

# The Harvest Beet

FALL 2021

est. 1979

NATURAL  
HARVEST

FOOD CO-OP

*Locally owned,  
organically grown.*

## Board Member Contact Info

### • BOARD OFFICERS •

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**VICE PRESIDENT • Victoria Ranua**  
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**TREASURER • Kelsey Gantzer**  
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### • BOARD •

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*Your quarterly source of information for healthy living!*

## General Manager's Report: Unprecedented!

**Anja Parenteau, General Manager & NHFC Owner**

Unprecedented! That is one word we have heard too often during the last 18 months regarding all things pandemic, but unfortunately it is the one word that describes a lot of what is happening right now very accurately.

Nationwide, statewide and right here on the Iron Range, we are seeing a labor shortage and resignation tsunami, like we have not seen before. The number of "Now Hiring" signs seem to be increasing and are getting larger every week. Here at the Co-op we are not immune to these trends and ask you to bear with us as we work to hire and train new staff as best as we can. In addition, there are still product shortages for various reasons, including a shortage of raw materials, packaging materials and again labor to harvest, pack and drive the goods to where they need to go. We are anticipating this to continue throughout the Holiday Season and are working hard at getting the products in that you have come to know and love! We thank you for your patience and kindness as you see out-of-stock signs for common products. Please understand some things will be out of our control for many months to come.

But pandemic or not, maintenance and other scheduled events still go on. We have been in the new building for almost 5 years already! The siding is getting re-stained and the parking lot restriped, and inside the store we have been working on some department resets. Another milestone we hit is the start of the repayment of owner loans. In early July, the owners who loaned the Co-op money for the

## Now Hiring!

**Are you looking to  
join a great team?**

We are hiring friendly foodies to work in our deli, grocery, and front end departments!

**\$13 Minimum Starting Wage**  
Plus staff discount and more...

**Fill out an application today!**



Visit our website or ask to speak with a hiring manager for more details

expansion with a 5-year loan, received their checks of principal plus interest. We are hoping to continue the repayment for the next 4 years, until all the owner loans have been paid back!

Last year, thanks to the pandemic, we hit our \$4 Million sales goal early; this year we are holding on to that growth. Basket size reports show that our shoppers are still buying ingredients for home cooked meals, and they are also supporting the Deli by purchasing delicious, prepared foods. We are also excited to report we are still signing up new owners, as you can see in every newsletter! The support of our community for this Co-op, and the way it nourishes people with quality food, has never been greater – unprecedented you could say!

In cooperation,

—Anja

## Patronage Rebate 2020 Update

**Anja Parenteau, GM & Stephen Levchak, Board President**

At the August Board Meeting, the Board accepted the General Manager's recommendation to not pay out a Patronage Rebate for 2020, following a review of our financial statements and tax consequences. Patronage rebates are the cooperative way to equitably return a portion of profit to our Owners – rest assured we are working hard to get us back on the road to profit, and back to sharing them with you – our Owners! The best way for you to help us get there, is to shop for your groceries at your Co-op! For more information on how Patronage Rebates work visit our website at: [www.naturalharvest.coop/your-co-op/become-an-owner](http://www.naturalharvest.coop/your-co-op/become-an-owner). Thank you for being an owner!

# NHFC Board Report: Board Members Needed in 2022

**Jenna Ballinger, Board Member & NHFC Owner**

I frequently get asked by community members, friends, and family why I joined the Board for Natural Harvest. My first answer is someone finally wore me down. The second answer is, because this is a community-focused business. Having worked in Community Health at Essentia the past three and half years, I know how vital these kinds of businesses are.

Natural Harvest Food Co-op started in the basement of a church right here on the Iron Range. It's grown to be the place we see now. A place that supports local farmers, other small businesses, non-profits, and the community at

large. Every month we give back to the community with our "Change Within Reach Program". In 2020, the Co-op collected \$14,600 in donations for local non-profits. If you walk throughout the store, you'll see countless items that are made or grown, literally, in your own backyard. I can't say that about big box stores. We are always finding new ways to support our community because we live here too.

Ok, now that I've waxed poetic about the store, let's talk a little about what's been happening on the Board. The 2021 Customer Survey was sent out and we saw more

participants than in previous years. Nearly 400 surveys were reviewed. We had lots of great feedback. We've started to discuss Diversity, Equity, and Inclusion at our Board meetings. As a Board, we think it's important that we are educated on the topic, so that is our next step.

