

# Governance Report



# Land Acknowledgment



# Board Values

## Co-op Values:

- self-help
- self-responsibility
- democracy
- equality
- equity
- solidarity

## Member Values = Board Values:

- Our values are reflected in our Policy Register.

## Our Ends Policy:

- Three Rivers Market is a cooperative center of sustainable commerce that exists to benefit its members by creating and nourishing a healthier environment, healthier people, and a healthier community.

# Nourishing Change

**Nourishing Change recipients during FY 23-24 (July 2023 to June 2024):**

- Grandparents as Parents
- Cattywampus Puppet Council
- Fish Pantries
- Knoxville Community Media
- Vine middle Magnet Schools
- Community Tutoring
- Peace of Mind at Home
- The Bottom
- Two Bikes
- Knoxville Botanical Gardens
- Random Acts of Flowers
- Friends of Knox County Library

**Total = \$76,138**

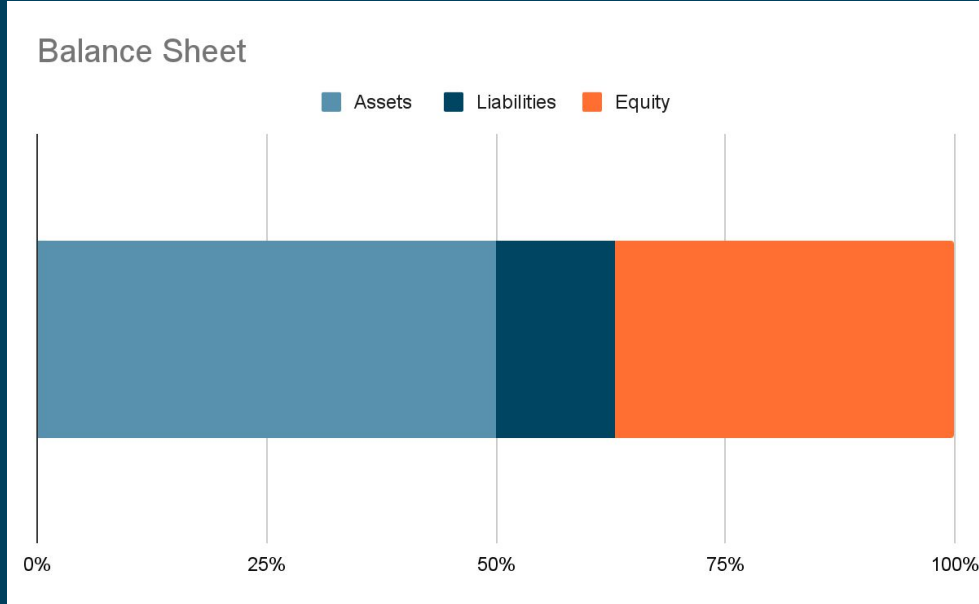
# Community Outreach

- SoKno Pride booth
- Knox Pride pantry item collection
- \$12,819 in donations, sponsorships, and outreach (Big Ears Festival, Friends of the Library, Knox County Soil & Water Conservation, WVDX Fund Drive, Mead Montessori School, Tour de Lights, Nourish Knoxville, Tennessee Local Summit, Narrow Ridge ....and many more)
- Local art gallery in the seating area, rotating monthly
- Special events at the store
- \$3,083,369 sales of local products (32% of sales)

# Costs of Governance

	BUDGETED	% OF PROJECTED SALES
BOARD DEVELOPMENT	\$7,680	0.081%
BOARD MEALS	\$1,200	0.013%
OWNER LINKAGE	\$4,000	0.042%
<b>BOARD PROFESSIONAL &amp; ADMIN EXP.</b>		
<i>D &amp; O LIABILITY INSURANCE</i>	\$3,309	0.035%
<i>BOARD COMPENSATION</i>	\$6,600	0.069%
<i>ADMINISTRATION</i>	\$200	0.002%
<b>TOTAL BOARD PROFESSIONAL &amp; ADMIN EXP.</b>	<b>\$10,109</b>	<b>0.105%</b>
<b>BOARD EXPENSE</b>	<b>\$1,300</b>	<b>0.0135%</b>
<b>TRAVEL EXPENSE</b>	<b>\$1,400</b>	<b>0.0145%</b>
<b>BUDGETED GRAND TOTAL</b>	<b>\$25,689</b>	<b>0.2666%</b>
<b>PROJECTED SALES 23-24</b>	<b>\$9,500,000</b>	
<b>ACTUAL GRAND TOTAL</b>	<b>\$16,887</b>	<b>0.1753%</b>
<b>ACTUAL SALES 23-24</b>	<b>\$9,635,529</b>	

# Balance Sheet



**As of June 30, 2024:**

**Assets = \$3,440,862**  
**What we have.**

**Liabilities = \$876,932**  
**What we owe.**

**Equity = \$2,563,930**  
**What we own.**

**FY 23-24 Paid in Owner Capital: \$54,575 | Total Owner Equity - \$1,056,150**  
**(accounts for 31% of total assets)**

# Patronage Dividend

This year we had a profit of more than \$112,000. We will be reinvesting this profit into the store and will not be issuing a patronage dividend.

