

# Governance Report



**THREE RIVERS**  
**MARKET**  
the co-op

# Land Acknowledgment



# Tribute to Helen de Haven

Helen demonstrated a lifelong commitment to advocacy, organization, and activism. Helen's Board service and leadership were invaluable during a period of significant change in our cooperative's history. Compassion, clarity, and integrity were gifts she shared generously in service of Three Rivers Market, and we benefited immensely from her involvement.

Three Rivers Market members contributed to a donation to Sacred Ground Hospice House in Helen's memory.



# 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 22-23 (July 2022 to June 2023):**

- Catalyst Sports Knoxville
- Provisions Cares Foundation
- Centro Hispano
- Haven House
- CAC Youth Wins
- Two Bikes
- Pellissippi Pantry
- Knoxville Family Justice Center
- South Knoxville Elementary PTA
- CAC Volunteer Assisted Transport
- Christenberry Elementary PTA
- Friends of Literacy

**Total = \$67,598**

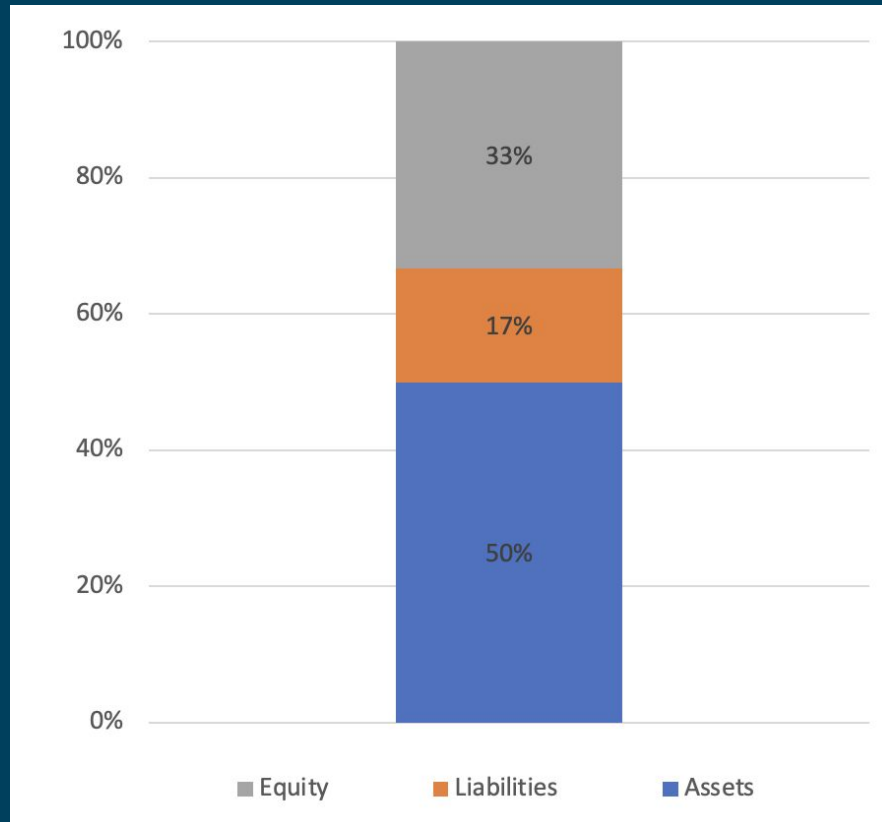
# Community Outreach

- Holiday cookouts
- SoKno Pride booth
- Knox Pride pantry item collection
- \$18,952 in donations, sponsorships, and outreach
- Local art gallery in the seating area, rotating monthly
- \$3,102,721 sales of local products (34% of sales) (+2% YOY)

# Costs of Governance

<b>EXPENSE</b>	<b>COST</b>
Board Development	\$7,210
Board Meals and Entertainment	\$600
Owner Linkage	\$4,000
<i>D&amp;O Liability Insurance</i>	\$3,213
<i>Board Compensation</i>	\$6,600
<i>Administration</i>	\$100
Board Expense	\$1,200
Board Travel Expense	\$1,300
<b>ACTUAL GRAND TOTAL</b>	<b>\$25,119.95</b> (0.26% of actual sales)

# Balance Sheet



**As of June 30, 2023:**

**Assets = \$3,419,087.05**  
**What we have.**

**Liabilities = \$1,139,586.10**  
**What we owe.**

**Equity = \$2,279,500.95**  
**What we own.**

**Patron Membership Interests (\$1,000,900) account for 29% of the total assets.**

**FY 22-23 Paid in Owner Capital: \$61,400 | Total Paid in Owner Capital: \$1,049,175**



# Patronage Dividend

This year we will not be issuing a patronage dividend.

Extraordinary, new, or increased expenses in FY22-23:

- Upper level management severance paid through May 2023
- Continued wages and health insurance during employee medical leave
- 2.5% increase in wages across the board each year as per Union Contract
- Employee Insurance Paid by TRM - \$24,892 increase, includes 80% of premiums for both full and part time staff
- Holiday Premium Wages - \$18,983 increase
- Retirement Contributions - \$8,504 increase
- Equipment Purchases - \$13,386 increase
- Increase in number of employees, as well as percentage of full time employees
- Retained auditing and accounting professional services
- Administration of staff survey by third party - \$6,377.15
- Trash and Recycling - \$3,227 increase
- Grocery Repair Coolers - \$7,010
- Store Supplies - \$6,337 higher
- KUB (utilities) - \$24,550 increase
- Credit Card Fees (more purchases made with credit cards) - \$33,939 higher

# Patronage Dividend

- Monthly 10% discount offered to members is an “advance” on the patronage dividend.
- Members saved **\$215,087** in FY22-23 as a result of their monthly discount, an **increase of \$26,968** from FY 21-22.
- Staff saved **\$68,456**, an **increase of \$7,919** from FY 21-22.
- Member discounts issued by other co-ops in NCG: typical performers - **\$54,789**; top performers - **\$62,190**

# Member Linkage

- Member Forum at monthly Board meetings (2nd Thursday of every month); extended Member Forum in November
- Email: [board@threeriversmarket.coop](mailto:board@threeriversmarket.coop)
- Member events: Summer Picnic held at Ivan Racheff House & Gardens & Arboretum on June 17<sup>th</sup> ; dried flower arrangement class in dining area on September 16<sup>th</sup>; Annual Meeting
- Listening Sessions in dining area
- Board News shared via social media and “Updates from your Co-op” newsletter emailed to members

# Bylaws Changes

No changes to the bylaws were made in FY 22-23.

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