilities to encourage, include and factor employee input into operational decision making. • Current #4: Place emphasis on the type of alternative business the Co-op is: a consumer cooperative. • Current #5: Recognizes a wider group of the community the Co-op has an obligation to serve. • Current #6: Removed cooperatives from the list since the full text of the ICA Cooperative Principles has been added to this bylaw, which recognizes in Co-op Principle 5 that the Co-op shall strive to provide education about cooperation. • Current #7: Removed. The full text of Cooperative Principle 6: Cooperation Among Cooperatives has been added to this bylaw, and it is less limiting than current language. • Current #10: Recognizes there is no one movement for progressive change, makes clear the goal is to participate in social and economic change.
III: Ownership	
3.1: The Co-op shall have one class of Owners. "Owners" in these bylaws is equivalent to and used in place of the term "members" as used in Chapter 185.	3.1: The Co-op shall have one class of Owners. "Owners" in these bylaws is equivalent to and used in place of the term "members" as used in Chapter 185, <u>Wisconsin Statutes</u> .
3.2: Ownership in the Co-op shall be voluntary and open to any person, household, cooperative or non-profit corporation that wishes to support the Co-op's activities, intends to use its services, and will accept the responsibilities of Ownership.	3.2: Ownership in the Co-op shall be voluntary and open to any person, household, cooperative or non-profit corporation that wishes to support the Co-op's activities, intends to use its services, and will accept the responsibilities of Ownership. <u>Persons entering into an Ownership must be at least 18 years of age and capable of accepting the legal responsibilities of Ownership.</u>
3.3: The Co-op shall not discriminate on the basis of sex, race, religion, color, national origin or ancestry, age, physical appearance, sexual orientation, handicap/disability, marital status, familial status, <u>occupation</u> , source of income, arrest record or conviction record, less than honorable discharge, or political beliefs.	3.3 The Co-op shall not discriminate on the basis of age, race, color, sex, sexual orientation, <u>gender identity</u> , religion or <u>atheism</u> , national or <u>ethnic</u> origin or ancestry, <u>citizenship status</u> , political beliefs, <u>veteran status</u> , <u>disability status</u> , marital status, source of income, arrest record, conviction record, less than honorable discharge, physical appearance, <u>genetic identity</u> , familial status, <u>student status</u> , <u>domestic partner status</u> , receipt of rental assistance, refusal to disclose their social security number, <u>homelessness</u> , unemployment status or any other category protected by local, state or federal law.
3.4: Submitting a completed Ownership application and payment towards a " <u>Fair Share</u> " is required in order to become an Owner. An application for Ownership <u>shall</u> be subject to approval by the Board of Directors.	3.4: Submitting a completed Ownership application and payment towards an <u>Owner equity share</u> is required in order to become an Owner. An application for Ownership <u>may</u> be subject to approval by the Board of Directors.
3.5: The " <u>Fair Share</u> " is the dollar amount that is required to purchase an Ownership share. The Board of Directors may make provisions allowing the purchase of this share in installments over time and may allocate a portion of each payment as a non-refundable administrative fee. Any change to the amount of the <u>Fair Share</u> shall be approved by the Owners using the signed ballot process described in Section 4.7.	3.5: The <u>Owner equity share</u> is the dollar amount that is required to purchase an Ownership share. The Board of Directors may make provisions allowing the purchase of this share in installments over time and may allocate a portion of each payment as a non-refundable administrative fee. Any change to the amount of the <u>Owner equity share</u> shall be approved by the Owners using the signed ballot process described in Section 4.7.
3.6: An Owner is considered to be current and in good standing if the Owner has made a purchase at least once in the past 12 months and either the <u>Fair Share</u> is paid in full or the required installment payments have been made.	3.6: An Owner is considered to be current and in good standing if the Owner has made a purchase at least once in the past 12 months and either the <u>Owner equity share</u> is paid in full or the required installment payments have been made.
3.7: Ownership may be terminated voluntarily by an Owner at any time upon written notice to the Co-op. Ownership will be considered voluntarily terminated if not kept current. (NO CHANGES PROPOSED)	
3.8: Ownership may be terminated involuntarily only for cause by the Board of Directors, <u>provided the accused</u>	3.8: Ownership may be terminated involuntarily only for cause by the Board of Directors. "For cause" termination must be based upon seriously improper conduct that must include at least one of the

<p>Owner is first accorded an adequate opportunity to respond to the charges in person or in writing. "For cause" termination must be based upon seriously improper conduct which must include at least one of the following circumstances:</p> <ol style="list-style-type: none"> 1. A willful failure to deal fairly with the Co-op in connection with a matter in which the Owner has a material conflict of interest; 2. A violation of criminal law at or in connection with activities of the Co-op, unless the Owner had reasonable cause to believe his or her conduct was lawful or no reasonable cause to believe his conduct was unlawful; 3. A transaction with the Co-op from which the Owner derived an improper personal benefit; 4. Willful misconduct or disruptive behavior on a second occasion after clear written warning that such conduct or behavior could result in loss of Ownership status. 	<p>following circumstances:</p> <ol style="list-style-type: none"> 1. A willful failure to deal fairly with the Co-op in connection with a matter that the Owner has a material conflict of interest; 2. A violation of criminal law at or in connection with activities of the Co-op; 3. A transaction with the Co-op from which the Owner derived an improper personal benefit. 4. Willful misconduct or disruptive behavior that results in the Co-op serving a written notice of trespass to the Owner. <p>Person(s) who have had their Ownership terminated involuntarily may make an appeal in writing within 30 days of written notice of termination. Appeals may include a statement or other information in support of their request for reinstatement. Following receipt of appeal, the Board of Directors may, at their discretion, invite the person(s) to make their appeal in person. The Board of Directors may make decisions regarding reinstatement of Ownership in closed session.</p> <p>Reason for change: Make process safer to sever ties with Owners who have conducted themselves in seriously improper and sometimes unsafe ways while interacting with the Co-op or using the Co-op's services. Make it easier to return equity to those who are no longer allowed to use the Co-op's services in accordance with "Principle 1": Cooperatives are voluntary organizations, open to all persons able to use their services...</p>
<p>3.9: Upon termination of Ownership, all rights and interests in the Co-op shall cease except for rights to redemption of their Fair Share funds in accordance with these bylaws.</p>	<p>3.9: Upon termination of Ownership, all rights and interests in the Co-op shall cease except for rights to redemption of their Owner equity share funds in accordance with these bylaws.</p> <p>Reason for change: Removed branded term for Owner equity share ("Fair Share") for clarity.</p>
<p>3.10: The balance existing in each Owner's Fair Share account shall be refunded upon termination of Ownership, within 90 days of demand, subject to the Board of Directors determining when money is available for refunds and how much may safely be refunded each fiscal year.</p>	<p>3.10: The balance existing in each Owner's Owner equity share account is refunded upon termination of Ownership, within 90 days, subject to the Board of Directors determining when money is available for refunds and how much may safely be refunded each fiscal year.</p> <p>Reason for change: Removed branded term for Owner equity share ("Fair Share") for clarity.</p>
<p>3.11: Ownership rights and interests, including any Fair Share balance, may not be sold, assigned or otherwise transferred in any way to another person or entity except as provided for by the Board of Directors.</p>	<p>3.11: Ownership rights and interests, including any Owner equity share balance, may not be sold, assigned or otherwise transferred in any way to another person or entity except as provided for by the Board of Directors.</p> <p>Reason for change: Removed branded term for Owner equity share ("Fair Share") for clarity.</p>
<p>3.12: The Board of Directors may establish other categories of patrons (seniors or low income, for example) that may from time to time be extended certain Owner benefits, such as being able to make purchases at Owner prices, without having purchased a Fair Share, however these designations will not bestow any right to vote or to be elected to the Board.</p>	<p>3.12: The Board of Directors may establish other categories of patrons that may from time to time be extended certain Owner benefits, such as being able to make purchases at promotional Owner prices, without having purchased an Owner equity share, however these designations will not bestow any right to vote or to be elected to the Board.</p> <p>Reason for change: Removed unnecessary examples. Removed branded term for Owner equity share ("Fair Share") for clarity.</p>
<p>IV: Owner Meetings</p>	
<p>4.1: Meetings of the Owners shall be held in the City of Madison, State of Wisconsin. The specific time and location of these meetings shall be set by the Board of Directors and posted in the principal office. Notice of meetings will also be sent to all Owners at their address on record with the Co-op.</p>	<p>4.1 Meetings of the Owners shall be held in Dane County, State of Wisconsin. The specific time and location of these meetings shall be set by the Board of Directors and posted at all Co-op retail locations and on the Co-op website. Written notice of meetings will also be provided to all Owners in the Co-op newsletter at their email address or physical address on record with the Co-op within seven (7) to 30 days in advance, in accordance with Sections 185.13 and 185.15, Wisconsin Statutes.</p> <p>Reason for change: Some Co-op locations are not within the City of Madison; desire to increase accessibility to meeting notices for Owners; clarity regarding minimum posting requirements per Statutes.</p>
<p>4.2: The Annual Owners' Meeting will be held within 100 days of the end of the fiscal year. (NO CHANGES PROPOSED)</p>	
<p>4.3: A Special Meeting of the Owners may be called by the Board of Directors or by the President, or upon demand of the Owners as represented by a petition signed by one fifth of the current Owners, such petition stating the business to be brought before the meeting. In the instance of an Owner petition, the meeting must be scheduled no more than 45 days after receipt of the petition. Any business conducted at a special meeting other than that specified in the notice of the meeting shall be of an advisory nature only. (NO CHANGES PROPOSED)</p>	
<p>4.4: The President or someone appointed by the Board of Directors shall chair all Owners' meetings. Minutes shall be taken by one appointed by the Chair. The order of business shall be approved by the Owners. (NO CHANGES PROPOSED)</p>	
<p>4.5: Quorum at an Owners' meeting shall be 50 Owners. (NO CHANGES PROPOSED)</p>	
<p>4.6: All current Owners, whether fully paid or not, may vote in meetings of the Owners. Households, cooperatives or non-profits that are Owners shall each have only one vote and shall designate one person to cast that vote.</p>	<p>4.6: All current Owners, whether fully paid or not, may vote in meetings of the Owners. Households, cooperatives or non-profits that are Owners shall each have only one vote and shall designate one person to cast that vote. In the event that the Co-op receives more than one vote cast by an Owner:</p> <ol style="list-style-type: none"> 1. Electronic votes cast will take priority over any paper votes cast; 2. Paper votes cast by primary contacts on household Ownerships will take priority over paper votes cast by secondary contacts on the same Ownership;

CONTINUED ON NEXT 3 PAGES. BALLOT ON PAGE 5.