Extraordinary, new, or increased expenses in FY23-24:

- Administrative and Professional Expenses - \$80,194 increase.
- 2.5% increase in wages across the board each year as per Union Contract.
- Business Owner Insurance increase and difference for being underbilled for 2022 – \$13,718 increase.
- Occupancy Expense – \$45,545 Increase.
- In-store Coupons, Promotions, and Merchandising - \$21,540 increase
- Replacement of salad bar refrigeration system

Current and anticipated extraordinary expenses in FY24-25:

- Meat room repairs
- Door to refrigerated area



# Patronage Dividend

- Monthly 10% discount offered to members as a financial benefit of membership regardless of profitability.
- Members saved **\$206,132** in FY23-24 as a result of their monthly discount.
- Staff saved **\$66,687** as a result of their 20% discount.
- Member discounts issued by other co-ops in NCG: typical performers - **\$83,527**; top performers - **\$57,087**.

# Member Linkage

- Member Forum at monthly Board meetings (2nd Thursday of every month)
- Invitation to members to participate on Board committees; 19 volunteered
- Email: [board@threeriversmarket.coop](mailto:board@threeriversmarket.coop)
- Member events: spring Cooperative Dialogue events with *Grocery Story* author Jon Steinman; Summer Picnic held at Ivan Racheff House & Gardens & Arboretum; Annual Meeting
- TRM Talk offered January through April
- Board News (with expanded content) shared via social media, “Updates from your Co-op” newsletter emailed to members, standalone emails to members
- Governance surveys included in several newsletters

# View for the Future

- Operational goals: physical building; sales; customer service (surveys); staff education
- Governance goals: member education & dialogue; continued and increased member engagement

# Bylaws Changes

No changes to the bylaws were made in FY 23-24.

Study and Engagement for second half of FY 23-24: Staff Involvement in Governance

Study and Engagement for FY 24-25: Strengthening Our Impact Through Regional Growth

# Election Update

Our 2024 candidates!

- Mary French
- Jennifer Montgomery
- Teri O'Meara
- Debbie Sharp

Directors elected shall be those candidates receiving at least ten (10) percent of affirmative votes out of total ballots cast and the highest number of votes, consistent with the number of Directors to be elected.

The 2024 Election ends at 8:00 PM today. New Directors will be seated at the December Board meeting.

# Thank you Kathryn!

Kathryn could be considered our "wise teacher," offering an exceptional ability to view issues from multiple perspectives. She is adept at keeping the big picture in mind, and reminding us of our strengths and successes. Kathryn has provided balance and reason to the Board and we will miss having her input. Her calm demeanor and thoughtful ideas brought clarity and composure to our discussions, making a significant difference in our decision-making processes. She especially shined when spearheading the member picnic and flower-arranging seminar in 2023, reminding us of the many reasons to celebrate our cooperative, and to enjoy our time together as members.



# Thank you Drew!

Drew is a pleasure to work with and a delight to know, with his positive energy, keen insights, consistent kindness, and readiness to help wherever needed. He has contributed his infectious conviviality as well as his business and communication acumen to the Board at many crucial points during his appointment. We appreciate his strong sense of professionalism, balanced with humanistic consideration and humor, which has helped the Board to develop forward-thinking, solutions-oriented strategies. During our challenging times, he has proven to be a reliable pillar of support, always ready to offer assistance.



# Thank you Jackie!

Jackie's calm steadiness of purpose, together with her knowledge and experience, have been a godsend to the Board and to the TRM endeavor as a whole. Though her appointment has been short, Jackie has offered a fresh outlook and invaluable wisdom to our discussions. Always a peace-maker, she has contributed highly skilled facilitation and communication advice, and modeled what it means to be an engaged and sympathetic listener. Her visionary approach inspired us to recognize possibilities where others may have perceived obstacles, paving the way for new opportunities for resolution. Her disarming warmth and measured input encouraged just the right conditions for positive outcomes in all that we do.