Summer is usually a slower time for the Board but come fall and winter we'll have more updates. For now, things are going smoothly and we're settling in with our new Board members. We'll be attending our annual Board retreat soon so look for that info in our next newsletter!

*Change is constant – it is one thing that we can count on in life, and the Board of Directors is no exception. Each year, three Board positions are up for re-election. Over the next few months, we will be recruiting quality candidates to ensure the Co-op will be in good hands into 2022 and beyond. To begin this process, please read the top two FAQs potential candidates ask...and the answers to them! If you have any questions about serving on the Board of Directors, please reach out to the Board directly via email: [board@naturalharvest.coop](mailto:board@naturalharvest.coop).*

**QUESTION #1: What does a board member DO and what are the time commitments?**

**ANSWER: Duties and time commitments are listed below.**

DUTIES	TIME COMMITMENT	SUPPORTING INFORMATION
Attend/participate in monthly meetings, focusing on policy & governance, strategic planning/ goal setting in a teamwork environment	2 hrs. per month, sometimes less, rarely more	Meeting usually held on 3rd or 4th Tuesdays of the month, depending on members' schedules and availability
Meeting Prep Time - Read meeting materials in advance of the monthly meeting, jot down questions/comments	1/2 hr. per month	Materials are sent out one week in advance of meeting
Serve on a sub-committee, meet as needed	1 hr. per month during busy season 1/4 hr. per month in non-busy season	GM EVALUATION: Board monitor reports, GM evaluation and contract renewals EDUCATION: Plan Annual Meeting, Board Orientation, Yearly Board Retreat/Training PERPETUATION: Board member recruitment, owner engagement
Participate in consulting sessions by phone if scheduled, not required but highly beneficial	1 hr. per month	A professional Board consultant, experienced in Co-op management and board membership, provides up to 1 hour per month of consultant time, as requested. Meetings are scheduled as board members deem it desirable, on topics chosen by the board.
Volunteer with 1 or 2 special store events (such as Owner Appreciation Days, Anniversary events, etc.) per year	6 hrs. per year	One or two members are encouraged to volunteer at each event – no need for all members to attend all events!
Attend Board Orientation	4 hrs. per year	All Board members and GM are encouraged to attend this yearly event, as this is where new members meet existing members and a new team is formed!
Attend Board Retreat/Training	6 hrs. per year	Yearly Fall Retreat provides training with a professional consultant. This is team building/training with the GM and is a valuable learning opportunity
Communicate about and address other matters as they occur	1/2 hr. per month	Things pop up from time to time; weekly checking of email keeps board members apprised of any "in-between meetings" issues. Sometimes matters can be addressed via email instead of being placed on a meeting agenda.
<b>TOTAL</b>	<b>4-5 hrs. per month +16 hrs. per year</b>	<b>For regular board work For yearly events, combined</b>

**QUESTION #2: What skills and/or experience does a Board candidate need?**

**ANSWER: The ability to learn and work as a team member are necessary "skills". No Board experience necessary! Our consultant trains, other Board members mentor, the GM educates/appraises — and we all work together!**



# October is Co-op Month!

Celebrated by cooperatives nationwide during the month of October, National Co-op Month is an annual opportunity to raise awareness of a trusted, proven way to do business and build communities.

## WHAT IS A CO-OP?

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

## CO-OP VALUES —

Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

## CO-OP MONTH FUN FACTS:

- Globally, there are nearly one billion people who are cooperative member-owners.
- Minnesota was the first state to declare an official Co-op Month proclamation in 1948.
- Co-op Month has been a nationally-recognized celebration since 1964, when U.S. Secretary of Agriculture Orville Freeman, a former Minnesota governor, proclaimed October Co-op Month.
- As a member-owned enterprise, grocery cooperatives keep their pulse on the needs of the community. In every state, food co-ops transform their local economies by funneling revenue and profits back to employees, members, and neighbors.



## Have You Met Our New Wellness Manager?

Paige is a hard-working and passionate member of our team and is always happy to help you find the perfect Wellness product for your specific needs!

### What is your goal for the Wellness Department?

"I aim to continue to keep a great variety and quality of products our customers can respect."

### What's your favorite thing about Natural Harvest?

"My favorite thing about working at Natural Harvest is that I get to meet so many different people and build relationships with the community... and the deli food!"

