

the Garbanzo Gazette

Volume 12

a monthly newsletter of the Silver City Food Co-op

Values are the Key to Cooperatives

by William Nelson

"A cooperative is a business voluntarily owned and controlled by its member patrons and operated for them and by them on a not-for-profit or cost basis. It is owned by the people who use it. Cooperatives are organized and incorporated to engage in economic activities with certain ideas of democracy, social consciousness and human relations included. A cooperative provides services and benefits for its members in proportion to the use they make of their organization, rather than earning profits for the shareholders as investors."

---University of Wisconsin Center for Cooperatives

The success of any business is dependent upon several factors—response to customer needs, efficiency, good management and good employees. However, member-owned cooperatives are unique in that they are the only form of business in which the customers own the business. In fact, a cooperative's members actually created the business so that they could be the customer and receive value greater than found in the marketplace.

It is values and value that create a successful cooperative. The first value is culture and the values

It is the belief and value system that sustains a cooperative during difficult times

of the customer/member/investor. Cooperatives are based upon the values of democratic control, equality among members, trust, sharing for mutual benefit, pride in ownership, satisfying involvement by members, self-help and independence. I believe that conditions for success of a cooperative are more a function of the culture and values of the members than the business functions it performs. Every business goes through cycles of good and bad times. It is the belief and value system that sustains a cooperative during difficult times, much the same as a marriage is sustained by the partner's values in times of stress. There are many examples of cooperatives that thrive under these conditions. They include electric and telecommunications cooperatives, dairy cooperatives like Cass-Clay, many retail groceries, some local marketing and supply cooperatives, and even some "new generation" processing cooperatives.

One of the keys to this success is member, director, management and employee education on what it means to be a cooperative member or employee. Beliefs and values are created through experience and educational activities. It is no accident that many strong cooperative members are second- or third-generation cooperative activists. My father was a member of eight cooperatives, helped to start two and served as board president of the lo-

cal creamery and grain elevator simultaneously. It was in his blood and some of that carried over to me.

Some cooperatives have forgotten that youth education and involvement with cooperatives is important for the sustainability of cooperatives. They have forgotten that unless younger members are given the opportunity to become involved in the governance of their cooperative they will follow the short-term economic advantage. They have also forgotten that education is a life-long requirement. They have forgotten that directors also need education and training to be a "good" director, to completely understand cooperative financial statements and the respective roles of directors and management, and to realize that strategic planning is a necessity and is the responsibility of the board to initiate.

Member communication and education are equally important. Creation of a "sense of belonging," a very powerful human need, doesn't occur without effort. Cooperatives that place priority on these activities can create this unique feature of a cooperative and that will also lead to good management, good service and prices and a reasonable return on their members' equity.

It is ironic that the most important expenditure of a cooperative—support of communication, education and training—is frequently the first to be eliminated during tough financial times, and frequently forgotten to be reinstated. It seems that profit maximization and return on investment have become the only goal for some cooperatives. Frankly, if that is the only goal, it might as well be a corporation and members might as well invest in bonds and the stock market.

Successful cooperatives provide more than return on investment; they are based on a set of human values that create additional value through meeting a variety of needs of their members. ❖

William Nelson is the former director of the Quentin Burdick Center for Cooperatives at North Dakota State University, Fargo

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CO-OP STATISTICS:

- Almost 30 percent of farmers' products in the U.S. are marketed through cooperatives.
- More than 20 cooperatives have annual sales in excess of \$1 billion.
- Credit unions have more than 70 million members and assets in excess of \$300 billion.
- The Farm Credit System has 500,000 borrowers with a loan volume of \$53.9 billion.
- Rural electric cooperatives operate more than half of the electric distribution lines in the United States and provide electricity for 25 million people.
- There are approximately one million cooperative housing units serving households with a range of income levels and housing needs.
- More than 50 million Americans are served by insurance companies owned by or closely affiliated with cooperatives.
- Consumer-owned and controlled cooperatives pioneered pre-paid, group practice health care. Today cooperative health maintenance organizations (HMOs) provide health care services to nearly 1.4 million American families.
- Food cooperatives have been innovators in the marketplace in the areas of unit pricing, consumer protection and nutritional labeling.
- Retailer-owned food and hardware cooperatives make it possible for hundreds of independent store owners to successfully compete with large chains.
- Child care and nursery school cooperatives serve more than 50,000 families.

CAPPER VOLSTEAD ACT allowed cooperatives IF:

- Members are agricultural producers
- No Member has more than one vote
- Dividends on equity are less than 8%
- Non-members make-up less than 50%
- Prices are not unduly enhanced

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Community Outreach Report

Silver City Food Co-op

established 1974



www.silvercityfoodcoop.com

575-388-2343

Store Hours

Mon-Sat 9am-7pm

Ends Statement

Because of all that we do, our member-owners, our food co-op, and our extended community will gain and maintain health.

Seven Cooperative Principles

- Voluntary and open membership
- Democratic member control
- Member economic participation
- Autonomy and independence
- Education, training and information
- Cooperation among co-ops
- Concern for community

General Manager

Doug Zilm

Staff

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Judith Kenney
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Carolyn Smith
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Carol Kay Lindsey
Andrea Simoneau
Richelle Price
Jarrod Swackhamer
Dan Jameson

Annual Co-op Membership Dues

\$10.00 (plus tax)

Kids under 18 and living at home FREE

The Garbanzo Gazette

Garbanzo Gang: Margarita Courney, Vicki Gadberry, Judith Kenney, Carolyn Smith, Carol Young & Meggie Dexter.

Submissions are Welcomed!