	<p>3. <u>The first paper vote received from an Owner contact will take priority over any other paper votes received from that same Owner contact.</u></p> <p>Reason for change: <i>Clarity for Owners regarding how votes are prioritized when more than one vote is received by the Co-op from the same Ownership.</i></p>
<p>4.7: Unless otherwise required by state statute or these bylaws, voting at an Owners' meeting shall be by majority vote. Voting on significant questions, including but not limited to amending these Bylaws, changing the <u>Fair Share</u>, or approving expenditures on expansion shall be by signed ballot in accordance with the following process:</p> <ol style="list-style-type: none"> 1. Ballots and the full text of the question being voted on along with the notice of the special meeting at which the ballots will be counted shall be mailed to all Owners. This special meeting shall be held no later than six weeks after the distribution of the ballots; 2. Votes may be cast by paper ballot or via an online voting process. Completed paper ballots shall be returned to the Co-op by mail or deposited in a ballot box designated for that purpose at the Co-op. The ballots shall be marked with the Owner's name, number, signature, and date of signing. Alternately, the Owner's name, number, and signature and date of signing may be marked on the outside of a sealed envelope containing the ballot; 3. Ballots shall be received <u>at the location of the special meeting</u> by the time that the meeting is called to order if they are to be counted as valid votes. <p><u>In addition to the signed ballot process, the Board may establish procedures for voting by electronic mail or through an Internet web site, and such votes shall be considered equivalent to submitting a signed ballot.</u></p>	<p>4.7: Unless otherwise required by state statute or these bylaws, voting at an Owners' meeting shall be by majority vote. Voting on significant questions, including but not limited to amending these Bylaws, changing the <u>Owner equity share</u>, or approving expenditures on expansion shall be by signed ballot in accordance with the following process:</p> <ol style="list-style-type: none"> 1. Ballots and the full text of the question being voted on along with the notice of the special meeting at which the ballots will be counted shall be mailed to all Owners. This special meeting shall be held no later than six weeks after the distribution of the ballots; 2. Votes may be cast by paper ballot or via an online voting process. Completed paper ballots shall be returned to the Co-op by mail or deposited in a ballot box designated for that purpose at the Co-op. The ballots shall be marked with the Owner's name, number, signature, and date of signing. Alternately, the Owner's name, number, and signature and date of signing may be marked on the outside of a sealed envelope containing the ballot. <u>In addition to the signed ballot process, the Board may establish procedures for voting by electronic mail or through an Internet web site, and such votes shall be considered equivalent to submitting a signed ballot;</u> 3. Ballots shall be received by the time that the <u>special</u> meeting is called to order if they are to be counted as valid votes. <p>Reason for change: <i>Removed branded term for Owner equity share ("Fair Share") for clarity. Moved last paragraph to section of bylaw where the ballot process is addressed. Reflects that ballots may now be cast at all Co-op retail locations as well as electronically and be considered received.</i></p>
<p>4.8: Petitions: Any matter that the Owners wish to put before the Ownership via a Co-op vote may be placed on the ballot in the following way:</p> <ol style="list-style-type: none"> 1. If a petition signed by at least five percent (5%) of the total number of Owners in good standing is submitted, the President shall place the issue on the ballot for the next regularly scheduled Co-op vote; 2. If a petition is signed by at least ten percent (10%) of the total number of Owners in good standing, the President shall schedule a special vote no sooner than 30 days and no later than 75 days from the date the petition is submitted. 	<p>4.8: Petitions: Any matter that the Owners wish to put before the Ownership via a Co-op vote may be placed on the ballot in the following way:</p> <ol style="list-style-type: none"> 3. If a petition signed by at least five percent (5%) of the total number of Owners in good standing is submitted, the President shall place the issue on the ballot for the next regularly scheduled Co-op vote; 4. If a petition is signed by at least <u>20 percent (20%)</u> of the total number of Owners in good standing, the President shall schedule a special vote no sooner than 30 days and no later than 75 days from the date the petition is submitted <u>in accordance with Section 185.13(3), Wisconsin Statutes.</u> <p>Reason for change: <i>Allowing 10% of the Owners to force a special meeting via petition to put an issue on the ballot is out of compliance with Section 185.13(3), Wisconsin Statutes, and the legality of holding such a vote and meeting could be called into question. In order for Owners at-large to exercise the authority to call for a meeting on a topic without directive from the President, (meetings are how votes are ultimately counted), they need consent of 20% of the Ownership.</i></p>
V: Board of Directors	
<p>5.1: The Board of Directors shall manage the business and affairs of the Co-op. In addition, the Board shall be responsible for the <u>hiring, evaluating, compensating and firing</u> of the General Manager.</p>	<p>5.1: The Board of Directors shall manage the business and affairs of the Co-op. In addition, the Board shall be responsible for <u>hiring, evaluating, compensating, and terminating</u> the General Manager.</p> <p>Reason for change: <i>Acknowledgement that the Board is responsible for the Co-op's relationship with the General Manager throughout their employment; "termination" covers a larger variety of ways a General Manager's relationship with the Co-op could end than simply "firing."</i></p>
<p>5.2: The Board of Directors shall consist of nine individuals. All Directors shall be Owners in good standing of the Co-op who are at least 18 years of age. The General Manager of the Co-op may not be elected or appointed to the Board and no more than two employees of the Co-op may serve as Directors at any one time.</p>	<p>5.2: The Board of Directors shall consist of nine individuals. All Directors shall be Owners in good standing of the Co-op who are at least 18 years of age. The General Manager of the Co-op may not be elected or appointed to the Board and no more than two employees of the Co-op may serve as Directors at any one time. <u>Only one person per Owner account can be elected or appointed to the Board at any one time.</u></p> <p>Reason for change: <i>To ensure that each Ownership represented on the Board receives only one vote.</i></p>
<p>5.3: Directors shall be elected for terms of three years, except that it may occasionally be necessary to have a Director elected for a shorter term in order to ensure that three terms expire in each year. (NO CHANGES PROPOSED)</p>	

<p>5.4: Elections for the Board of Directors shall be conducted by a signed ballot in accordance with the following process:</p> <ol style="list-style-type: none"> 1. Candidates must submit their candidate applications at least 30 days before the Annual Meeting. Directors will be elected during a voting period that is at least two weeks in length and includes the Annual Meeting; 2. Ballots and election information are distributed to all Owners along with notice of the special meeting at which the ballots will be counted in accordance with state statutes. This special meeting must be held within six weeks of the Annual Owners' Meeting; 3. Votes may be cast by paper ballot or via an online voting process. Completed paper ballots may be returned to the Co-op by mail or deposited in a ballot box designated for that purpose. The ballots shall be marked with the Owner's name, number, signature, and date of signing. Alternately, the Owner's name, number, and signature and date of signing may be marked on the outside of a sealed envelope containing the ballot; 4. In the event of a tie, the Board will decide which candidate receives the longest term or open position in question, unless the nominees can come to agreement on these matters amongst themselves. <p><u>In addition to the signed ballot process, the Board may establish procedures for voting by electronic mail or through an Internet web site, and such votes shall be considered equivalent to submitting a signed ballot.</u></p>	<p>5.4: Elections for the Board of Directors shall be conducted by a signed ballot in accordance with the following process:</p> <ol style="list-style-type: none"> 1. Candidates must submit their candidate applications at least 30 days before the Annual Meeting. Directors will be elected during a voting period that is at least two weeks in length and includes the Annual Meeting; 2. Ballots and election information are distributed to all Owners along with notice of the special meeting at which the ballots will be counted in accordance with state statutes. This special meeting must be held within six weeks of the Annual Owners' Meeting; 3. Votes may be cast by paper ballot or via an online voting process. Completed paper ballots may be returned to the Co-op by mail or deposited in a ballot box designated for that purpose. The ballots shall be marked with the Owner's name, number, signature, and date of signing. Alternately, the Owner's name, number, and signature and date of signing may be marked on the outside of a sealed envelope containing the ballot. <u>In addition to the signed ballot process, the Board may establish procedures for voting by electronic mail or through an Internet web site, and such votes shall be considered equivalent to submitting a signed ballot;</u> 4. In the event of a tie, the Board will decide which candidate receives the longest term or open position in question, unless the nominees can come to agreement on these matters amongst themselves. <p>Reason for change: <i>Moved last paragraph to section of bylaws where the ballot process is addressed.</i></p>
<p>5.5: Directors shall disclose their actual or potential conflicts of interest in any matter under consideration by the Board, and unless requested otherwise by majority vote of the other Board members, shall <u>absent</u> themselves from deliberation or decision on the matter. A Director who is an employee of the Co-op may not serve as President or Vice President of the Board.</p>	<p>5.5: Directors shall disclose their actual or potential conflicts of interest in any matter under consideration by the Board, and unless requested otherwise by majority vote of the other Board members, shall <u>recuse</u> themselves from deliberation or decision on the matter. <u>If there is a dispute regarding whether any conflict of interest or potential conflict of interest exists, the Board President or their designee running the meeting will make the decision.</u> A Director who is an employee of the Co-op may not serve as President or Vice President of the Board.</p> <p>Reason for change: <i>"Recuse" is the preferred synonym, easier to understand. Adds language to reconcile any disputes regarding conflicts of interest.</i></p>
<p>5.6: Any Director may resign at any time by written notice to the Board of Directors. The resignation shall take effect at the time the notice is received or at such a later time as is specified in the notice of resignation. The acceptance of the resignation shall not be necessary to make it effective. (NO CHANGES PROPOSED)</p>	
<p>5.7: The term of office of a Director may be ended prior to its expiration in any of the following ways:</p> <ol style="list-style-type: none"> 1. Automatically upon termination of a Director's Ownership in the Co-op; 2. By a 2/3 vote of the Directors present at a Board meeting if a Director has failed to attend three meetings of the Board in any 12 month period; 3. If a Director has acted against the best interest of the Co-op or has violated the Director's code of conduct, the Director may be removed by a 2/3 vote of the Directors present at a Board meeting, at which this item is on the agenda, provided that: <ol style="list-style-type: none"> a. the Director in question is first given no less than ten calendar days advance written notice that this subject will be on the Board's agenda, and b. the Director in question is accorded an adequate opportunity to respond in person or in writing regarding their alleged violation before the expulsion vote is taken by the Board; 4. By a majority vote of the Owners of the Co-op, using the ballot process described in Section 4.7. The quorum for a vote to recall a Director shall be five percent of the current Owners. (NO CHANGES PROPOSED) 	
<p>5.8: In the event of a vacancy on the Board of Directors, the Board may choose to temporarily fill the vacancy by majority vote of the Directors in office or to leave the position vacant. An election by the Owners at the next Annual Owners' Meeting shall fill the position for the remainder of the term, if any remains. (NO CHANGES PROPOSED)</p>	
<p>5.9: The Board of Directors shall meet at least once quarterly at a time and place determined by the Board and posted <u>in the principal office</u>. A quorum shall consist of a majority of the Directors in office. Special meetings of the Board can be called by the President, and all Directors shall be notified at least seven days prior to such a meeting.</p>	<p>5.9: The Board of Directors shall meet at least once quarterly at a time and place determined by the Board and posted <u>as per Bylaw Section 4.1</u>. A quorum shall consist of a majority of the Directors in office. Special meetings of the Board can be called by the President, and all Directors shall be notified at least seven days prior to such a meeting.</p> <p>Reason for change: <i>Reduces redundancy, ensures Bylaw Section 5.9 is not in conflict with Bylaw Section 4.1.</i></p>
<p>5.10: The Board of Directors shall establish a procedure for decision-making at their meetings. This procedure may be amended from time to time by the Board according to the decision making process then in effect. (NO CHANGES PROPOSED)</p>	
<p>5.11: The principal officers of the Co-op shall be a President, a Vice President, a Secretary, and a Treasurer. They shall be elected by the Board for a term of one year. The President and Vice President shall be Directors. The Secretary and Treasurer may be the same person and need not be a Director. (NO CHANGES PROPOSED)</p>	

CONTINUED ON NEXT PAGE. BALLOT ON PAGE 5.