### What's your favorite product at the Co-op?

"This one is impossible to answer as I think it changes every week! This week I think my favorite has to be the Sunleaf Clean Kitchen bar soap, it smells so good! I clean everything with it — counters, dishes, fruit and veggies, and it leaves the hands very soft."

### What do you like to do outside of work?

"I love to be outside as much as possible and spend time with my family."

## The Seven Co-op Principles

The cooperative principles are guidelines by which cooperatives put their values into practice.

### VOLUNTARY & OPEN MEMBERSHIP

Cooperatives are voluntary organizations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political, or religious discrimination.

### DEMOCRATIC MEMBER CONTROL

Cooperatives are democratic organizations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary cooperatives members have equal voting rights (one member, one vote), and cooperatives at other levels are also organized in a democratic manner.

### MEMBER ECONOMIC PARTICIPATION

Members 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. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any of the following purposes: developing their cooperative, possibly by setting up reserves, part of which at least would be

indivisible; benefiting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership

### AUTONOMY & INDEPENDENCE

Cooperatives are autonomous, self-help organizations controlled by their members. 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 members and maintain their cooperative autonomy.

### EDUCATION, TRAINING & INFORMATION

Cooperatives provide education and training for their members, elected representatives, managers, and employees so they can contribute effectively to the development of their cooperatives. They inform the general public — particularly young people and opinion leaders — about the nature and benefits of cooperation.

### COOPERATION AMONG COOPERATIVES

Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional, and international structures.

### CONCERN FOR COMMUNITY

Cooperatives work for the sustainable development of their communities, through policies approved by their members.



# Your Co-op Keeps Growing Since 1979

Natural Harvest Food Co-op started out as a small buying club in June of 1976. A small group of people united because they wanted access to a larger variety of nutritious whole foods at more reasonable prices. Eventually, this buying club grew to a point where their method of purchasing and distributing products became difficult to manage so they decided to further co-operate by starting a retail store. Natural Harvest Food Co-op opened for business in December 1979.

Our original storefront, located at 119 Chestnut Street, had a mere 600 square feet of retail space. It started with just a few bulk bins, some spices, and an upright freezer...then grew into a thriving little Food Co-op. By 1991 it became apparent that expansion was in order; ten consecutive years of double-digit sales

growth and the need for a better operating space fueled a big dream. Business and architectural plans were developed and through creative financing, the construction of our log building on Bailey Lake started in 1995. With many staff and volunteer hours, lots of hard work, in-kind donations from vendors, and a "buy-a-log program" the dream became a reality.

We have been growing in sales and ownership every year since! Sales approached \$2 million at the end of 2013 and in 2014 we were granted membership into the National Co-op Grocers (NCG). NCG is a business services cooperative for retail food co-ops that represents 148+ food co-ops operating over 200 stores in the U.S. NCG helps unify natural food co-ops in order to optimize operational and marketing resources, strengthen purchasing

power, and ultimately offer more value to natural food co-op owners and shoppers everywhere.

Since then our sales have kept improving! With support from our amazing owners and staff, our Co-op went through its second expansion and moved into a brand new store on the shores of Silver Lake in April of 2017. The new eco-friendly building has allowed us to serve our customers and community better than ever! We now have a deli with a hot bar and salad bar, a community room to offer educational classes and host community groups, as well as more retail space to offer a wider variety of products.

We look forward to more growth in ownership and sales to be able to support our Mission and Ends Policies for many years to come.





## END POLICIES OF NATURAL HARVEST FOOD CO-OP

*A greater sense of community. Community members are better informed about cooperative principles and personal and environmental health.  
People in our area have access to healthy foods.  
A vibrant local food economy.*

## MISSION STATEMENT OF NHFC

*At Natural Harvest Food Co-op, we are committed to a sustainable future through communication, cooperation, and education. We provide quality food, products, and services for the health and well-being of our families, our community, and our planet.*





# “Change Within Reach” Round-up Report

Once again, your contributions have added up in a big way! We would like to extend a huge “THANK YOU” to everyone who continues to donate to the program. Your nickels and dimes are helping make our Iron Range Community stronger. In 2020 shoppers collectively donated over \$14,400 for local charities.



## A LOOK BACK

In May we collected \$1,711.66 for **Ely's Historic State Theater**; in June \$1,749.20 was donated to the **Growing Together Virginia Community Gardens**; and in July \$1,898.51 was raised for the **Greenhaven Inclusive Community Playground**.