Submit letters, articles, or items of interest to:
gg@silvercityfoodcoop.com

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Greetings from the General Manager

Happy National Co-op Month!!! This time of year I always think of how Co-ops help Co-ops. One of the ways is forming a Co-op such as the National Cooperative Grocers Association which is a Co-op of food Co-ops from across the country. There is also the National Cooperative Business Association which is formed of Co-ops from across all sectors including credit unions, schools, day care, electric, food, and marketing just to name a few. These Cooperatives have been instrumental in the success of Co-ops all over the country and educating people about Cooperatives.

Another way to support Cooperatives is by using their services or purchasing goods from them. The Silver City Food Co-op receives product through the Cooperative Distribution Center which is part of La Montanita Co-op in Albuquerque. We purchase numerous items from them including many made in New Mexico products. They also

transport goods we get from other suppliers as well. The CDC has been instrumental in the success of many New Mexico producers and independent stores.

On a more personal level, when shopping at the Silver City Food Co-op, each time you purchase a product from Organic Valley, Organic Prairie, Frontier (spices), Equal Exchange, and Pachamama you are supporting a Co-op. Each of these is a producer or worker Co-op. These Cooperatives also hold many of the same values that many of us hold including fair trade ideals, supporting local farms and farmers, the importance of the triple bottom line, and commitment to our community. When we support these cooperators, we are supporting those like us.

Here at the Co-op we are pleased to provide quality products and service to our members and our community. Thank you for your support.

-Doug Zilm

Did you know?...

I Yam What I Yam a Sweet Potato

Can anyone other than a produce staff tell the difference between a yam and a sweet potato? The varieties found in grocery stores look suspiciously alike, and with good reason. No matter what the sign on the bin says, the "hams" you're looking at aren't the least bit related to the African, Caribbean, and South American staple.

Instead, the garnet or jeweled "yam" is actually a sweet potato that has dark-brown skin and deep-orange flesh. Most other sweet potatoes have light-brown skin and a lighter-white or beige—interior.

The confusion dates back to the 17th century when African slaves first came to America. They noticed that the tapered, cone-shaped New World sweet potato

resembled the njam, or yam of their homeland, and began calling the new tuber by the old name. But, despite their similar shape, yams and sweet potatoes don't have a whole lot in common. A real yam can weigh more than 100 pounds and grow seven feet long (although many are the size of sweet potatoes). It has a thick, starchy interior; a rough, bark-like skin; and a bland, earthy taste. High in fiber, potassium, and vitamin B6, this tropical foodstuff provides plenty of omega-3 fatty acids, which makes it an excellent choice for digestive and heart health. If you are lucky enough to find the real deal, celebrate by making Fufu, a West African yam mash that sounds like it's right out of a Dr. Seuss story.

Sweet potatoes also pack loads of nutrients, most notably vitamins A and C, iron, and calcium. Eating them reduces inflammation, stabilizes blood sugar, and delivers a healthy amount of protein and soluble fiber to the body.

Dry Brushing for Healthier Skin

A very popular treatment in spas across the country, dry brushing opens up clogged pores by removing dead skin cells and surface debris—leaving skin glowing and smooth. Healthy skin needs to breathe, and keeping its surface clean and clear boosts the production of new skin cells. Dry brushing also increases your body's circulation, rejuvenating the nervous system and even improving muscle tone. (If you have eczema, acne, or other skin conditions, consult with your physician before starting a dry-brushing regime.)

Dry brushing only takes 5-10 minutes. Try it before bathing and start out gently. Once your skin grows accustomed to this type of treatment, work your way up to more vigorous brushing. (Don't dry-brush your face; the skin there is too delicate. Women should also avoid the breast area.) For best results, dry brush at least two times a week. Avoid brushing right before bed; you'll likely find this invigorating treatment gives you a boost of energy.

To start, you'll need a soft, natural-fiber body brush the size of your palm. Look for brushes made of boar bristles or fibers from plants. (Synthetic bristles can prove too

harsh and cause irritation.) Do not use lotions, oils, or water on your skin or the brush.

Begin with your hands, followed by the arms, neck, chest, stomach, and back. Use smooth, flowing strokes and don't apply too much pressure. This treatment should feel pleasurable, not painful. Now go on to each leg, starting at the foot. When brushing your stomach area, brush in a clockwise circular motion from the navel out.

Following dry brushing, shower or bathe as usual, taking care to wash away all the dead skin cells you just exfoliated from your body. You don't need to use soap or shower gel; your brushed areas should be clean. If you can, alternate between warm and cold water to really boost your circulation, ending with a cool-water rinse. Your skin will feel incredible clean and soft. You should also feel healthier. Many people believe dry brushing removes toxins from their entire system.

When you step from the bath, gently pat skin dry with a warm, fluffy towel and apply a thin layer of natural oil, such as sunflower, light sesame, or almond. Keep your dry brush clean by washing it in a mild liquid soap once a month and allow it to air-dry completely.

Cooperative Principles & Practices

"Values and lifestyle are at the heart of cooperative movement" These principles are guidelines by which cooperatives put their values into practice.

1. Open and Voluntary Membership

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

2. Democratic Member Control

Cooperatives are democratic organization controlled by their members—one member, one vote—who actively participate in setting their policies and making decisions.

3. Member Economic Participation

Members contribute equitably to and democratically control, the capital of their cooperative. This benefits members in proportion to their transactions with the cooperative rather than the capital invested.

4. Autonomy and Independence

Cooperatives are autonomous, self-help organization

controlled by their members. If they raise capital from external sources, or enter into agreements they do so on terms that ensure democratic control by their members and maintain their cooperative autonomy.

5. Education, Training and 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 about the nature and benefits of cooperatives.

6. Cooperation among Cooperatives

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

7. Concern for Community

While focusing on member needs, cooperatives work the sustainable development of their commentates through policies accepted by members.

