

# First Alternative NATURAL FOODS CO-OP

Fresh, local, organic groceries for everyone

North Store: 2855 NW Grant Ave • South Store: 1007 SE 3rd St

# The SCOOP

November 2024



From the  
Board President

## Jasmin Woodside

Hello wonderful community! I have really been enjoying the harvest display at the south store. The silly pumpkin display makes me happy every time I walk into the store. Also the colorful cauliflower, apple varieties, and samples that are always out on the floor. Thank you so much to the hard working staff for making the shopping experience special. I personally love change. There is something comforting about our changing seasons as well as the ability for our systems and surroundings to adapt to change. It can be scary at times, but keeping our eyes on the outcomes of change brings a confidence that we will be able to handle any unintended consequences that may arise.

My work on the Co-op board allows for the monitoring of outcomes and we have seen our share of change in 2024. The Co-op Board of Directors (BoD) has the responsibility of realizing our Owners' visions of

the Co-op through our work of governing. We use a governing framework called Policy Governance, also known as the Carver model of governance. One of the strengths of this model is it allows the Board to monitor our Co-op's success without meddling or derailing operations. We accomplish our work on initiatives via Board committees. The Board runs independently while remaining in coordination with the General Manager and the Co-op operations teams.

*Continued on next page...*



**Look inside to learn more about supporting North American Traditional Indigenous Food Systems (NĀTIFS)**

## November Board Committee Meetings

Owners interested in virtual attendance should contact [BREC@firstalt.coop](mailto:BREC@firstalt.coop) for details.

### Owner Relations Committee:

The conduit for communication between Owners and the Board.

**Monday, November 11, 5:30pm**

### Board Recruitment & Elections Committee:

Working to recruit qualified Board candidates.

**Wednesday, November 13, 5pm**

### Finance Committee:

Reviews, analyzes, and makes recommendations on financial matters.

**Wednesday, November 13, 4:30pm**

### Board of Directors:

Elected Owners putting our cooperative principles into action.

**Tuesday, November 26, 6pm**

**Two locations  
Open daily  
7am - 9pm**

**We will be closed on  
Thursday, Nov. 28 for  
Thanksgiving.** Regular hours  
will resume Friday, Nov. 29.



Continued from previous page...

From the Board President

# Jasmin Woodside

Our Board is active and engaged, often putting in long hours, whether on GM search and interviews, financial reviews, policy refresh, or looking forward to our future and how we may best set the Co-op up for success in a rapidly changing environment.

The First Alternative BoD has four standing and one ad hoc committees to support its work. Each committee has a charter and a chair elected annually from the serving directors.

- Board Recruitment and Elections Committee (BREC)
- Executive Committee (EC)
- Finance Committee (FC)
- Owner Relations Committee (ORC)
- Policy Governance (ad hoc)

BREC is chaired by Patrick Monroe, with fellow Board member Lauren Burns, staff liaison Emily Daniel, and Owner Judy Forgey as advisors. It's responsible for seeking excellence, continuity, and stability in the leadership of the organization by finding qualified Board candidates. BREC is responsible for managing the election and referendum process. When we need a vote from the Owners, whether it's to elect Board members or consider changes to our bylaws, BREC's systems and experience carries us through nearly flawlessly. BREC was also able to implement Rank Choice Voting for the Co-op, bringing us in line with Benton County voting.

The Executive Committee is chaired by the BoD President, me, Jasmin Woodside. Also serving on the committee are fellow Board officers Dana Monroe, Kate Woods, and Rob May. The Executive Committee's role is to ensure that the Board's business is conducted efficiently and effectively. We create the Board's monthly meeting agendas. The Directors on the Committee are responsible for coordinating the Board's supervision and review of the General Manager.

The Finance Committee is chaired by Jeremy Northway with director Rob May also serving. This Committee also has several Owner members as well as staff

serving on it. It is an Advisory Committee to the BoD. The Committee's purpose is to review, analyze, and make recommendations to the BoD on financial matters thereby assisting the Board and expediting any necessary approvals. In performing this function, the Committee will review financial reports, budgets, investments, etc. as they are submitted or proposed by management. The Committee may make suggestions to management on financial matters and on the reporting to the Board. Each Board director has a fiduciary responsibility to our Owners and is one of our most important roles on the Board. We have a legal and ethical obligation to act in the best interest of our Owners, instead of our own interests and the Finance Committee helps the full Board fulfill this role.