## LOOKING AHEAD

September contributions will fight weekend hunger by helping the **United Way of NE MN Buddy Backpacks Program** provide backpacks filled with nutritious, non-perishable, child-friendly food items to school children who are at-risk of going hungry over the weekends.



October donations will be collected for the **NHFC Microgrant Fund**. Your donations will be used to directly support local farmers by providing microgrant funding to assist with expanding their operations. These microgrants are intended to help achieve the production of high-quality, sustainably grown food and increase overall access to local, healthy food for all our community members.



Your November donations will support **VinE (Volunteers in Education)**. Your donation will be used to recruit tutors, train them, and provide the technology needed to connect with students.



If your non-profit organization would like to apply for the Change Within Reach Round-up program, please visit the Co-op's website [www.naturalharvest.coop](http://www.naturalharvest.coop) for more information.

# Warm Up With Chili Season!

A good bowl of chili brings together simple ingredients to create big flavor. Warm up with these hearty and nutritious vegetarian recipes! Recipes reprinted by permission from [welcometothetable.coop](http://welcometothetable.coop). Find recipes, plus information about your food and where it comes from at [welcometothetable.coop](http://welcometothetable.coop).



## Black Bean Chili

**Yields:** 4-6 servings

**Prep Time:** 1 hour, 20 minutes;  
15 minutes active

### INGREDIENTS:

1 cup dried black beans  
4 cups water  
2 large carrots, chopped  
1 medium green pepper, chopped  
1 15-ounce can diced tomatoes  
1/4 cup quinoa  
1-1/2 tablespoons chili pepper  
1 teaspoon salt

### DIRECTIONS:

Sort and rinse the black beans. Place in a large pot with the water and bring to a boil, then cover and cook on medium-low for 45 minutes. Add the carrots, green pepper, canned tomatoes and juices, quinoa, chili powder and salt. Return to a boil, then reduce to medium-low and cover the pot. Cook for 20 minutes, until the beans and vegetables are tender. Uncover and simmer for 5 minutes to thicken slightly. Serve hot.



## Veggie Chili with Beer

**Yields:** 5 servings

**Prep Time:** 30 minutes;  
15 minutes active

### INGREDIENTS:

2 teaspoons extra virgin olive oil  
1 medium onion, chopped  
1 tablespoon chili powder  
1/2 teaspoon chipotle powder  
1 medium yellow bell pepper, chopped  
1 medium green pepper, chopped  
1 large carrot, chopped  
1 cup wheat beer, red ale or lager  
1 14.5-ounce can fire-roasted tomatoes, pureed  
1 15-ounce can kidney beans, drained  
1 teaspoon dried oregano  
1/2 teaspoon salt

### DIRECTIONS:

In a large pot, heat the olive oil. Sauté the onion for 5 minutes over medium heat, until soft. Add the chili powder and chipotle and stir until fragrant, then add the peppers, carrot and beer. Raise heat to high and bring to a boil, then cover and reduce to medium-low for 5 minutes. Uncover and add the remaining ingredients, stirring to combine. Simmer for another 5-10 minutes to combine the flavors and thicken.



## Three Bean Chili

**Yields:** 6 servings

**Prep Time:** 40 minutes

### INGREDIENTS:

2 tablespoons canola or vegetable oil  
1 cup onion, diced  
1/2 cup green bell pepper, diced  
7 ounces vegetarian ground beef  
1 28-ounce can diced tomato  
1 15-ounce can kidney beans  
1 15-ounce can red beans  
1 15-ounce can pinto beans  
1 packet chili seasoning

### DIRECTIONS:

In a medium, heavy-bottomed pan, heat the oil over medium heat. Add the diced onions and pepper and sauté on high heat until soft, about 5 minutes. Crumble vegetarian ground beef into the onion mix and brown, as you would with ground beef. When cooked through, add beans and tomatoes, and bring to a boil. Simmer, stirring often, for 30 minutes, or until thick.

Notes: if you prefer, substitute ground turkey or beef for the vegetarian meat. Also, cornbread flecked with diced jalapeño peppers makes a tasty accompaniment to this hearty chili.