Adopted at the International Cooperative Alliance Congress in Manchester, England on September 23, 1995.

Co-op News

Board Recruitment Committee



L-R: Mary Ann, Kathleen, Vicki, Lynno

by Vicki Allen, Member

So here we are, your Silver City Food Co-op Board Recruitment Committee, Mary Ann Finn, Kathleen Wigley, Vicki Allen, and Lynno Aldin, ready to invite your questions and conversation about what it takes to be a member of our beloved food co-op's board of directors. We welcome your suggestions of who you believe would make a great member of the board for next year.

Like so many other Silver City and surrounding area residents I depend heavily on our co-op for my food source. Where else (?) can we find such a concentrated

and diverse source of whole grains, beans, nuts, seeds, dried fruit, organic produce from near and far, baked goods, supplements, frozen meats, prepared foods, and let's not forget the best chocolate supplier in town! To serve on our board is an opportunity to create vision and guidance to not only the director(s) of this powerfully essential local retail store but to also be supporting the many diverse projects that our co-op contributes to for those in need in our community through the board's committees.

Viva el Food Co-op de Silver City!

HEAR YE! HEAR YE!

by Kate Stansberger, Supplement Buyer

Our Supplement Department has gotten a facelift!

On Sunday, August 19th Carol Kay and I took all of the supplement items from the shelves, cleaned the shelves, and replaced the items in a new arrangement. (Thanks also to Doug, who was a big help with tying up all the loose ends the next morning!) To assist customers in finding products, we have a revised supplement map—printed on bright yellow paper, one hanging at each end of the main supplement aisle. Hopefully this new arrangement will make it easier to find what you are looking for.

A FEW HIGHLIGHTS:

- All liquid supplements, and a few powders (such as “natural Calm” Magnesium) are now in the wooden shelving by Register #1 (the one by the front door).
- Herbal liquids and capsules, and homeopathic products, are in the HABA Department, located beneath the toothpastes.
- Products that relate to Immunity and Coughs, Cold, Flu, etc., are all arranged vertically in a part of the main section.

For more details, see the Supplement Map or ask for me – Kate.

If you don't see your favorite product in the aisle now, I can usually still get it by way of a special order – just ask. Special ordering is easy to do: Fill out a green Special Order Slip (available at the check-out, or ask a staff person), and I will get back to you by phone with details about cost, size, and estimated time of arrival. (Please write or print legibly:-) Also, most items can be ordered by the single bottle, and there's no extra charge for this service.

I can research a product for you, if you want more information about ingredients, uses, etc. Just allow time for this; it's dependent on my current workload and access to a computer.

October is Co-op Month, and 2012 is International Year of the Co-operatives, so look for some special things to be happening, not only in the supplement department, but in the Co-op as a whole. Nordic Naturals is donating \$1 for each bottle sold of certain children's products, towards the “Healthy Child, Healthy World” initiative.

So, come on in to the Co-op, check out the new and improved supplement department, and feel free to give me your feedback—I welcome it!



Here's to your Health!

Staff Interview



Angie Carr

Interviewer: Judith Kenney

Position: Frozen & Independent Buyer

Astrological Sign: Cancer

Are you from this area?

I was born in Silver City and we lived in the Mimbres. I was there for 18 years. Then I went away to college in Hawaii for four years and within that time, Spain for one year. I majored in English and theater, which I am now utilizing to the fullest (note sarcasm). Now I'm back here and it's time to experience this place, at this age and time.

What kind of childhood did you have?

It was so good. For a while my parents owned a ranch. My sister, brother, and I played together outdoors and were very happy kids. Looking back, not everybody has the chance to have a childhood where you do just play outside. We had rivers and animals and mountains and just got to explore and learned to entertain ourselves. We had a family friend who had a goat named Stinky. He liked to head-butt people and when he came over he'd try to catch us and we'd run from him and climb trees. It was great. We'd never trade that. There was a lot of swimming in the horse trough and building forts. We were really lucky.

Were you home schooled?

No. We went to San Lorenzo for elementary school. Then to Snell Middle School and Cobre High School, both in Bayard.

How long have you worked at the Co-op?

Two years in August, but not consecutive years. I took a break to live in San Diego for a while.

What does your job here entail?

I get to research products that add some diversity and fill in niches for a certain customer base; gluten-free, soy-free, etc. That's the fun stuff. It also involves taking count of what we have in stock and the duties of stocking, facing, and organizing...the sometimes not so cool stuff. Still, it's so important.

What do you like most about your job?

I like working at the co-op, just in general. The frozen section gives me my own area that I have taken on as my baby. It gives you some creative license in that area, which is nice. At the co-op, personal things do

matter. It's not, “This is our policy. This is the way it is and sorry if it screws you over in some way,” which, I've found, is largely the way it is in a corporation. It's nice to work in a place where people care about you.

What about your job do you find the most challenging?

Sometimes I find that I have a hard time balancing all of it. It's mainly a time management issue. Staying on top of my independent company orders is a challenge. I don't make those more than every two weeks, if that, so it's harder to stay on track. I know it's something I need to work on.

How do you like to spend your time when you're not at work?

I mostly just hang out with my dog. We go jogging on Boston Hill a lot. Sometimes I spend time with my brother and sister or people from work but, mostly, it's just me and Drizzy.

What plans do you have for the future?

Traveling. I'd love to go to South America...Chile or Peru. Anywhere, really. I tend to get cooped up in my mind if I'm not moving around. I also understand that I shouldn't rush it because you can't always live life thinking the grass is greener.

That's a tendency we all have.