ORC is chaired by Kestrel Bailey with fellow Board member Frank Hall serving in addition to staff member Donna Tarasawa and advisors Judy Dugan and Lisa Scherf. The Committee is an Advisory Committee to the BoD. The Committee's purpose is to help the Board reach out to the Owners, make connections, and educate our Owners about our yearly financial outcomes and what makes our business special.

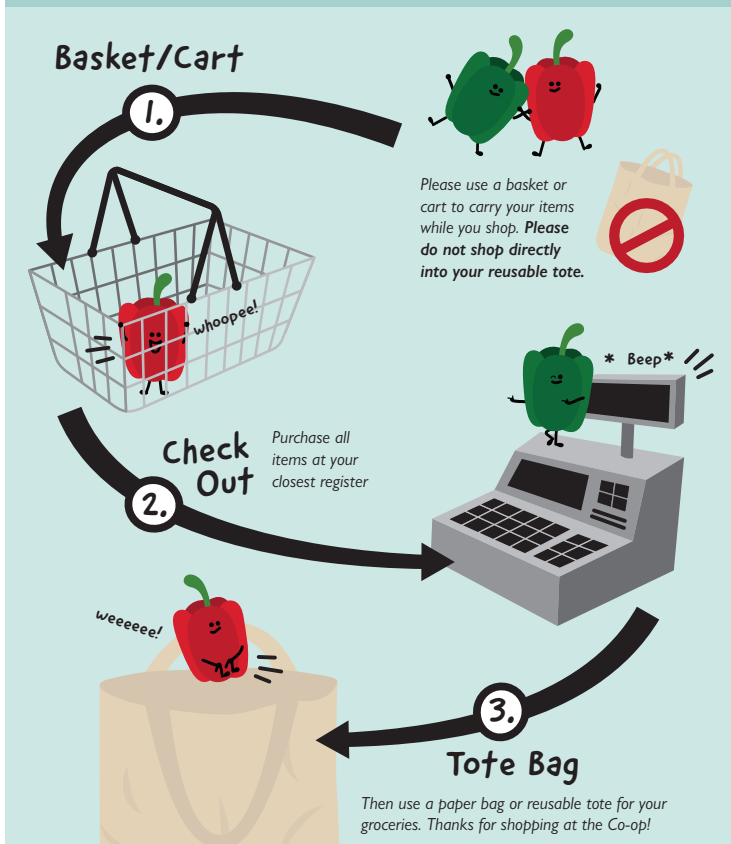
Policy Governance ad hoc Committee is chaired by Kate Woods with Kathryn Duvall also serving. The PG ad hoc committee has taken on the refresh of our policies. They are guiding our full Board through discussions and review, along with input from the General Manager, on our current policies.

Kudos to each and every Director and kudos to our Ownership for continuing to shop and bring vibrancy to our stores!



The Co-op Board of Directors: Back row: Frank Hall. Middle row: Rob May, Jasmin Woodside, Lauren Burns, Kate Woods. Front row: Kestrel Bailey, Dana Monroe, Kathryn Duvall. Not pictured: Patrick Monroe & Jeremy Northway

## Thank You for Using a Basket or Shopping Cart While You Shop!



At First Alternative Co-op, we're here to serve our customers, Owners, and community to the best of our ability. That's why we'd like to remind all shoppers to kindly use a basket or shopping cart to carry your groceries while you shop.

Not only does this help the Co-op staff reduce theft by making merchandise leaving the store more obvious, we also hope it will make our staff's work to ensure all items are rung up at the register easier, because all of your items will be in view. Supporting this policy will help us maintain proper pricing by reducing accidental and intentional retail theft.

*Thank you for supporting our mission to provide fresh, local, organic food and make a positive impact on our community!*



# STRENGTHEN NATIVE FOODWAYS

**Shop Co+op Deals on Field Day products—  
for each product sold we'll donate 5¢ to NATIFS!  
Oct. 30 – Dec. 3**

In recognition that the story of the first Thanksgiving perpetuates an inaccurate and harmful version of history, First Alternative is joining food co-ops across the country to make a collective donation to North American Traditional Indigenous Food Systems (NATIFS), a nonprofit organization founded by Lakota Chef Sean Sherman (also known as the Sioux Chef), dedicated to revitalizing Indigenous food systems and promoting cultural preservation within Native American communities.