5.12: The Board of Directors may remove any principal officer whenever in its judgment the best interests of the Co-op will be served thereby. **(NO CHANGES PROPOSED)**

5.13: If the office of the President becomes vacant, the Vice President shall become President. If the office of the Vice President becomes vacant, the Board of Directors shall appoint a Vice President to serve until the next officer elections. **(NO CHANGES PROPOSED)**

5.14: The Board or President may appoint standing or special committees to advise the Board or to exercise such authority as the Board shall designate. Members of all Board committees shall be approved by the Board and may be removed or replaced at the discretion of the Board. Committees shall elect their own chairs. Non-Director membership is encouraged for all committees, and they shall have all the same duties, responsibilities and voting powers as members who are Directors. The members of a committee may not include a majority of the current Directors. **(NO CHANGES PROPOSED)**

VI: Finances

6.1: The fiscal year of the Co-op shall be from the first Monday nearest June 30th to the Sunday nearest June 30th next, for a revolving 52/53 week cycle. The Board may change the fiscal year, based upon a finding that such a change is in the best interest of the Co-op.

6.1: The fiscal year of the Co-op shall be from the first Monday nearest June 30th to the Sunday nearest June 30th next, for a revolving 52/53 week cycle.

Reason for change: Board should not have power to change the fiscal year without a bylaws change.

6.2: The Board of Directors shall provide oversight related to the preparation and monitoring of an annual budget. A consolidated version of the budget as approved by the Board shall be published and distributed annually to the Owners. **(NO CHANGES PROPOSED)**

6.3: The Board shall ensure that a financial audit is conducted annually by a certified public accountant. **(NO CHANGES PROPOSED)**

6.4: Unbudgeted capital expenditures over one percent of the Co-op's total equity shall be approved by the Board of Directors. Any decision to buy or sell the Co-op's building(s) or to spend over ten percent (10%) of the Co-op's total equity on an expansion project must be approved by the Owners, using the ballot process described in Section 4.7. Total equity for these purposes is defined as (Total Assets-Total Liabilities=Total Equity). **(NO CHANGES PROPOSED)**

6.5: Net proceeds as defined in Chapter 185 shall be considered income to the Co-op and may be credited to allocated or unallocated surplus or reserves of the cooperative and may be applied to losses incurred in prior years. The Board may, at its discretion, pay out or allocate all or part of the net proceeds to the Owners as a patronage rebate.

6.5: Net proceeds as defined in Chapter 185, Wisconsin Statutes shall be considered income to the Co-op and may be credited to allocated or unallocated surplus or reserves of the cooperative and may be applied to losses incurred in prior years. The Board may, at its discretion, pay out or allocate all or part of the net proceeds to the Owners as a patronage rebate.

Reason for change: Specifies what Chapter 185 is referencing.

VII: Participatory Management

~~7.1: The Co-op supports participatory management. To that end, management of the Co-op shall be conducted in a manner that enables employees to be involved in the decision-making process, via direct input or representation by the Employee Council, which shall adhere to the Co-op purpose (statement) and make decisions on personnel issues that affect all employees.~~

Reason for change: The Co-op has received legal counsel that Bylaw 7.1 is illegal under the National Labor Relations Act which regulates the way in which employees participate in business decisions. Bylaw 8.2 currently nullifies the ability for the Co-op to enforce this bylaw. The Employee Council was not legally able to participate in personnel decisions and has been suspended. Currently, the majority of employees are now represented by a labor union. Bylaw 2.2.2.C as proposed continues to recognize important employee rights and their valuable contributions to the business.

VIII: Bylaws

8.1: These bylaws may be amended or repealed or new bylaws adopted only by vote of the Owners, using the ballot process described in Section 4.7. **(NO PROPOSED CHANGES)**

8.2: In the event that any provision of these bylaws is determined to be invalid or unenforceable under any statute or rule of law, then such provision shall be deemed inoperative to such extent without affecting the validity or enforceability of any other provision of these bylaws. **(NO PROPOSED CHANGES)**

BALLOT ON PAGE 5.

SPECIAL STORE HOURS

JULY 4, Independence Day Open 8:00am-6:30pm at all three stores.



BETHKE
HEATING & AIR CONDITIONING, INC

EMERGENCY SERVICE 24/7
251.2222

- Furnaces • Boilers
- Air Conditioners • Humidifiers
- Duct Cleaning • Maintenance Plans • Ductless Mini-Splits



FINANCING AVAILABLE

Locally Owned. Locally Operated.

BethkeHeating.com

POWER YOUR REVOLUTION



ON SALE NOW

100% FAIR TRADE

CERTIFIED ORGANIC



Health & Wellness

co-op deals: July 1-July 21



Andalou Naturals
**Cannacell
Shampoo or
Conditioner**
Moisture Hit, Daily Dose
8.5 fl oz • Save \$2.80-\$3
\$6.49/tx



Gaia Herbs
**Adrenal
Health Daily
Support**
60 cap • Save \$11
\$19.99/tx

Herban Cowboy
Body Wash
All Kinds on Sale!
18 fl oz • Save \$3
\$5.99/tx



Lakewood
**Organic Pure
Aloe Juice**
32 fl oz • Save \$2.80
\$5.99



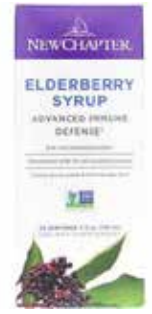
Enzymedica
Digest Gold
45 cap • Save \$10
\$19.99/tx



Garden of Life
Collagen MCT
Vanilla, Chocolate
408-420g • Save \$10
\$29.99/tx



NEW
New Chapter
Elderberry Syrup
4 fl oz • Save \$6
\$19.99/tx

Schmidt's
Bar Soap
All Kinds on Sale!
5 oz • Save \$2
\$3.29/tx




Nordic Naturals
**Reduced Sugar
Nordic Berries**
120 ct • Save \$8
\$26.99/tx




Jason
**Power Smile
Toothpaste**
6 oz • Save \$1
\$3.29/tx




co-op deals: July 22-August 4

Alaffia
**Coconut Reishi
Deodorants**
All Kinds on Sale!
2.65 oz • Save \$1-\$1.70
\$4.29/tx



Amazing Grass
**Effervescent
Greens**
All Kinds on Sale!
10 tab • Save \$1.50
\$6.99/tx



Shikai
**Everyday Shampoo
or Conditioner**
12 fl oz • Save \$2.50
\$5.99/tx



Megafood
**Melatonin
Gummies**
90 ct • Save \$8
\$24.99/tx



Organic Valley
Fuel Protein Shake
Vanilla, Chocolate or Coffee
11 fl oz • Save 50¢
\$2.49



Weleda
**Calendula
Diaper Care**
2.8 oz • Save \$5.50
\$9.99/tx



Natural Factors
Chewable DGL
Supports digestive health!
90 tab • Save \$5
\$9.99/tx



T-Relief
**XStrength
Pain Relief Cream**
3 oz • Save \$1
\$10.99/tx



Bulletproof
Brain Octane Oil
16 oz • Save \$8
\$17.99/tx




Frontier
**Organic
Hibiscus
Flowers**
1 lb • Save \$7
\$12.99/tx




coop™ deals

co-op deals: July 1-July 21



Nature's Path Organic Frozen Waffles

All Kinds on Sale!
7.4 oz • Save \$1.20

\$2.29



Goodpop All-Natural Fruit Pops

Watermelon Agave, Strawberry Lemonade, Coconut Lime
11 oz • Save \$1-\$1.30

\$3.99



Westbrae Organic Beans

All Kinds on Sale!
15 oz • Save \$1.58/2

2 for \$4



Late July Organic Tortilla Chips

All Kinds on Sale!
11 oz • Save \$2.98/2

2 for \$5



La Tourangelle Avocado Oil

16.9 oz • Save \$4

\$8.99



Wallaby Whole Milk Yogurt

All Kinds on Sale!
5.3 fl oz • Save 29¢

\$1.00



Woodstock Farms Natural Hardwood Lump Charcoal

8.8 lb • Save \$1.80

\$7.99/tx



Steaz Iced Tea

All Kinds On Sale!
16 FL oz • Save 49¢

\$1.00



Luna & Larry's Coconut Bliss

Vanilla Island
16 oz • Save \$2

\$4.99



Boulder Canyon Potato Chips

All Kinds on Sale!
5.25-6.5 oz • Save \$2.58/2

2 for \$4



R.W. Knudsen Just Black Cherry Juice

32 fl oz • Save \$1.50

\$4.99



Bragg's Raw Unfiltered Apple Cider Vinegar

32 fl oz • Save \$1

\$4.99



Sambazon Amazon Energy Drink

All Kinds on Sale!
12 fl oz • Save 98¢/2

2 for \$4/tx



Annie's Homegrown Organic Grass-Fed Shells and Aged Cheddar Cheese

6 oz • Save \$2.58/2

2 for \$5



Beyond Meat Brats

14 oz • Save \$2

\$6.99



Angie's Boom Chicka Pop Popcorn

All Kinds on Sale!
4.5-7 oz • Save \$1.98/2

2 for \$5



Wisco Pop Sparkle Drinks

Ginger, Lemon, Lime
4-pk • Save \$1

\$3.99



Seventh Generation Liquid Dish Soap

Free & Clear, Lavender & Mint
25 oz • Save 80¢

\$3.49/tx



Alden's Organic Ice Cream

All Kinds on Sale!
48 oz • Save \$3.50

\$5.99



Hope Hummus Organic Hummus

All Kinds on Sale!
8 oz • Save \$1

\$3.29



Barbara's Bakery Cheese Puffs

All Kinds on Sale!
5.5-7 oz • Save 98¢-\$1.58/2

2 for \$5



Miyoko's Creamery Cultured Vegan Butter

8 oz • Save \$1.30

\$3.99



Crystal Geyser Alpine Spring Water

1 gal • Save 50¢

99¢



Epic Pork Rinds

All Kinds on Sale!
2.23-2.5 oz • Save \$1

\$2.99



The specials on this page are valid July 1-July 21

All Specials Subject to Availability. Sales Quantities Limited.

JULY

co-op deals: July 22-August 4



Bitchin' Sauce Almond-Based Dip

All Kinds on Sale!
8 oz • Save \$1.50

\$4.49



Plant Snacks Cassava Chips

Sea Salt, Lime
5 oz • Save \$1.98/2

2 for \$5



Field Roast Apple Maple Breakfast Sausage

9.3 oz • Save \$1.50

\$3.99



From The Ground Up Cauliflower Pretzels

Sticks, Twists
4.5 oz • Save \$2.58/2

2 for \$5



Nature's Path EnviroKidz Eco-Pac Cereals

All Kinds on Sale!
23-25.6 oz • Save \$1.80

\$5.99



Garden of Eatin' Tortilla Chips

All Kinds on Sale!
16 oz • Save \$1.49

\$3.50



Mountain Valley Spring Water

Sparkling, Still
33.8 oz • Save 64¢

\$1.65



GoodBelly Organic Probiotic Fruit Drinks

All Kinds on Sale!
32 oz • Save \$1

\$2.79



Ben & Jerry's Ice Cream

Cherry Garcia, Half Baked, Phish Food,
The Tonight Dough
16 oz • Save \$2.50-\$3.30

\$3.49



KIND Bar

All Kinds on Sale!
1.4 oz • Save 99¢

\$1.00



Frontera Salsa

All Kinds on Sale!
16 oz • Save \$1-\$1.30

\$2.99



Noosa Yoghurt

All Kinds on Sale!
8 oz • Save 58¢/2

2 for \$4



Blue Diamond Nut Thins

All Kinds (except Artisan) on Sale!
4.25 oz • Save \$2.58/2

2 for \$5



Rudi's Organic Bakery Organic English Muffins

All Kinds on Sale!
12 oz • Save \$1

\$3.29



Talenti Gelato

All Kinds on Sale!
16 oz • Save \$2.30

\$3.49



Tate's Bake Shop Cookies

All Kinds on Sale!
7 oz • Save \$1.30

\$3.99



Tony's Chocolonely Chocolate Bars

All Kinds on Sale!
6.35 oz • Save \$1.50

\$3.49/tx



Harvest Bay Coconut Water

33.8 oz • Save \$1.50

\$2.79



Santa Cruz Organic Lemonade

All Kinds on Sale!
32 oz • Save \$2.98/2

2 for \$3



Tasty Bite Indian Entrées

Channa Masala, Veggie Tikka Masala,
Thai Vegetable Peanut, Thai Panang Ginger
Curry
10 oz • Save \$1.98-\$2.98/2

2 for \$5



Clif Bar Nut Butter-Filled Bars

All Kinds on Sale!
1.76 oz • Save 74¢

\$1.25



Rx Bar Protein Bar

All Kinds on Sale!
1.83 oz • Save 98¢/2

2 for \$4



Serenity Kids Organic Baby Food

Chicken, Beef, Turkey
3.5 oz • Save 70¢

\$2.29



Wyman's Frozen Wild Blueberries

15 oz • Save \$1

\$3.49



The specials on this page are valid July 22-August 4

All Specials Subject to Availability. Sales Quantities Limited.