Yes, and it makes being in the moment that much more difficult. So I'm learning that I think it's a very important lesson. Change your perception, change your reality. It doesn't necessarily mean moving.

I plan on being here for another year. Then I want to go to massage school in Albuquerque. It seems like a well-rounded program that teaches different types of massage and the uses of herbs and essential oils. I would like to use massage as a means of travel. I'm not against living here, though. This could be my home base. I want something more focused and specific in my life right now. I really thrive in a school environment, but I'm not ready for full school again.

Do you like to cook?

I'm horrible at it, but I'm working on it. Becky (Angie's sister, who happens to be head of our dairy department) got me a Crockpot for Christmas. I guess I can't necessarily say that I'm horrible at it, I just never give it a genuine shot. Making a whole meal just for myself doesn't seem worth it. Maybe someday I'll be a pro, but right now I just like cereal!

What is your favorite cereal?

I really like our Maple Pecan Peace Cereal. The Super Human Granola is very good, too. Sometimes I mix a little kefir in with my milk and chop up a banana on top or, sometimes, I'll pour Straus whole milk on my cereal and I don't add anything else, because I want the full effect. There's never a time when cereal doesn't sound delicious!

Other than cereal, what's your favorite food?

I'm torn. My New Mexico Angie says anything with chile in it and my Swiss Angie says anything with cheese. So whatever combines them! There's actually a lot.

Can you recommend a book that you like?

A book I really enjoyed is Journey of Souls, about reincarnation. The sequel to that is Destiny of Souls, which I haven't read yet, but I'm planning on it. ❖



KITCHEN MEDITATIONS

Avocado Chimichurri Bruschetta

- 2 TB lemon juice
- 2 TB red wine vinegar
- 3 cloves garlic, minced
- 3/4 tsp sea salt
- 1/2 tsp red pepper flakes
- 1/2 tsp dried oregano
- 1/4 tsp ground black pepper
- 1/4 cup olive oil
- 1/4 cup chopped cilantro
- 1/4 cup chopped fresh parsley
- 2 avocados, cubed
- 6 1/2-inch thick ciabatta slices, toasted

Combine lemon juice, vinegar, garlic, salt, red pepper flakes, oregano and pepper in small bowl. Whisk in oil, then stir in cilantro and parsley. Fold in avocado cubes. Spoon mixture onto toast slices and serve.



All recipes courtesy of *Vegetarian Times*

Smoky Split Pea Soup

- 1 cup green split peas
- 2 TB olive oil
- 1 tsp smoked paprika
- 1 tsp chopped chipotle chile, canned in adobo sauce
- 1 large sweet potato, peeled and diced
- 2 medium onions, diced
- 3 ribs celery, diced
- 4 cloves garlic, minced
- 1 14-oz can diced tomatoes

Soak split peas in large bowl of cold water overnight. Heat oil in 3-qt saucepan over medium heat. Add paprika and chipotle, stir. Add sweet potato, onions, and celery and season with salt and pepper; cover and cook 10 minutes or until onions are soft and translucent. Add garlic and sauté 2 minutes. Drain split peas and add to pot with 6 cups water; bring to a boil, reduce heat to medium-low and simmer 1 hour or more until split peas are tender.

Lemon-Rosemary Butter Cookies

- 1 stick butter, softened
- 1/4 cup sugar
- 1 tsp finely chopped rosemary
- 1/2 tsp finely grated lemon zest
- 2 egg yolks
- 1 tsp vanilla extract
- 1 cup all-purpose flour
- 1/3 cup corn flour
- 1 1/2 tsp baking powder
- 1/4 tsp salt
- 1/2 cup turbinado sugar

Beat butter, sugar, rosemary and lemon zest with mixer 3 minutes, until creamy. Beat in egg yolks and vanilla extract. Whisk together flours, baking powder and salt. Add to butter mixture and beat until just combined. Shape into 2 1-inch thick logs. Wrap in wax paper and chill 2 hours. Preheat oven to 325°. Slice cookies into rounds. Place turbinado sugar in bowl and press one cut side of cookies into sugar. Place sugar side up on baking sheets and bake 15 minutes or until bottoms are golden brown. About 40 cookies.

A Vision of Interconnectedness

by Sharon Salzberg

It really boils down to this: that all life is interrelated. We are all caught in an inescapable network of mutuality, tied into a single garment of destiny. Whatever affects one directly, affects all indirectly. We are made to live together because of the interrelated structure of reality. Did you ever stop to think that you can't leave for your job in the morning without being dependent on most of the world? You get up in the morning and go to the bathroom and reach over for the sponge, and that's handed to you by a Pacific islander. You reach for a bar of soap, and that's given to you at the hands of a Frenchman. And then you go into the kitchen to drink your coffee for the morning, and that's poured into your cup by a South American. And maybe you want tea: that's poured into your cup by a Chinese. Or maybe you're desirous of having cocoa for breakfast, and that's poured into your cup by a West African. And then you reach over for your toast, and that's given to you at the hands of an English-speaking farmer, not to mention the baker. And before you finish eating breakfast in the morning, you've depended on more than half of the world. This is the way our universe is structured, this is its interrelated quality. We aren't going to have peace on earth until we recognize this basic fact of the inter-related structure of all reality.

~~ Martin Luther King, Jr.

If our actions are infused with a vision of interconnectedness, then love and kindness will keep us going in our efforts. Interconnectedness isn't an abstract, fanciful notion, but a direct seeing of a deeper reality.

Consider for a moment something like a tree. We think of that tree as a distinctly defined object, standing there just by itself. But on another level of perception, the tree is not so completely separate. It is also the consequence – the manifestation or the function – of an extremely subtle net of relationships.