## A warm welcome to our newest Natural Harvest Owners!

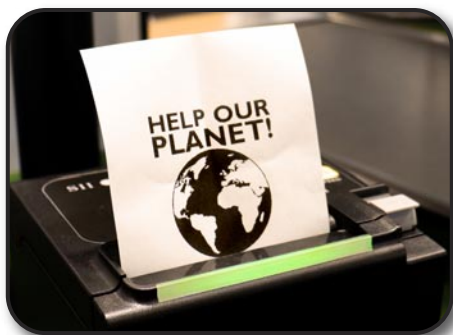
Therese Elron (Charlottesville, VA)  
Jean Rivard (St. Paul, MN)  
William Trenberth (Chisholm, MN)  
Carol Knuti (Embarrass, MN)  
Diane Folscher (Virginia, MN)  
Warren Ross (Eveleth, MN)  
Ryan Jones (Hoyt Lakes, MN)  
Sunshine Kliewer (Virginia, MN)  
David Saranen (Virginia, MN)

Aaron Welch (Virginia, MN)  
Angela Pasch (Virginia, MN)  
Harley Mead & Elise Mickelson  
(Embarrass, MN)  
Susan Bayliss (Cook, MN)  
Karen Moberg (Eveleth, MN)  
Rachel Drake (Gilbert, MN)  
Barbara Godlin (Ely, MN)  
Jana Toman (Chisholm, MN)

Andrea Kannas (Ely, MN)  
Cathy Egan (Britt, MN)  
Sally Gill (Ely, MN)  
Rhonda Haugstad (Duluth, MN)  
Karen Butkovich (Chisholm, MN)  
Richard & Jill Moody (Hibbing, MN)  
Nina & Joel Ribar (Cotton, MN)  
Carol Wonderlich &  
Amy Wanhala (Angora, MN)

Jamie Douglas (Meadowlands, MN)  
Evelyn Raida (Virginia, MN)  
Teresa Appelwick (Mnt. Iron, MN)  
Nancy Salminen (Ely, MN)  
Viva Kuitunen (Aurora, MN)  
Patricia Dickman (Chisholm, MN)





## Go Green with E-receipts

Every little bit helps! Did you know, as an Owner you can request to opt out of receiving paper receipts? By opting out you will reduce paper waste with each purchase made at your Co-op and your receipt will be emailed to you instantly. You can join 425+ of your fellow Owners in opting out of paper receipts by sending us an email request ([info@naturalharvest.coop](mailto:info@naturalharvest.coop)) or by asking a cashier upon your next visit. To process the update, we will need a current email address listed under your Owner account. Thank you for adopting green practices with your Co-op!

## Call for Artists: Display Your Art

Your Co-op is now accepting art display submissions for 2022. We are looking to feature the work of local artists in the front seating area. Art displays run monthly from beginning to end of each month and work must be in a format that is able to hang on a hook and rod display system. Natural Harvest does not charge any commission fees or handle the sales of artwork. If the artwork is for sale, interested parties will be instructed to contact artists directly for purchase.

Approved artists will be asked to answer a handful of brief interview questions and have their pictures taken in front of their display. The answers and images will be shared on the Co-op's marketing channels. This includes social media, the website blog, email blasts, and possibly the newsletter.

If you or someone you know is interested in displaying, please submit an email request that includes digital sample images of your work to [info@naturalharvest.coop](mailto:info@naturalharvest.coop). Once received, your artwork content will be reviewed for approval and we will contact you with further information.



## Trick or Treat at the Co-op

Stop by the Co-op on Halloween for treats! Costumed customers of all ages will receive treats at the register. As always, you can count on your Co-op to provide treats that are free of artificial flavors and colors. We will also have allergy friendly and organic options available. Just say the words "Trick or Treat" and our cashiers will be happy to delight you with yummy Halloween treats. We look forward to seeing your costumes!

## Owner Appreciation Days

**October 18th-23rd**

**10% Discount for Owners**  
on the shop of your choice

- Max discount \$10
- Not valid on Co+op Basics
- Valid Oct. 18-23 only
- One-time use

**No coupon needed!**



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**NATURAL  
HARVEST**

**FOOD CO-OP**

*Locally owned,  
organically grown.*

~ ON SILVER LAKE ~  
**OPEN MON - FRI: 8 AM - 7 PM**  
**WEEKENDS: 9 AM - 6 PM**

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Visit us online! Like us on Facebook, and follow us on Instagram @NaturalHarvestCoop!

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