WEST STAR ORGANICS HEMP FLOWER

Certified organic hemp flower! West Star Organics is now growing hemp! Theirs is grown in a greenhouse and is hand-trimmed, slow-dried, and cured. Premium hemp flower. Right now we have the T2 strain which is 14% CBD. Come and try it today!



TORTILLERIA ZEPEDA CORN TORTILLAS

Tortilleria Zepeda creates fresh, authentic tortillas from local corn. Their organic Hopi blue corn tortillas are at all stores, and their other varieties, including yellow corn, white corn, yellow corn with chia, and organic Wapsie Valley yellow corn vary by store. Made right here in Madison by local husband and wife Julian and Heidi Zepeda!



AVAILABLE AT WILLY EAST

Nantucket Spider Outdoor Garden Sticks: Meadow, Spiced Coffee, Sun & Sand, Woodland
Pacha Hand Soaps: Clarifying Charcoal, French Lavender, Sand & Sea
Gaia Herbs Microbiome Cleanse: 60 ct
Country Life Maxi Hair & Scalp Rescue: 30 sg
Hand in Hand Body Wash: Fragrance-Free, Cactus Blossom, Sea Salt
Right to Shower Head to Toe Bar Soap: Joy (tangerine and honeysuckle); Hope (aloe and dewy moss); Dignity (charcoal and cotton blossom); Strength (red ginger and currant)
Jenni's Pistachio Honey Ice Cream
Jenni's Milkiest Chocolate Ice Cream
Mammoth Creameries Keto Frozen Yogurt: Vanilla Bean, Peanut Butter, Chocolate
Montebello Tagliatelle
Montebello Maccheroni

AVAILABLE AT WILLY WEST

Boody Active Shorts: 2-inch or 5-inch, high-waisted or regular
Nantucket Spider Outdoor Garden Sticks: Meadow, Spiced Coffee, Sun & Sand, Woodland
Pacha Hand Soaps: Clarifying Charcoal, French Lavender, Sand & Sea
Gaia Herbs Microbiome Cleanse: 60 ct
Superior Source L-Theanine: 200 mg 100 tab
Country Life Maxi Hair & Scalp Rescue: 30 sg
Hand in Hand Body Wash: Fragrance-Free, Cactus Blossom, Sea Salt
Right to Shower Head to Toe Bar Soap: Joy (tangerine and honeysuckle); Hope (aloe and dewy moss); Dignity (charcoal and cotton blossom); Strength (red ginger and currant)
Chocolove Milk Chocolate Peanut Butter Bar
Chocolove Milk Chocolate Fruit and Nuts Bar
Chocolove Milk Chocolate Pistachio Bar
So Delicious Cheddar Flavored Coconut Shreds
So Delicious Mozzarella Flavored Coconut Shreds
Alden's Organic Double Strawberry Dairy-Free Ice Cream
Alden's Organic Muddy Brownie Dairy-Free Ice Cream
Alden's Organic Freckled Mint Dairy-Free Ice Cream
Wisconsin's Finest Mac and Cheese White Cheddar
Wisconsin's Finest Mac and Cheese Yellow Cheddar
Wisconsin's Finest Mac and Cheese Shells Aged Cheddar
Montebello Capellini
Montebello Conchiglia
Montebello Maccheroni

AVAILABLE AT WILLY NORTH

Boody Active Shorts: 2-inch or 5-inch, high-waisted or regular
Nantucket Spider Outdoor Garden Sticks: Meadow, Spiced Coffee, Sun & Sand, Woodland
Pacha Hand Soaps: Clarifying Charcoal, French Lavender, Sand & Sea
Gaia Herbs Microbiome Cleanse: 60 ct
Parissa Wax Strips: Face/Bikini or Legs/Body, 16 ct
Country Life Maxi Hair & Scalp Rescue: 30 sg
Hand in Hand Body Wash: Fragrance-Free, Cactus Blossom, Sea Salt
Right to Shower Head to Toe Bar Soap: Joy (tangerine and honeysuckle); Hope (aloe and dewy moss); Dignity (charcoal and cotton blossom); Strength (red ginger and currant)
Sweet Earth Enlightened Foods Green Chile Cheddar Sausage
Sweet Earth Enlightened Foods Hickory Sage Bacon
Van's Chocolate Chip Protein Pancakes

MADISON NEWBORN CARE

Sweet, Sweet
SLEEP

Learn more: madisonnewborncare.com | 608.509.7178

Community Room Class Calendar

Please see class descriptions for fees. Owners enrolled in the Access Discount Program receive a 10% discount. Payment is required at registration; please register by stopping at the Customer Service desk or by calling Willy West at (608) 284-7800 or Willy East at (608) 251-6776. For more information about individual activities and classes, see willystreet.coop/calendar.

Refund Policy: Unless otherwise specified in the description of the event, registration for events that Willy Street Co-op cancels will be refunded in full. Individuals who wish to cancel their registration must contact Customer Service with 72 hours notice to receive a full refund or transfer their registration to another class. No refunds or transfers will be granted for cancellations within 72 hours of an event. In order to cover costs incurred, there are absolutely no exceptions to the Refund Policy.

Out of an abundance of caution, Willy Street Co-op classes are canceled through the month of July. Watch social media and our website for an announcement when classes resume. Additional precautionary measures will be implemented when we begin to offer classes again.



Online shopping and delivery!

Order online and have your groceries delivered, or pick up at any of our stores.

See shop.willystreet.coop

(Online store not currently available on mobile devices.)

willy street co-op



Tenney Nursery & Parent Center

A Preschool & Community-based Parent Cooperative

1321 E. Mifflin St. | director@tnpckids.com | 255-3250



www.tnpckids.com



Pre-School age 2-5
Parent/Child Playgroup age 0-3
STATE LICENSED & CITY ACCREDITED



Visit our COVID-19 webpage

for up-to-date info on market operations and how you can support our farmers and safely buy directly from farmers!

dcfm.org/fresh/covid-19



Owners: know someone who should be a Willy Street Co-op Owner?

If someone you refer becomes an Owner, we'll give you a \$25 gift card!

New Owner must give your name and email address and/or phone number when signing up.

Gift cards may take up to 60 days before ready for pick-up. Offer for Willy Street Co-op Owners only.

willy street co-op



VOTE FOR THE BOARD AND PROPOSED BYLAW CHANGES. BALLOT ON PAGE 5.



Tortilleria Zepeda



by
**Megan
Minnick,
Purchasing
Director**

I've traveled extensively in Mexico, and some of my all-time favorite food memories (and memories in general) come from these travels—especially the states of Oaxaca, Jalisco, and Nayarit. Though I've eaten plenty of delicious Mexican food stateside, I've never found anything quite

as good as authentic, homemade Mexican corn tortillas. Corn tortillas have been a part of Mexican culture for thousands of years, and in many parts of Mexico, they are still an important part of every single meal. Mass-produced corn tortillas can be dry, tasteless, and brittle, but when they are fresh, made in the right way from real ingredients, and reheated in the correct way, corn tortillas are simply delicious.

So, when we were approached in the middle of February by husband and wife team Heidi and Julian, owners of a new local tortilleria called Tortilleria Zepeda, I was intrigued. Heidi and Julian make tortillas in the traditional way, using high-quality corn grown right here in Wisconsin.

Then I tried them, and it was love at first taste.

Because of the COVID-19 crisis that hit us all in March, getting these tortillas on our shelves took a bit longer than we hoped, but I'm happy to announce that you can now find them in stock at all of our stores. Look for them in the refrigerated section.

Below is an email conversation I recently had with Heidi and Julian. Enjoy!

How did you get the ideas to start a tortilla business?

Heidi left her home state of Wisconsin in 2013 to seek adventure south of the border in Puerto Vallarta, Mexico. There she met her husband, Julian Zepeda, who was working as a Marine Biologist. In 2016, they decided to set roots in Madison, Wisconsin near Heidi's hometown of Spring Green. Disappointed with the lack of "authentic Mexican" tacos in Madison, Julian quickly realized the reason behind the missing Mexican authenticity was the tortilla. He asked Heidi the following, "With fields upon fields of beautiful corn in Wisconsin, why is no one making fresh corn tortillas?" She responded, "great question!"

...and this is how the idea was born.

During Julian's childhood and into adulthood, he spent hours in the kitchen observing and helping his grandmother and mother prepare traditional Mexican dishes. He already

had quite a knack for preparing food and with the support of his family only a Skype call away, he was confident he could recreate the authentic style tortilla he grew up to love. Last year he furthered his education by participating in an apprenticeship in Mexico City and Guadalajara with leading "tortilleros" in the country, who taught him how to perfect the pre-Hispanic nixtamalization process to create the most authentic Mexican tortilla possible.

Heidi grew up on a grass-fed beef farm outside of Lone Rock, Wisconsin, so she is no stranger to agriculture and hard work. Through some previous contacts that her family knew from their farming days, she was introduced to Lonesome Stone Milling in Lone Rock, where they are currently renting production space.

Heidi, a local Wisconsin farm girl at heart, and Julian, who brings an authentic Mexican vision to food, believe themselves to be a winning pair to start a locally sourced Wisconsin corn tortilla company!

One thing that makes your tortillas really unique is your use of local corn. Can you tell me why you chose to use local and heirloom grains?

It was always our mission to support local farmers, but when we first started we were concerned that a local Wisconsin variety of corn would not create an authentic tortilla. We wanted to stay true to the authentic pre-Hispanic process of tortilla-making, in which the native corn of that region is used for tortilla production. We were pleasantly surprised with the outcome! The flavors of our tortillas are rich, fresh and authentic, and instantly made Julian nostalgic for his home country.

One thing that makes our tortillas unique is that we use the traditional pre-Hispanic, nixtamalization process to produce our "masa" (tortilla dough). This process has recently been lost in the industrialization of tortilla production, so that the tortillas can have an extended shelf life. In the nixtamalization process, the corn is cooked in an alkaline solution (in this case, pickling lime/calcium hydroxide) and soaked for 24 hours. The wet corn is then ground in a stone grinder and later mixed with water and a small amount of salt. We do not add any preservatives or additives, our ingredients are simple and transparent. Not only is the nixtamalization process the authentic traditional way to make tortillas, but there are nutritional benefits. There is a release of Vitamin B3 during the process and an increase in calcium and protein availability of the corn. Also, this process significantly reduces phytic acid, which blocks your absorption of zinc, calcium, and other important

minerals.