The tree is affected by the rain that falls upon it, by the wind that moves through and around it. It is affected by the soil that nourishes it and sustains it. It is affected by the weather and by the sunlight and by the moonlight and by the quality of the air.

Environmental awareness shows us that there is no “us” and “them.” What happens “over there” does indeed have an effect on what happens to us “over here.” Economics shows us this; epidemiology shows us this. The first time I heard of AIDS, it was described to me as an exotic and rare disease affecting Haitian immigrants. At that time I didn't know anyone from Haiti, and so I didn't imagine that I would know anybody who might die from that particular disease. The first time I heard of SARS (severe, acute respiratory syndrome), I didn't make that assumption at all. It isn't only the planetary crash course in epidemiology we all have undergone that changed my outlook; it's the growing realization that what happens “there” or to “them” can and will affect “us” as well. We're not nearly as separate as we might think we are.

This is both good news and bad news. The bad news is exemplified in the environmental devastation of our time. Mismanagement, recklessness, or cruel disregard in one region can affect air quality, flooding, migra-

tory patterns, and biodiversity across continents. It is exemplified in the global spread of disease by international travelers, drawn by need, commerce, service, or a sense of adventure. What happens in one place is consequential elsewhere precisely because we are interconnected.

Interconnectedness isn't an
abstract, fanciful notion, but a
direct seeing of a deeper reality

The good news is that the same law of interconnectedness asks us to let go of rigid differences, to be responsive to the needs of others, to know that taking care of others is an inextricable part of truly taking care of ourselves.

The fact that everyone and everything has an effect on their surroundings is a call to honor our interconnection and show compassion toward all other beings. Respecting this interconnection can open us to an unstudied altruism that is simply a reflection of a more honest life. When we know how intertwined our lives are, we know that the lives of an ill person in China, a woman hungering for education in Afghanistan, a child in South Africa who walks for a day and a half at Christmas to receive the bag of chips and can of soda Nelson Mandela gives away, all have something to do with our own lives.

We can't avert our eyes, looking around those who suffer, those who are hungry, those who are ill or frightened. We can't look through them, seeking a more pleasing vista. We can't go along oblivious, shoving aside images of yearning, of terror, of resignation in a child's eyes somewhere far away, determined to forget

that we glimpsed those things at all. Our picture of life necessarily includes concern for everybody, because that's the simple truth of how we can achieve safety and peace.

There are times when we can be cut off from reality. But we need to take the time to have an understanding of the layers of conditions coming together for even one meal: the people growing our food, the animals giving up their milk, the planet nurturing us all.

We can have a different sense of the interdependence in which we live, and the fallacy of an unbending sense of separation, of self and other. So many conditions and influences and connections and relationships help to make the meal what it is. It is the same for a homeless person, or for a survivor of domestic violence, or for an adversary, or for us.

In Mahayana Buddhism there is a famous teaching image that conveys this sense. It is called Indra's Net, and in the image the universe is depicted as an enormous net. In one place, where you can imagine the strings of the net meeting right at the nexus, there's a jewel—a highly polished, multifaceted jewel, like a diamond or a piece of crystal. Now, imagine in this infinite net at every place where there is that joining, there's another jewel just like that original one. In each of these places there's a jewel that is reflecting every other jewel all at the same time. If you look at one thing, you see all things.

In day-to-day life this translates into a much more realistic perception of the larger patterns and confluences of which we are all a part. This clarity of perception is the root of understanding. It's also the root of compassion and the root of engaged action born of love and kindness. ❖

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October Sales

To Our Co-op Members & Customers: Please note that sales run for a **two-week period**, a few sale items are listed below. Please stop by the Co-op and take advantage of all the great offerings each month.

October 3-October 16

					
Golden Temple Bulk Granola reg \$3.59# SALE \$2.49#	High Country Kombucha assorted reg \$3.19 SALE \$2.29	Van's GF/WF Waffles assorted reg \$3.39 SALE \$2.29	Bionaturae Pasta assorted reg \$2.99-3.79 SALE \$1.99-2.49	Nature's Path Eco-Pac Cereal assorted reg \$7.89 SALE \$5.99	Dr. Bronner's 32 oz Liquid Soap assorted reg \$14.79 SALE \$10.99