This November, for every Field Day product sold participating co-ops will donate 5¢ to NATIFS. What's more, we've made these everyday-low-priced staples—everything from maple syrup and paper towels to baking essentials and olive oil—even more affordable with a month of amazing sale prices.

Now's the time to stock up on staples like rice, pasta, beans, and canned veggies, as well as holiday essentials like sugar, vanilla, and chocolate chips. Grab a copy of the Co-op Deals and save. If you'd like to learn more about NATIFS and get involved, visit [natifs.org](http://natifs.org).

## Follow First Alternative

For up-to-the-minute news, giveaways, recipes, special offers, and tons of cooperative fun.

**@firstaltcoop**



Facebook • Instagram • YouTube • TikTok

## The Co-op welcomed...

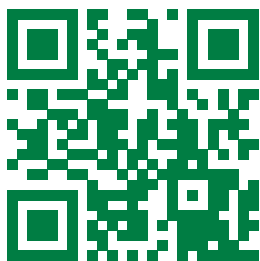


**new Owners in September**

Become an Owner at [firstalt.coop/ownership](http://firstalt.coop/ownership)

# Your Thanksgiving Headquarters

The Co-op has everything you need to prepare your family an amazing feast! Find turkey prices, convenient prepared options from the Co-op Kitchen, product recommendations, and tons of Thanksgiving cooking resources and recipes!



**Visit [firstalt.coop/holidays](http://firstalt.coop/holidays) to learn more and explore holiday resources!**

## Talking Turkey

### Local Turkeys From Dominion Farms

Dominion Farms in Sweet Home proudly offers pasture raised turkeys, fed 100% non-GMO and soy- and corn-free feed. Local turkeys are available to reserve in advance in-store or by phone through Nov. 23 (North Store: 541.451.3115, South Store: 541.753.3115). *Quantities are limited.*

**Mary's Turkey** are grown naturally with plenty of open space in California and Utah. All Mary's turkeys are non-GMO and free-range. They are fed 100% vegetarian, non-GMO feed free from hormones or antibiotics. A humane, stress-free environment leads to a healthier, more flavorful meat. Organic options are available. *Duck & game hens also available on limited basis. No reservations required or taken!*

**Owner sale day discounts may be applied to these prices!**

Non-GMO Whole Turkey .....	\$3.79/lb
Organic Whole Turkey .....	\$4.79/lb
Local Whole Turkey .....	\$6.99/lb
Non-GMO Turkey Breast .....	\$7.99/lb
Organic Turkey Breast .....	\$9.99/lb
Non-GMO Whole Duck .....	\$4.99/lb
Non-GMO Game Hens .....	\$6.99/lb
Organic Game Hens .....	\$7.99/lb

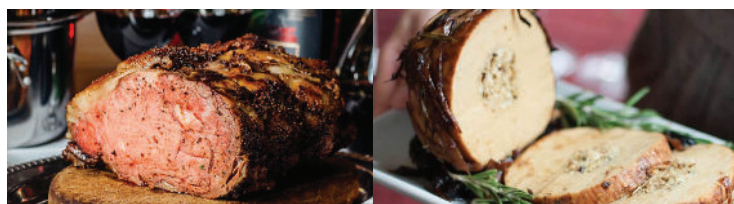


**Turkeys expected to arrive on or around November 20**

**Holiday Roasts** are another great option as the star of your holiday feast! We offer local, grass-fed beef, lamb & pork from **Lonely Lane Farms** in Mt. Angel; local, pasture-raised lamb from **Cattail Creek** in Junction City; and all natural, humanely raised hams from **Niman Ranch** and **Beeler's Pure Pork**. *Many cuts and sizes available. Check stores for availability.*

### Plant-Based Alternatives

Looking for entree alternative? We've got you covered with selections from **Tofurky**, **Field Roast**, **Quorn**, and **Gardein**. *Selections vary by location and availability.*



## Holiday Pies

Reserve In-Store or By Phone

EASILY PLAN AHEAD  
Nov. 23  
RESERVE PIES THROUGH

Made-From-Scratch

## Holiday Favorites

From the Co-op Kitchen to Your Family's Table

Nov. 22-27  
GRAB 'N' GO

FESTIVE FIXINGS

First Alternative  
NATURAL FOODS CO-OP