Julian was able to bring some of our tortillas with him to Mexico last fall for his family to sample. Julian's father and grandmother can be quite the critics when it comes to food, having owned restaurants in Mexico themselves. After they tried our Wisconsin corn tortillas, they were beyond impressed and gave him their utmost approval and applause.

You've started selling your tortillas at a very challenging time (COVID-19). What additional challenges has this presented?

It's been a strange time, but as a food manufacturer, it has a silver lining. The major challenge is just



pivoting our business model. Prior to COVID-19, we wanted to align ourselves with more restaurants and see our tortillas on many food menus around town, but with the closures of restaurants, we started focusing on retail options. Madison and the surrounding area has shown their support in incredible ways.

Where would you like to be in five years?

We would like to see our tortillas expand to new retailers and restaurants within the midwest region. Beyond the growth of our products and business, we also envision providing some type of community outreach, in the form of classes or tours, in which we can share an "Authentic Mexican Experience" with the community through food and education. We would also like to experiment with more products that align with "authentically Mexican." We have some really exciting, fun ideas for new tortilla flavors/varieties and some completely new product lines that we don't want to reveal quite yet!

How would you recommend heating your tortillas? What are a few of your favorite recipes?

The best way to reheat our tortillas is on the stovetop. It's important to heat your pan at a medium to high heat with no oil. Once the pan is nice and hot, place the tortilla in the pan for approximately 5 seconds and flip it a total of three times, until it starts to get flexible. If the pan isn't

hot enough, it does not get flexible and becomes hard, (which can be yummy too!). Also, wrapping a few tortillas in a damp paper towel in the microwave for about 30 seconds (all microwaves vary), is a great option for heating multiple tortillas.

Here are a few of our favorite recipes!

CHILAQUILES

Cut tortillas in strips. Fry in oil in a pan. Add salsa, top with an egg, avocado, sour cream, cilantro and cheese.

ENMOLADAS

Make (or purchase) a mole sauce.

Heat mole with chicken broth over a stovetop. Dip tortilla in mole sauce until it's nice and soggy.

Add shredded chicken in each tortilla to make a "taco." Top with cheese, sour cream and onion.

TORTILLA SOUP

Boil approximately 6 roma tomatoes. Remove skins, and blend in a blender. Sauté onion and garlic and add blended tomato puree.

Place onions, garlic, and tomatoes in a pot and add chicken (or veggie) broth, and one chipotle pepper. Fry or bake tortillas until they are chips.

Add chips to tomato broth, top with avocado, sour cream, cheese.

QUESADILLAS ON THE GRILL

Place corn tortilla on a hot grill. Top with shredded white melting cheese (Quesadilla cheese or Jack work well), fold tortillas in half and let the cheese melt. Enjoy!

SPECIAL STORE HOURS
JULY 4, Independence Day
Open 8:00am-6:30pm at all three stores.

Independents Day



by **Dean Kallas,**
Grocery
Category
Manager

Consolidation in the food industry has been a common occurrence for years, but in the past decade there has been an uptick in the number of acquisitions, especially of the natural and organic brands that we carry in our stores. As their growth slows down over time, many big-

ger food companies are attracted to the sizable growth that some of these much smaller brands can offer. There has also been a consumer preference shift towards more healthy foods with fewer ingredients, which makes purchasing these businesses more attractive. I believe that well-established brands can learn much from their smaller competitors, and these smaller companies can glean many good ideas and practices from their predecessors.

It is in this context and spirit that I recognize some of the great independent companies that we have the pleasure of working with at Willy Street Co-op! I will only highlight some of these brands, since there were many more than I imagined. My list is not meant to be exhaustive.

ALAFFIA

This company is based in Olympia, Washington and makes body care products from sustainable, certified Fair Trade, indigenous West African ingredients such as Shea butter. Their Social Enterprise Model is pretty amazing and worth exploring.

BOB'S RED MILL

Bob's is an employee-owned company in Milwaukie, Oregon. They produce a wide array of grains, baking mixes, and flours.

CROFTER'S ORGANIC

A family-owned Canadian business that has been making organic fruit spreads since 1990.

GOMACRO

A rural Wisconsin, family-owned company that makes organic plant-based protein bars.

HODO FOODS

Hodo creates plant-based foods in Oakland, California. They use organic beans and plant ingredients in all of their products.

HOST DEFENSE

They have been in business since 1980. They sustainably cultivate mushrooms on their farm that they use to make their supplements. They are a family-owned operation.

MIYOKO'S CREAMERY

Founded by Chef Miyoko Schinner. They churn out vegan cheese and butter.

NUTRIGOLD

They have been making whole food-based supplements since 2010. This family-owned-and-operated company is located in Utah.

POTTER'S CRACKERS

A Madison, Wisconsin-based and locally owned business that creates delicious organic crackers.

SAMBAZON

Their products are made from sustainably harvested acai berries that grow in the Amazon Rainforest. They exist to support family farmers and protect the biodiversity of the Amazon.

SIETE FAMILY FOODS

Siete is the product of a family health emergency. The Garza family created these grain-free foods to help their loved ones.

SOFRITO FOODS (FILLO'S SOFRITA BEANS)

This company was formed by the Caballero brothers who were recreating dishes from their youth to make their products.

TIERRA FARM

Tierra Farm is an awesome company located outside of Albany, New York. They sell certified organic fruits and nuts.

TRIBE 9

They have several brands under its umbrella: Ona, Yumbutter, Taste Republic, and RP's Pasta. They are located in Madison, Wisconsin.

W.S. BADGER

This company is a family-owned and operated crafter of quality body care products in New Hampshire. They support sustainable growing practices through their work and are a Certified B Corporation.

WHITE EARTH

White Earth harvests their organic wild rice by hand on non-motorized canoes to preserve the environment and ensure the quality of their rice.

Meat Prices



by **Jeremy Johnson,**
Meat &
Specialty
Category
Manager

The situation with meat is not unlike most other foods struggling with the unknown during this pandemic. Fears of meat shortages are no less real than the flour and sugar shortages seen earlier in the shelter-at-home

period. Those shortages appear to be stabilizing.

The meat situation developed under different circumstances than of other items. Those shortages were at retailers as consumers stocked pantry shelves beyond normal levels, and manufacturing and distribution needed time to catch up. There was never a real shortage of food.

BOTTLENECK

The meat situation is different with the bottleneck at the processing level. There is a real shortage of meat with reduced amounts coming through the pipeline, even as livestock supplies are growing at the farm level. This bottleneck has even affected smaller processors and is causing prices to go up.

Wisconsin Meadows' beef price increase is linked to their processor passing on COVID-19-related charges that they incurred as a result

of needing to be compliant with Federal law, as well as incentives to keep folks working. Specifically, they have changed their complete shift structure to ensure fewer people on an assembly line to comply with federal crowd-size directives. Fewer people on a line has reduced production speed which is limiting total kill capacity that is then limiting supply. This in turn is driving up retail prices even more.

Wisconsin Meadows' USDA processor has initiated testing on entry to the facility. This requires staffing and supplies in order to conduct testing and those things are a 100% additional cost. Wisconsin Meadows also started an essential worker pay bonus of around \$3/hr per employee which costs them nearly \$60,000 per month.

CAPACITY PROBLEM

It's not a supply problem but rather a capacity problem. Higher local consumption has led to higher demand for locally finished cattle but that has had a minor impact on overall pricing so far. On average local beef has gone up much less than most of the national suppliers.

FAIR PRICES

The farmers are still getting a fair price for their cattle and as soon as the costs are no longer passed on to us, and production is allowed to return to normal, prices should return to normal as well.

Advertise in the Reader

Reach over 34,000 Co-op Owners.

Affordable rates, wide reach, excellent returns.

Discounts for non-profits, Owners and for multiple insertions.

Find info here:
willystreet.coop/advertising

Call 608-237-1230 or email
readerads@willystreet.coop for more information or to place your reservation.

willy street co-op

Joe Sonza-Novera Landscapes

Rejuvenating the Landscape... One Garden at a Time

Providing Landscape Services and Stonework

jsn353@aol.com
608-335-5005

joesonzanoverlandscapes.wordpress.com

In these times, having the right home for you and your family to stay safer at home is our priority. We are all in this together, we are here and we care. Be well.

Powerful Results. Real People.

www.LauerRealtyGroup.com | 608.467.3220

LAUER REALTY GROUP



COMMUNITY SHARES OF WISCONSIN STANDS WITH THE BLACK LIVES MATTER MOVEMENT.

Willy Street Co-op has been a home to the CHIP[®] program for years. By donating 1% of your grocery bill at the register, you've helped us raise hundreds of thousands of dollars each year for local nonprofits to work for systemic change. In June the Co-op offered an additional way to donate to organizations specifically working to protect the health and safety of the Black community.

Because of your donations and a match by the Willy Street Co-op, over \$40,000 will support organizations including Community Shares of Wisconsin member nonprofits Freedom, Inc., Rebalanced-Life Wellness Association, and Urban Triage, a 2020 Inspiring Voices group.

It takes many people to pull together as one community. Thank you for your support.

COMMUNITY
CHIP
COMMUNITY SHARES OF WISCONSIN

 COMMUNITY
SHARES
OF WISCONSIN

communityshares.com

PRODUCE NEWS

Quick Pickling



by
Jess Catherine,
Purchasing Assistant

It feels like everytime I shop for food, I am trying to eat healthier. I say, "I am going to eat these beautiful vegetables I'm buying instead of those frozen pizzas."

Working through this pandemic means I haven't had extra time to plan, cook, and homeschool. So sometimes I need to extend the shelf life of the vegetables I buy, and eat them! Quick pickling is a good way. I am adding these to everything, slaw, grilled cheese sandwiches, chips and salsa, and anything with rice. It makes mundane food go from boring to amazing.

I tried two different styles of quick pickling, and found that both turned out to have subtle differences in flavor and were absolutely delicious. The first style of brine I used was apple cider vinegar and the second style used unseasoned rice vinegar. I chose some basic vegetables: red onion, cucumbers, and radish and jarred them separately. Almost

1 Tbs. granulated sugar
1 tsp. kosher salt
1 clove garlic, halved
1 large red onion, thinly sliced (2 cups)
2 Tbs. roughly chopped fresh cilantro
1 Tbs. olive oil

Directions: Combine vinegar, 1/2 cup water, sugar, salt, and garlic in a 16-ounce jar; cover with lid. Shake until sugar is dissolved. Add onion, cover with lid, and let stand for at least 20 minutes. Onion can be pickled and refrigerated up to 2 weeks. Just before serving, drain onion and toss with cilantro and oil.

Simply Pickled Veg

1/2 cup unseasoned rice vinegar
1 Tbsp. sugar
2 tsp. kosher salt
1 cup thinly sliced vegetables (such



any vegetable will work for quick pickling. Some of the most common are carrots, green beans, asparagus, peppers, cauliflower and beets.

This following recipe really sparked my fancy because I love cilantro on most everything, especially in the warmer months. I think basil would complement nicely here too!

Cilantro-Pickled Red Onion

1/2 cup apple cider vinegar

as carrot, chives, and/or cucumber)

Directions: Whisk vinegar, sugar, and salt in a small bowl until sugar and salt are dissolved. Add vegetables and let sit 10 minutes. Vegetables can be pickled three days ahead. Cover and chill.

Feel free to add other herbs and spices for a unique flavor! I like to add chili flakes and some fresh mint clippings to cucumbers and carrots. What are you going to try?