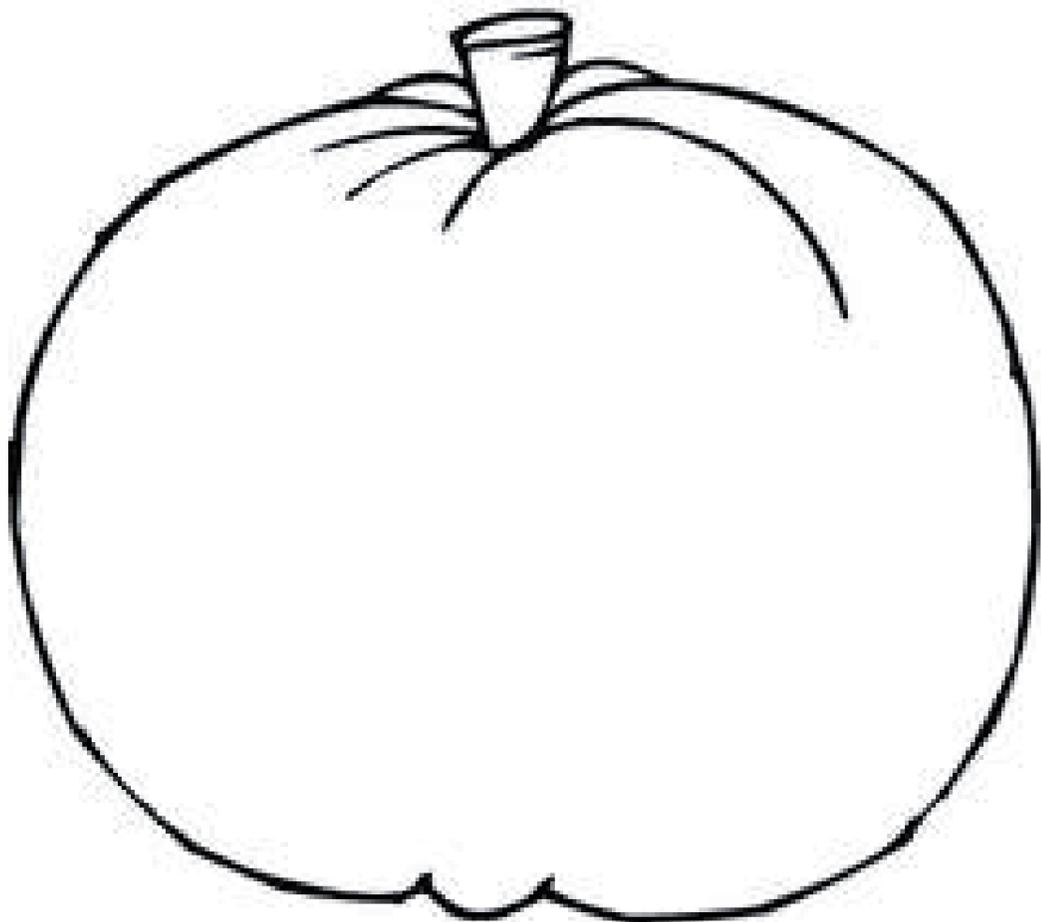
October 17-October 30

					
Bulk Shelled Pecans reg \$12.99# SALE \$10.89#	Brown Cow 32 oz Yogurt assorted reg \$3.49 SALE \$2.79	Rising Moon Ravioli assorted reg \$4.39 SALE \$2.99	Endangered Species Chocolate Bar assorted reg \$3.19 SALE \$1.99	Imagine 32 oz Broth assorted reg \$4.39 SALE \$2.79	Nature's Gate Shampoo/Conditioner assorted reg \$8.19 SALE \$4.99

Kids' Corner

FREE FRUIT FUN

Now Kids, color in this here picture, bring it on down to the Co-op and get your free piece of fruit.
(Produce Staff Selection)



Draw your very own Jack-o-lantern face!

NAME: _____ AGE: _____

Member Only Specials

October 3-October 30



Daiya Vegan Cheese Shreds
reg \$4.69
SALE \$4.29



Bubbies Sauerkraut
reg \$6.99
SALE \$6.29



Organic Prairie Ground Turkey
reg \$7.49
SALE \$6.79



Bragg's 16 oz Liquid Aminos
reg \$4.99
SALE \$4.49



Mori-Nu Tofu assorted
reg \$2.19
SALE \$1.99



One Nature Rose Petal Soap
reg \$3.89
SALE \$3.49

PRODUCE COMPOST GUIDELINES

This is a free service provided for our customers. We are not able to honor "special" requests for specific produce in bags and keep this service free. Please note:

- First come, first served
- One bag per person, please
- Scraps are bagged randomly as produce is processed
- Best days for compost are Tuesday & Thursday

GROCERY SPECIAL ORDER POLICY

Members receive a 10% off shelf price discount on special orders of case quantity in ALL departments. HABA and Supplements will receive the 10% discount when the quantity ordered is at least six (of the same item). Cases of local meat must weigh 10 pounds or more to receive the discount. All CAP and Essentials Program items will no longer be excluded from receiving the discount; however, a case MUST be ordered to receive the special order 10% discount. Membership Matters items sold in cases on the shelves will now receive a 10% discount (instead of 20% discount).

PRODUCE SPECIAL ORDER POLICY

Produce special order deadline is Thursday at 7 pm. The pickup date is conveyed to the customer by the buyer. The only exception of this deadline is when the Co-op is closed on Thursday due to a holiday. Check with the produce managers if this occurs.

CO-OP COMMUNITY ROOM POLICY

Individuals, groups & organizations are welcome to use the community room, as long as one organizer is a co-op member. Seating capacity is 24. Room is not intended for commercial use or events where a fee is charged. Contact Margarita: margarita@silvercity-foodcoop.com or call the Co-op at (575) 388-2343. Please allow 7 days to receive confirmation of your request. *Thank you!*

CO-OP KIDS



Tonka, dog of Keegan, at the Co-op's annual picnic

From Your Board...

Co-op Equity Shares: How They Are Different from Shares in a Publicly Traded Company

by Gail L. Rein, Secretary

In just a couple months, the Co-op's new equity system—approved by member vote last April—will kick in. This means that when your membership comes up for renewal in 2013, you will buy your first equity share in the Co-op and it will be credited to your personal equity account. To be an active voting member-owner, you must purchase a share annually. Thus, over time your shares will accumulate and your equity account will grow.



Maybe you're wondering if you can trade your shares and make money on your investment by buying low and selling high. The short answer is: "No, you cannot trade your shares."

NM's state statutes require us to call what you buy a share. Unfortunately the word conjures up all of the associations

most of us have with buying a share of stock in a publicly traded company, but it is not the same mechanism at all.

Here are the major ways in which shares in the Co-op are different from shares in a publicly traded company:

- Co-op shares do not have a market value, and they cannot be traded.
- Each active member-owner has one vote, regardless of the number of Co-op shares owned.
- The Board of Directors of the Co-op determines the share price and expects to set it at \$10 per share initially, the same as the annual membership fee. The board will periodically review the appropriateness of the share price and may raise or lower it accordingly.
- Per NM law, the Co-op can use the sum total of the money in all member equity accounts for its capital needs.
- If you decide to leave the Co-op, you will be able to

request your equity back, but the Co-op cannot guarantee that your equity will be returned.