SPECIAL STORE HOURS

JULY 4, Independence Day

Open 8:00am-6:30pm at all three stores.

Announcing the 2020 Community Reinvestment Fund Winners



by Katie O'Connell-Jones, Owner Resources Coordinator—West

It is the time of the year when we announce with pleasure the recipients of the 2020 Community Reinvestment Fund Grants. Willy Street Co-op's Community Reinvestment Fund (CRF) began in 1992 to support local nonprofits' and cooperatives' developmental and educational projects in our community.

The fund got its start thanks to Owners who had not used their accounts and had not claimed their equity after three years of inactivity. This equity is considered abandoned and then donated to the Co-op's charitable fund. The Board of Directors allocates a portion of these funds annually in accordance with our bylaws and devotes them to educational and charitable purposes. Eligible grants from the CRF may be awarded to ventures that support food justice and/or access, sustainable agriculture, health and well-being, creating or developing cooperative businesses, or social change.

Our timeline this year was a little different due to the COVID-19 pandemic. The CRF committee had to delay initial meetings and the evaluation process to focus on the immediate needs of the Co-op's locations and learn more about how the pandemic would impact the organizations applying for grants and their projects. Finally in mid-April the committee was able to begin evaluating the applications. 29 organizations applied for a total of \$81,537 in funding. With \$25,000 allocated for funding we are excited to announce the 12 organizations receiving 2020 grants.

ABC FOR HEALTH: THE MIFFLIN LEGACY—A STORY OF COMMUNITY & SOCIAL JUSTICE \$2,500

ABC for Health has inhabited the historic Mifflin Street Co-op building since the store's closure in 2006. This project is one of ABC for Health's ways of honoring the history of the building and the community, by collecting stories and translating them into a new iteration of the mural on the northwestern facing facade. The mural would be the fourth iteration of public art on the wall and the process of designing and creating the mural will be captured on video. "We plan to continue to adorn the wall with public art that honors the evolving history, culture, and tradition of the Mifflin Street community: The social protests of the 1960s and 70s. The 1980s Mifflin Street Co-op food

security and social justice movements. The mid 2000s when ABC for Health moved to Mifflin to work with low-income, minority, and health disparity children and families at risk. The future of Mifflin is a story still unfolding." The mural will be visualized through collecting oral histories and family stories, and then incorporating the right history of the previous mural into the design. Funding supports videography, graphic design, and the work of the artist, historian, and person gathering family stories.

BACKYARD MOSAIC WOMEN'S PROJECT: GARDEN TRANSFORMATION PHASE TWO \$1,125

The Co-op first funded Backyard Mosaic Women's Project's community garden in 2015. The garden provides for incarcerated women with work release privileges to meet and garden as well as share a monthly meal. This year, the women will "design and install a simple, elegant composting container," and implement composting as a means to improve their accessible raised beds. "This engagement and education for women who are often ignored, without a voice or contribution to the community, is life changing." Following incarceration, the women may bring their children and families back to the garden to celebrate their work. The CRF supports pebbles and lumber for the composting structure and the carpenter's work.

BAYVIEW FOUNDATION: CREATIVE CULINARY EXPLORATIONS \$1,672

Building on the foundational work the Co-op has funded for youth interactive snack and meal preparation programming, Bayview Foundation will create opportunities for middle and high-school aged students to explore culinary career options to further develop cooking and vocational skills. "The Creative Culinary Explorations program will take students on eight excursions to working kitchens around Madison for themed workshops focused on teaching cooking skills, touring local facilities, and further exploring interests in the culinary field through first-hand experiences." Students will learn knife skills, cooking methods, seasoning, and food handling and safety. The grant supports program facilitators and supplies, ingredients, and fuel for transportation.

CATHOLIC MULTICULTURAL CENTER: CCC LOCAL FOODS WORKSHOPS \$1,539

Culinary Creations Catering is a social enterprise of the Catholic Multicultural Center offering individuals

facing employment barriers skills and support for stable employment through paid, hands-on training and work experience in the culinary field. The program provides classroom learning and job placement with employer partners and 90 days of post-placement support. This year, they plan to build on their pilot local foods instruction, introducing "trainees to the idea of working with fresh, local food in order to add to their employable skill sets and encourage more sustainable practices." The CRF grant supports the guest chefs, ingredients, transportation, trainee wages, and the employment and training coordinator in completing two interactive lessons related to working with fresh, local food. All trainees are paid for participation and will have opportunities to practice their skills working for the catering enterprise.

DARBO PANTRY PROJECT: MADISON FOOD CLUB DEVELOPMENT PROJECT \$3,000

After the Salvation Army closed their food pantry in the Darbo Drive Community Center, community activists developed the Darbo Pantry Project in 2019 to deliver free to low-cost CSA style bags of local produce to subscriber households in area Community Development Authority housing and the Eastpointe Apartments. This year, the project is positioned to expand their network of neighbors and youth supporting the project, grow their subscriber base, take the program into the Truax neighborhood, and explore developing a Madison Food Club worker cooperative of delivery drivers to service other parts of the City. Monies will fund the purchase of dedicated computers and technology to manage orders and build their social media presence. Funds also support the distribution and social media coordinators.

ELVER PARK NEIGHBORHOOD CENTER: SUMMER CSA COMMUNITY EXPERIENCE \$2,100

Continuing a partnership with the Theresa Terrace Neighborhood Center and FairShare CSA Coalition, Elver Park is expanding work previously funded by the Co-op to increase accessibility of fresh produce for the children and families served by their centers. This year, the program includes a "culinary series that highlights the uses of the farm fresh produce received in the CSA shares." Guest chefs will provide hands-on culinary experiences to teens and families at the centers and then distribute ingredients for preparing foods at home. Funds will purchase four farm shares, supplemental supplies, and support the local chefs.

LAKE VIEW COMMUNITY SCHOOL: GREAT GROWING GREEN GARDEN \$1,440

Lake View Community School's garden engages students, staff, and

families in outdoor learning while increasing food security. "Because all Lake View students and families live in an urban area and many are renters, few have the opportunity to grow fresh produce themselves at home." After installing raised beds seven years ago, they plan to compensate adult family members of Lake View students for regular watering and weeding of the gardens to increase accountability for the garden's care, recognize the value of volunteer time, and better maximize the benefits of the garden. The Community Reinvestment Fund supports 100% of the compensation for watering and weeding for 18 weeks at four hours per week.

MCFARLAND YOUTH CENTER: HEALTHY COOKING CLUB \$1,600

A community-based program for middle school-aged youth, McFarland Youth Center's healthy cooking and gardening club is for youth to repair, plant, and nurture garden plots. They will also complete healthy cooking projects as a group to foster teamwork, "change youth attitudes towards healthy and nutritious foods, and encourage ongoing positive choices in the area of healthy eating." Funds support cooking supplies and non-garden grown ingredients, repair materials for garden beds, and gardening supplies.

SHELTER FROM THE STORM MINISTRIES: MAYA ANGELOU HEALING GARDEN \$1,180

Shelter From the Storm Ministries has housed 94 individuals from homeless single mother families since their incorporation in 2017 and have a consistent wait list for services. Residents receive education, job training, financial literacy, drivers licensing, credit repair, and food and vehicle support along with child play and adult talk therapy at no cost. "The Maya Angelou healing garden will be designed by our residents with the help of the local Garden Club and Jung Garden Center and will utilize the free heirloom garden seeds provided by the Dane County Library system" as well as perennial plant cuttings from local gardeners. They are requesting discounted fruit trees and larger shrubs to plant in fall from local nurseries and plan to make plaques for the garden path with inspirational quotes from Maya Angelou. "Many of our residents have grown up in urban areas and have never had the opportunity to plant and grow much." Funds will support plantings, engraved garden markers, and gardening equipment and supplies.

TODAY NOT TOMORROW, INC: HEALTHY FOOD AND EARLY CHILDHOOD EXPERIENCES \$2,620

Volunteer-led and run, Today Not Tomorrow is an umbrella for organizations supporting youth and families

in the community. They are expanding the family garden programming at their family resource center, a collaborative of organizations led by women of color. They also operate a no-cost neighborhood market in the summer and fall in collaboration with Healthy Food for All and the UW Grow Program. Children and parents supported by Today Not Tomorrow organizations and from the East Madison Community Center plant and tend to the garden throughout the season and operate the no-cost market with compensation for their time. This year they are developing a "How to Plant and Care for Container Gardens" workshop. "Families participating will receive all the tools needed to plant and care for at least one large container garden, with their choice of produce... For families that do not have space, an area for container gardens will be designated adjacent to the family garden space." Additional cherry tomato, cucumber,

and cilantro container gardens will be planted to supply produce directly to the no-cost market. The container garden workshops will also provide two hands-on food preservation lessons with product to take home. The Community Reinvestment Fund will support stipends for parents and youth involved with carrying out the project as well as container gardening, food preservation, and program supplies.

TRUAX RESIDENT ADVISORY COMMITTEE: THE TRUAX WELCOME WAGON \$3,500

The Truax Resident Advisory Committee is a new grassroots organization made up of resident leaders who are women of color in the Truax neighborhood. Decisions are consensus-based, and so all resident leaders have a voice and participate in outreach, grant writing and making financial decisions about current funds. The Welcome Wagon

will create a means to build community, reduce violence and build resident leadership capacity. One of the neighborhood concerns is youth fighting, and to address the issue, they see a need to strengthen community relationships, particularly between parents. In partnership with the Community Development Authority and property managers, the Welcome Wagon will give new residents welcome baskets with cleaning supplies, gift cards for household needs, and information on community resources. They will share information, and encourage neighbors to get involved. The project will include developing a neighborhood specific FAQ to support new neighbors with important information, and training for the outreach team on how to distribute the baskets and greet neighbors. Volunteers will also receive t-shirts to wear while welcoming. Funds support the purchase of baskets and t-shirts, leadership training, and volunteer incentives.

healthcare to high-school students from community centers, alternative schools, or other organizations who work with underserved youth. The teens live, work and go to school in the same communities as their audiences and are able to provide local and teen-specific advice based on their own experiences with health. Educators are trained in storytelling; presentation skills; the dynamics of power, privilege and oppression; and facilitating collaborative, community-driven discussions. "The PATCH Program hires a group of high school students from the community and works collaboratively with them to build the workshops, identify priority audiences, and represent the needs of their peers." Funding covers the full costs of the workshops including teen educator trainers, training and compensation; materials; employee time for prep, delivery and evaluation; and a "dress rehearsal" for the teens to practice their skills in front of a live teen audience.

CONGRATULATIONS AND THANK YOU!

Congratulations to the winners of this year's grants and thank you to everyone who applied! This year's CRF review committee included Board Directors Trevor Bynoe and Stephanie Ricketts, Owners At-Large Alyssa Hartman and Melissa Wavellet, Cooperative Services Director Kirsten Moore, Education and Outreach Coordinator Liz Hawley, and Owner Resources Coordinator Katie O'Connell-Jones. Thank you to all our Owners past and present who make this funding possible.

WISCONSIN ALLIANCE FOR WOMEN'S HEALTH/ PATCH PROGRAM: PATCH FOR TEENS EXPANSION \$2,725

The Wisconsin Alliance for Women's Health Providers and Teens Communicating for Health (PATCH) Program educates young people about their healthcare rights and prepares them to take responsibility for their own health and health care. The teen expansion project will offer six free peer-to-peer workshops led by teen educators about

Advertise in the Reader

Reach over 34,000 Co-op Owners.

Affordable rates, wide reach, excellent returns.

Discounts for non-profits, Owners and for multiple insertions.

Find info here:
willystreet.coop/advertising

Call 608-237-1230 or email readerads@willystreet.coop for more information or to place your reservation.

willy street co-op

Pilates on Harrison

Quality Pilates in Your Neighborhood



710 Harrison Street
pilatesonharrison.com
608.709.1775

Find Energy Savings Here.



Partner with MGE to save energy.

Make mge.com your first stop.

- Get easy, low-cost ways to save energy.
- Use calculators to estimate your savings.
- Learn about incentives from Focus on Energy.

Join us in creating a more sustainable future.
Visit mge2050.com.

mge
Your community energy company

GS3343 03/31/2020

RECIPES

Radish, Arugula, and Red Onion Salad with Tangerines

Adapted from www.epicurious.com

Crunchy and vibrant, this salad is flavorful and refreshing.

2 tangerines
2 Tbs. radishes, finely chopped
12 radishes, thinly sliced
1 Tbs. red onion, chopped
1/2 c. red onion, thinly sliced
1 Tbs. lemon juice
1/4 c. olive oil
coarse salt
black pepper
1 fennel bulb, thinly sliced
3 c. arugula, chopped
1/4 c. mint

Directions: Finely grate 1 teaspoon worth of rind from the tangerines, place in a small bowl and set aside. Use a sharp knife to slice the top and bottom from each tangerine, then remove all peel and white pith, following the curve of the fruit. Slice vertically in half, then crosswise into 1/4-inch slices. Place in a large bowl and set aside.

Add the finely chopped radishes, the chopped red onion, and lemon juice to the bowl of tangerine peel, stir to combine, and let rest for 5 minutes. Slowly whisk in the olive oil. Season to taste with salt and pepper.

Place the sliced radish, sliced onion, fennel, arugula, and mint in the bowl with the sliced tangerines. Sprinkle with salt and toss to combine. Drizzle the dressing over the salad, and toss to coat. Transfer to a serving bowl, and enjoy.

Chimichurri Noodles with Shrimp, Sweet Corn, Seared Tomatoes

Adapted from www.dinnerwasdelicious.com

Light zucchini noodles are tossed with a sauce that's similar to pesto—made with lemon, parsley, and garlic, it is a bright, flavorful sauce that's good on everything. For a taste of summer in the dark days of winter, keep the extra sauce this recipe makes in the freezer.

1 1/2 c. fresh parsley, chopped
1/4 c. lemon juice
2 Tbs. red wine vinegar
2 cloves garlic, minced
2 Tbs. dried oregano
2 tsp. crushed red flakes
2/3 c. olive oil
salt
pepper
2 zucchini, noodled
1 corn ear, kernels removed
1 c. grape tomatoes, halved
8 oz. shrimp

Directions: Combine the parsley, lemon juice, vinegar, garlic, oregano, crushed red pepper, and 2/3 cup olive oil in the bowl of a food processor. Process until it forms a sauce, but is still full of texture. Taste and season with salt and pepper. Set aside.

Use a mandoline, julienne peeler, or (best!) a spiralizer to make long thin strips of the zucchini. Place in a large bowl and toss with enough of the chimichurri to coat. Set aside.

Place the corn kernels in a large bowl. Heat the remaining tablespoon of olive oil in a large skillet over medium-high heat. Place the tomatoes, cut side down, in the skillet and sear until they begin to soften and turn golden. Add to the bowl of corn. In the same skillet, sear the shrimp over medium-high heat about 1 minute on each side, until pink and opaque. Season with salt and pepper and add to the bowl of tomatoes and corn. Add the zucchini noodles to the pan, and toss over medium heat until just warmed. Transfer the zucchini noodles to the bowl of tomatoes, corn, and shrimp, drizzle with another dollop of chimichurri, and toss to combine.

Serve immediately, with more chimichurri at the table if you like.

Tortilla Espanola with Summer Squash

Adapted from www.honestfare.com

This egg dish is excellent cold or at room temperature, so it's a nice make-ahead option for brunch, a potluck, or a weeknight dinner. You'll need to flip it partway through cooking, so a nonstick or very well-seasoned pan is essential.

10 eggs
1/2 c. milk
salt
olive oil
1 yellow crookneck squash, sliced
1 zucchini, sliced
1/2 yellow onion, chopped
1/2 c. flat-leaf parsley, chopped
2 cloves garlic, minced
black pepper

Directions: In a large bowl, whisk the eggs until frothy with the milk and 1/3 teaspoon of salt. Set aside.

Coat a nonstick skillet in a generous amount of olive oil and heat over medium heat. Add the squash, onion, parsley, and garlic, and season with salt and pepper. Sauté until tender. Pour in the eggs, and cook for 1-2 minutes. Use a plastic spatula or wooden spoon to press against the perimeter of the tortilla to let more raw egg pour into the pan. Continue to do this while it's cooking. When the eggs are about 80% set, firmly place a large plate on top of the skillet. Carefully and quickly, while holding the plate tight against the pan, flip it over. Then slide the tortilla back into the pan so the less-cooked side can finish cooking. Continue to cook for an additional 2 minutes, then flip the tortilla onto a clean serving dish. Serve hot, or let it cool to room temperature, or refrigerate.

Pasta with Caramelized Onions and Bitter Greens

Adapted from www.marthastewart.com

This pasta dish is hearty, wholesome, and delicious. The onions give the greens rich depth of flavor, so if you're normally put off by greens, this might just change your mind!

1 Tbs. olive oil
1 1/2 Tbs. butter
4 onions, chopped
1 tsp. sugar
4 c. broth
salt
pepper
1 lb. fettuccine
1/2 lb. mustard greens, chopped

Directions: Heat oil and butter in a large heavy skillet over medium-high heat. Add the onions to the pan and sprinkle with sugar. Cook, stirring just once or twice, until well browned, 10-12 minutes. Reduce the heat to low, and continue to cook, stirring occasionally until very soft and tender, about 10 more minutes.

Transfer the onions to a bowl and set aside. Pour the broth or water into the skillet and bring to a boil over high heat. Cook, scraping the bottom of the pan, for 10 minutes. Season to taste with salt and pepper.

Cook the pasta in plenty of boiling salted water until a bit underdone. Drain. Add the pasta to the skillet, then add the greens. Cook, covered, until the greens are wilted, about 1 minute.

Divide among 4 bowls and serve topped with the reserved onions.

Roasted Fennel

Adapted from Harmony Valley

A simple and delicious Eat Local Challenge recipe.

2 fennel bulbs, sliced in half
4 Tbs. oil
1/2 tsp. salt
1 pinch black pepper

Directions: Preheat an oven to 400°F. Take the fennel bulbs and slice them in half from top to bottom, so you get two mostly flat halves. Place these halves in a baking dish or on a cookie sheet and drizzle with the oil. Sprinkle the salt and pepper over the bulbs. Place in the oven and roast or 15-20 minutes. If the bulb starts to dry out or become tough, pull them out of the oven and wrap in aluminum foil. This will essentially act as a steamer, resulting in a softer, delicious fennel bulb!



Save the date!

willy street co-op
Annual Meeting
will be held virtually
this year on July 9th.

Attend to hear the year in review and the financial health of your Co-op, answers to questions from attendees, speeches from Board candidates, and more.

See willystreet.coop/2020-Annual-Meeting for details.

All registered attendees will be entered to win prizes!

www.willystreet.coop **willy street co-op**

Instead of Wellness Wednesday,
we are offering a Wellness Any
Day Virtual Coupon!

willy street co-op Owners

GET 10% OFF

Wellness or Bodycare products

on any one transaction they choose
during the month of July.

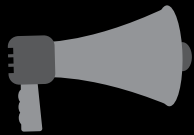
No paper coupon needed!

Discount can only be used one time 7/1/20-7/31/20 per Individual or Household Owner account. Coupon will not work again on an Owner account after being used; please plan your purchases accordingly. Not valid for online orders. No cash value.

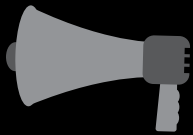


Just tell the cashier at check out that you would like to use this virtual coupon.

Advertise in the Reader



**Reach over 34,000
Co-op Owners.**



**Affordable rates, wide reach,
excellent returns.**

**Discounts for non-profits, Owners
and for multiple insertions.**

Find info here:
willystreet.coop/advertising

Call 608-237-1230 or email
readerads@willystreet.coop for
more information or to place your
reservation.

willy street co-op

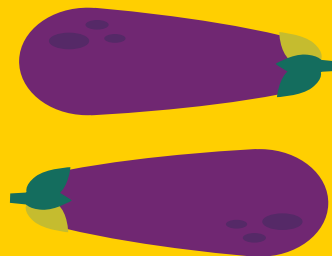
Visit our COVID-19 webpage

for up-to-date info on market operations and how you can support our farmers and safely buy directly from farmers!

dcfm.org/fresh/covid-19



willy street co-op
**EVERYONE
WELCOME!**



willy street co-op
FOLLOW US ON:



SPECIAL STORE HOURS

JULY 4, Independence Day Open 8:00am-6:30pm at all three stores.

**ATTORNEY
PAUL O'FLANAGAN**

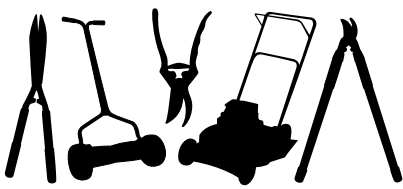
Coop member,
**PROGRESSIVE & LOCAL
LAW FIRM OFFERING:**

WILLS, TRUSTS, TAX,
ESTATE PLANS, PROBATE,
GUARDIANSHIP & FAMILY
ASSISTANCE TO FOLKS
AT REASONABLE COST.
FREE HOUSE CALLS.

CALL: 608-630-5068

**GET AN EDGE
ON SPRING.**

Bring your garden tools
in for sharpening!



ACE Hardware

1398 Williamson Street
(608) 257-1630 • acewilly@tds.net

LOCAL & FRESH.



Naturally.



THANK YOU FOR
YOUR BUSINESS!

FARMFRESHOIL.COM

Dentistry Done Differently

The Drill is Gone!

-and so is the Shot.....you won't need them!

And No Aerosols from Drills! Just Happiness and Health!

My mission is to offer the
most humane dental care ever created.

A revolutionary way to

Halt & Heal Tooth Decay



Great for all ages

FDA approved

*** No Drills * No Shots***

Dr. Chris Kammer's Victorious Dental

We're Upstairs! By appointment only.

8313 Greenway Blvd, Ste 200, Middleton

www.TheDrillIsGone.com **867-6060**

**willy street co-op
LOCAL PRODUCE
AVAILABILITY**

ITEM NAME	JULY	AUG	SEPT
Apples			x
Arugula	x	x	x
Baby Bok Choi	x	x	x
Beans, Green	x	x	x
Beets, Bunched	x	x	x
Blueberries	x	x	
Bok Choi	x	x	x
Broccoli	x	x	x
Brussels Sprouts			x
Burdock Root	x	x	x
Cabbage	x	x	x
Carrots, Bulk	x	x	x
Cauliflower		x	x
Celeriac, Bulk			x
Chard, Swiss	x	x	x
Collard Greens	x	x	x
Corn, Sweet		x	x
Cucumbers	x	x	x
Dandelion Greens	x	x	x
Eggplant, Globe		x	x
Fennel	x	x	x
Garlic		x	x
Herbs	x	x	x
Jerusalem Artichokes			x
Kale	x	x	x
Leeks		x	x
Lettuce	x	x	x
Muskmelon		x	x
Mustard Greens	x	x	x
Onions, Sweet	x	x	x
Parsnips			x
Peppers		x	x
Peppers, Poblano		x	x
Peppers, Spicy		x	x
Potatoes, Fingerlings		x	x
Potatoes, Purple		x	x
Radish, Beauty Heart			x
Radish, Daikon			x
Radish, Red	x	x	x
Rhubarb			
Rutabaga			x
Salad Mix	x	x	x
Scallions	x	x	x
Shallots			x
Spinach	x	x	x
Squash, Summer		x	x
Tah-tsai			
Tomatillos			x
Tomatoes, Heirloom		x	x
Turnips			x
Watermelon		x	x
Squash, Zucchini	x	x	x

Chart reflects planned availability; unseasonable weather and supply changes could affect availability.