Considering all of the above it is important to be very clear that Co-op shares are not to be viewed as a personal investment vehicle, but as an investment in the Co-op.

Many members have told us they would jump at the chance to purchase extra shares (beyond the one share required per year to maintain an active membership and the right to vote) to help fund a special project, such as expanding or greening the store. If enough members participated, the Co-op might be able to fund most of such a project using its equity capital, which could significantly reduce the amount of money the Co-op would have to borrow from an outside lender. From this, it seems to me that Co-op's equity system truly reflects the cooperative spirit upon which our cooperative is based. ✦

Collective Structure Update

As many of you know, the board and staff have been in dialog since early May regarding the staff's proposal for collective management of the Co-op. On Wednesday August 22nd, the board decided to continue with a general manager structure. The board wrote this letter to the staff explaining the decision:

Dear Staff,

The board has come to consensus that the Silver City Food Co-op will continue with a general manager rather than change to a collective management structure.

The board also reached consensus to actively support the main goals stated in the collective management proposals and presentations: a) information access that will help staff on the job (such as open book management), b) decentralized decision making where possible, c) a democratic workplace where all voices are heard, d) greater responsibility and accountability among all staff for the Co-op's successes and failures, and therefore, e) greater empowerment among staff members. The board will seek a general manager who is skilled at fostering and implementing the empowering workplace that many staff desire.

We know that some of you will be disappointed with this decision, and some of you might be relieved; as with any big decision, often not everyone is happy with the outcome. With this decision the board also wants to convey our gratitude for the enthusiasm and energy that employees have shown for our Co-op. We hope in the transition to come many of your ideas and aspirations can come to fruition as board and staff work together to create the future.

Our decision-making process was lengthy and thorough and challenging for all board members. We would like to outline some of the main points we used in our decision making.

1. During our deliberations we remembered that the board as a whole is accountable to the members for a fiduciary oversight of the Co-op (from the bylaws). We also kept in mind that the board obtains its authority from the membership, and the board shall always strive to act in the best interest of the Co-op as a whole (from Board Policy D7).
2. Although there are only a few co-ops using a collective management structure, and a few more trying to implement this structure, we did study their processes, read some of their documents and board minutes, and talked to a board president. The overwhelming evidence from our study creates our belief that a collective management structure is extremely challenging to put in place as well as to run successfully. Those that have been successful have developed a collective culture over many years, some from their inception.
3. The financial status of the Silver City Food Co-op is a high priority for the board at this time. As we explained to staff at the July 19th meeting, the downward trend in net operating income cannot continue if we want the Co-op to thrive. The board believes that we need strong and knowl-

edgeable leadership in the financial arena to reverse this trend and bring the Co-op back to solid financial health.

4. We have reviewed all the information you provided us in the two written proposals and the budgeting exercise. We have also considered the meetings with staff and questions asked by staff. Wanting to process all of this information with detail and clarity among board members, we all agreed to create and use a matrix with 38 criteria (similar to one we would use for a general manager candidate) in order to evaluate the collective management proposal.

After reviewing and discussing all the information we have received, the board decided not to replace our basic general manager system with a collective management one. Although philosophically most board members like the idea of collective management, concerns with the implementation plans, the timing, the accountability issues, and the needs of the Co-op as a whole were among the reasons for the board's decision.

Knowing that we will disappoint some employees does not make this decision an easy one. As we said before, we are very blessed to have such a committed staff and that you have been willing to devote a very significant amount of time and energy to proposing ways to improve the management of the Co-op. The task you took on with the collective proposal was a very big undertaking, and we hope that you do not feel that all of your work was in vain. As a board, we embrace your aspirations for a more empowering workplace, and we will do everything we can to see that new management helps you achieve those aspirations as soon as possible. We hope that you will be able to overcome any disappointment about the management structure, and join with the Board in moving positively to achieve a successful management transition.

We will be commencing a general manager search as soon as possible. We look forward to staff members serving along with board members on the search committee. Of course, the final decision will be the board's (as per our bylaws), but we are hopeful that the staff and the board can agree on the best candidate for the Co-op's future success.

And again we want to emphasize how thankful the board is for you, our committed employees!

Sincerely,

Susan Van Auken
for the Board of Directors
August 23, 2012



VOLUNTEER DISCOUNT POLICY

Members who volunteer for 3 hours of work receive a 15% discount on all purchases for one day. Discounts must be used within the same calendar year of their volunteer work.

If you are interested in volunteer opportunities at the Co-op, email or call Carolyn: carolyn@silvercityfoodcoop.com (575) 388-2343.

Board Meeting Schedule

The SCFC Board of Directors meets the second Wednesday of each month in the Co-op Community Room, 4:30-7:30 pm, the agenda for the meeting is posted in the store at least one week prior to the meeting.

Ten minutes is set aside at the beginning of every board meeting for member comments. The time will be divided evenly among those member who would like to speak. If ten minutes is insufficient, a special meeting may be called on another day. If a member wants more time, they can contact the president and ask to be added to the agenda. Please make this request at least one week before the meeting.

Silver City Food Co-op Board of Directors

Susan Van Auken, President
Board Term: 2010-2013
susanvanauken@gilinet.com

Lynno Aldin, Vice President
Board Term: 2012-2015
lynno@peacemealcoop.com

Gail Rein, Secretary
Board Term: 2011-2014
rein.gail@gmail.com

Jerry Boswell, Treasurer
Board Term: 2012-2015
gboswell5275@msn.com

Meadow Clark
Board Term: 2012-2015
meadow@conflictmediation.net

Carmon Steven
Board Term: 2012-2013
yankiecarmon@yahoo.com

Lita Furby
Board Term: 2011-2014
luddite555furby@montana.com

Outreach Report *by Carolyn Smith*

Every October is Co-op month, but 2012 was declared International Year of the Co-op by the United Nations. A co-operative is defined as “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-operatives are a reminder that it is possible to pursue both economic viability and social responsibility.