Grown or raised in the state of Wisconsin, or within 150 miles of the Capitol building in Madison. **Completely and truly local.**

**VOTE FOR THE BOARD AND PROPOSED BYLAW CHANGES.
BALLOT ON PAGE 5.**



Staff Picks



TARA

Superior Fresh Baby Romaine Blend

All of Superior Fresh's salad mixes are lovely, but this one is filled with tender, mild-tasting baby romaine that I enjoy lightly dressed along with my breakfast, lunch, or dinner! Think of that perfect side salad you'd get with a quiche

or pressed sandwich at your favorite local cafe. This is the lettuce I imagine! I also am a big fan that it is organic and grown in Wisconsin. Available at North and West only.



MOURNING DOVE

Red Grapes

Red grapes + frozen bananas + lemon + water = pink lemonade smoothie. Perfect for a hot summer day! Or pop some in the freezer for an hour for a slightly frozen and refreshing dose of vitamin K.



AMY

Olden Organics Zoodles

Worth rotating into your meals. They have substance of their own, and while they don't replace the texture and flavor of pasta, they create a flavorful vehicle for sauce transport. Reduce your pasta intake with vegetables!



DEMETER

Derma E Jasmine Vanilla Lotion

When it comes to lotions I'm very picky, and I've finally found one I'll buy over and over again! It's moisturizing while not being too heavy and the scent is fantastic. It manages to stay subtle while still smelling like my favorite tea!



ABIGAIL

Wyld CBD Gummies

These CBD gummies are the absolute most delicious CBD gummy I've ever had (and honestly, the most delicious CBD product in general)! They are made with broad-spectrum U.S.-grown hemp, real fruit and sugar, and are vegan and gluten-free. These gummies have a lovely texture and amazing flavor (you won't even know it's CBD—really!) They come in four flavors: lemon, raspberry, blackberry, and huckleberry (my personal favorite), and are an excellent dose of 25mg per gummy.



ANGELA

Mount Hagen Organic Fair Trade Instant Coffee

Instant coffee has been a guilty pleasure, but with Mount Hagen, I have no more guilt. Fair Trade, organic, delicious. Really delicious! Dissolves in hot or cold, so you can make iced coffee quickly, or add it to a smoothie! Mount Hagen Instant Coffee is definitely my copilot.



Sprout Living Epic Coffee Mushroom Protein

I struggle eating breakfast. For years I would just have a cup (or three) of coffee. Now this is my go-to breakfast, and I feel so much better! 20 grams of protein, five-mushroom blend, real coffee. Plant-based, and sweetened with coconut sugar and a little stevia. I look forward to it every morning. I spike it with some Mount Hagen Instant coffee for an extra boost. Available at North and West only.



Organic Broccoli

Old Reliable, as it's known in our house. I think broccoli is the perfect veggie—versatile, tasty, nutritious. You can eat big old spears for dipping, or finely chop to hide in mac and cheese because your toddler won't eat it. Eat it raw, roasted, or boiled to mush. It's ALL good.



LAURA

evanhealy Rose Vetiver Day Moisturizer

evanhealy's products are all designed to work with and enhance your skin's natural beauty. I put this moisturizer on in the morning and am good to go for the day. It is light and breathable and smells so so nice. A little goes a long way; I've had my current container for over a year now!



CATE

Eden Organic Black Beans

So okay, I've thought for a long time that, hey, canned beans are canned beans... Turns out maybe they are not all created equal! I purchased the Eden Organic Black Beans when they were on sale recently and honestly, both the quality and taste seemed superior. These beans are exceptionally creamy and made my already AMAZING bean tacos even more amazing than usual :)



River Hills Harvest Health Cordial

Tastes great and good for you! The honey, clove, and cinnamon sweeten and complement the juice of the immune-boosting elderberry juice in a most delightful way. Take a tablespoon or two each day to keep the immune system up, or mix it with soda water for a delightfully refreshing spritzer!



Integrative Dental SOLUTIONS

Integrative Dental Solutions is a proud supporter of the **Willie Street Co-op**

NOT SURE WHERE TO GET STARTED?
Call us to Learn about Our **\$99** New Patient Special!

SMART Certified with Biological PPE since 2007!

www.WiNaturalDentist.com
262-746-5508



2 Convenient Locations in **Pewaukee & Glendale**

Advertise in the Reader

Reach over **34,000** Co-op Owners.

Affordable rates, wide reach, excellent returns.

Discounts for non-profits, Owners and for multiple insertions.

Find info here:
willystreet.coop/advertising

Call 608-237-1230 or email readerads@willystreet.coop for more information or to place your reservation.

willy street co-op

willy street co-op

FOLLOW US ON:






Beyond Good by Madecasse Madagascar Pure Dark Heirloom Chocolate

The flavor of this chocolate is like none other. I love it! It is super rich and creamy. This chocolate is so good that it has become the "secret ingredient" in my homemade chili! From the reading I have done, it seems that the owners of this company have a longstanding relationship with the growers of their cocoa beans and that the relationship has been one that respects and financially benefits the people growing these amazing heirloom criollo beans. I really hope so because I don't want to have to give up eating this chocolate. P.S.—this particular chocolate is vegan!



SHELLEY

Tillen T Farms MERRY Maraschino Cherries

Great for an Old Fashioned or to put in your ice cream. They have a wonderful quality and taste. They almost seem homemade. They are a must-have staple in my home.



Tucson Tamale Green Chili & Cheese

These are fat and delicious tamales. High quality. If you can't go out to eat and don't know how to make homemade tamales or don't have time, these are perfect. Cook one and have some rice and beans for a side. You can make two meals out of one pack.



KELSEY

Sassy Cow Salted Caramel Ice Cream

You have many salted caramel ice cream options to choose from. What makes this different is the saltiness—it's not overwhelming. I



promise you won't be taking a bite of cold salt!—but it's more noticeable than in other varieties. You really get that salty and sweet combo. Plus Sassy Cow is a great local business.



GT's Kombucha Watermelon Wonder

The cherry and lime juice rounds out the watermelon flavor beautifully for a refreshing summer beverage! Add vodka for a delicious summer cocktail!



EVAN

Miyokos Cheers to Cheddah spread

Super great for cheese and crackers or spread on toast with anything added. Great flavor and simple ingredients.



MELISSA

Forage Kitchen Kombucha

I prefer my booch to have lots of fizz. These new kombuchas from Forage Kitchen down on State Street here in Madison are certainly fizzy—and they have been filtered so they won't contain floating blobs which is good for those that don't enjoy the SCOBY bits. I also like that they are 12 ounces rather than 16. Plus, the can makes it easier to bring along to places you can't have glass bottles, like swimming pools, city parks, and some beaches. And why wouldn't you want to enjoy a nice, cold booch in any of those locales?



LIZ

El Rey Lemon Tortilla Chips

These chips are dangerous. Perfectly crisp and lemony. They don't stay in my house for long.



MEL

Follow Your Heart Vegenaise

I love vegenaise. Love it. It is the best-tasting mayo alternative I've ever tried (and I have tried many). I use the original and the reduced fat for sandwiches, coleslaw, dressing (vegan 1,000 island), and dips (as in, I dip my fries and Boca chik'n nuggets in it).



Madison Sourdough Grain and Seed Boule

This bread is light and fluffy but still has a lot of substance. It's the perfect size for small sandwiches or toast and pairs well with almost anything.



JOE

Primal Kitchen Salad Dressings

I like these dressings because they taste good and are made with healthier avocado oil instead of soy.

Ancient Nutrition Vanilla Bone Broth Protein

High-quality, paleo-friendly instant protein option. Tasty vanilla flavor makes it versatile for more mixing options.



Be a part of our new ad campaign!

Interested in participating?

Visit willystreet.coop/love-the-co-op.

We will work with you to set up a time for a brief interview and photo shoot.

All Owners who have photos taken will receive a \$50 gift card.

Photos will be taken at the store of the Owners' choosing between June and September. The photo and quotes will be used for advertising purposes, and the person will be identified as a Willy Street Co-op Owner with their first name and last initial. We expect the photo shoot and interview to take about 30 minutes. The interview will be audio recorded. Not all photos and quotes may be used.

willy street co-op

5NINES

CYBERSECURITY



5NINES has been securing Madison business computers, infrastructures and networks for 18 years. Visit security.5nines.com and learn how we can protect your business from costly downtime and disaster.

security.5nines.com

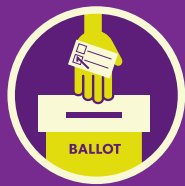
VOTE

For the Willy Street Co-op
BOARD CANDIDATES
AND BYLAW REVISIONS

Voting open July 1st - 21st at 6pm

This year you can vote by mail, in the store,
by email, or by phone.

See pages 5-12 for more information.



**THIS MONTH: Virtual
Wellness Any Day
coupon. See ad on page
24 for details.**

We Believe

Trust

Should Be Earned Every Step of the Way.

JOIN THE MOVEMENT


Monona Bank™

**Receive \$300 When You Open
A New True Checking Account
With Monona Bank.**

JUST FOLLOW THESE THREE EASY STEPS:

- 1 OPEN** a True Checking account with at least \$100. We make banking simple with no minimum daily balance requirement and no monthly service charge.
- 2 START** using at least two other qualified accounts or services which may include: online or mobile banking, debit or credit cards, Bill Pay, and other options.
- 3 MOVE** your direct deposits and payments, including your payroll or Social Security to your new account. ClickSWITCH makes it easy!

It's Easy. CONTACT ONE OF OUR BANKING ADVISORS TODAY.

Your \$300 bonus will be deposited into your new non-interest bearing account within 90 days after you complete these three easy steps. Of course, you'll need to keep your account in good standing and actively use your new account and services (5+ transactions per month). We really just want to be your bank. While we truly value our current clients, this special offer is only available to households that have not received a similar bonus in the past and don't currently have a checking account with us. Offer expires on December 31, 2020.

**BONUS
OFFER**

**Use your New Monona Bank
Visa® Credit Card to Earn \$100 in Points!**

Just make \$1,000 in qualified purchases in the first 120 days on your new Monona Bank Visa® Credit Card, and we'll give you an extra 15,000 ScoreCard® Rewards points which you can redeem for \$100.

- No Annual Fees and very competitive rates.
- 24/7 Fraud Protection with text, email, and phone alerts.
- SecurLOCK™ Equip lets you easily lock/unlock your card.

Special offer valid on all new credit card accounts opened on or before December 31, 2020. Bonus ScoreCard® Rewards points will be added to your account within 60 days of the end of the promotional period. You must be 18 years of age or older to apply.

VISIT mononabank.com TO FIND A LOCATION NEAR YOU.

BELLEVILLE | BROOKLYN | COTTAGE GROVE | CROSS PLAINS | MADISON | MIDDLETON | MONONA | SAUK PRAIRIE



Member FDIC | 5515 Monona Drive, Monona, WI 53716 • (608) 223-3000