**2012 Co-op Picnic
Great Conversation!**

Co-ops are being lauded throughout the U.S. and around the world. Membership at the Silver City Food Co-op is on the rise, a credit to the cooperative model, our board and staff, and a community that recognizes value when they see it.

Sometimes this value is seen in monetary savings from member sales, case discounts and co-op plus deals, but more often it's experienced as quality in the products we offer, great customer service, in the education we provide through this newsletter and community forums, and the recognition of everything the Silver City Co-op does to support and serve our community.

Our buyers stock the shelves with the healthiest products available. High fructose corn syrup has been banned from the store and we are trying to eliminate all products that may contain GMOs. Customers with special dietary needs can buy a variety of gluten-free, dairy-free, vegetarian, vegan and raw food products and local and certified organic foods can be found in almost every department.

The supplement department provides consumers with alternative health care products including herbal supplements, homeopathic remedies and food sourced vitamins and minerals. Kate, our supplement buyer, is happy to help you find information on these products and we also have resource books available for store use.

The Health and Beauty Aids department has more local products than any other department! Body care products and cleaning supplies are researched and chosen for being “clean”: free of harmful and artificial ingredients when possible, formulated without animal testing and biodegradable and safe for the environment.

Our co-op supports sustainable agriculture and a healthier environment. To this end, the Silver City Food Co-op only sells certified organic and local produce, a level of commitment that I have not seen in other stores, and both the dairy and frozen food departments feature many local and organic products as well.

Here are some of the reasons that inform this policy:

- Soil under organic management sequesters more carbon than any other agricultural system, including no-

till. Crops under organic management use less water because of the healthy soil built up in organic production. Organic farmers use no synthetic pesticides, herbicides or fertilizers (synthetic fertilizers are petroleum based).

- Locally grown food loses fewer nutrients between harvest and purchase, uses less fossil fuel in transit and buying from local growers supports our local economy.

- Chemical pesticides take a huge environmental toll, polluting air, water, and soil. Pesticide pollution now affects every continent on earth, including Antarctica. Pesticides have been shown to cause illness and death in human beings and many other species and the scientific community is finding more and more health concerns linked to their use. Farm workers are at special risk due to regular contact with the chemicals.

- Children are also more at risk, according to the National Academy of Sciences and the Environmental Protection Agency, because their bodies absorb pesticides more easily and break them down less readily than adults.

The Silver City Food Co-op has free monthly forums on topics related to cooking and food preparation, nutrition, gardening, health and wellness and community activism. This month's Co-op Community forum is “Kimchi Made Easy: Learn a simple technique for making a Vegan Version of an old Korean Favorite” with Sharon Bookwalter. If you haven't attended a forum recently (or ever) here's the list of the 2012 Co-op Community Forums thus far:

- *Community Bulk Seed Ordering: Combine seed orders for bulk order discounts*
- *Go Green, Cook Greens! Learn how to add nutritious and delicious greens to your daily menu*
- *NM Organic Farming Conference- 2012 Revisited*
- *Quinoa: An Introduction to the History, Culture, Politics, Nutrition, and Taste! of this Valuable Grain with Samaya Jones*
- *The Effect of GMO's and Roundup on your Soil, Crops, & Health with Monica Rude*
- *Eden Energy Medicine: Health Assurance for the 21st Century with Allee Barr*
- *Sub-Irrigation Planters: Why You Should Use Them & How to Get Started Fast" with Matt Smith*
- *“Bean Here Bean Now! : Bean Recipes for the Summer and Fall*
- *Ice Cream Making 101: Taste the Cool; Beat the Heat!*



The Co-op is a proud sponsor of Pickamania and hosted the kickoff street dance with the Saltine Ramblers!



**2012 Co-op Picnic
Volleyball Battle!**

The Silver City Food Co-op is very involved in the community. October is Hunger Awareness Month and October 16th is World Food Day, and for the third straight year the co-op is promoting a month-long fundraiser at the register to support the Grant County Community Food Pantry and the Backpack Kids Program



**2012 Co-op Picnic
Grilled corn anyone?**

and this year on October 13th, the SCFC and co-ops around the country are fundraising for the No Kid Hungry Campaign, a national effort to end childhood hunger in the U.S. by 2015. Co-op donation amounts will be announced on World Food Day.

This year's co-op picnic and celebration featured a “wrap bar”, grilled corn, fresh watermelon, delicious potluck salads and desserts, great conversation, volleyball, horseshoes, bocce ball and lots of fun! Thanks to everyone at the picnic, especially all the volunteers who helped out before, during and after the picnic and thanks to everyone for supporting our own Silver City Food Co-op this month, this year and for many years to come. ❖



**2012 Co-op Picnic
It's a wrap!**

BENEFITS OF MEMBERSHIP

- Membership means Ownership in the Silver City Food Co-op
- As a member, every dollar you spend at the co-op is a vote for a stronger local economy
- Supporting your co-op is investing in a vibrant downtown, a healthy community, and a business that seeks and sells local products
- Membership entitles you to share in the decision making process; Voting to elect members to our Board of Directors, changes to our by-laws and other membership issues
- As a member, you may choose to be very involved by running for the Board of Directors,

or serving on a board committee; Being active and committed by shopping at the co-op, voting, attending member forums, or sharing your thoughts with the Board, management or staff

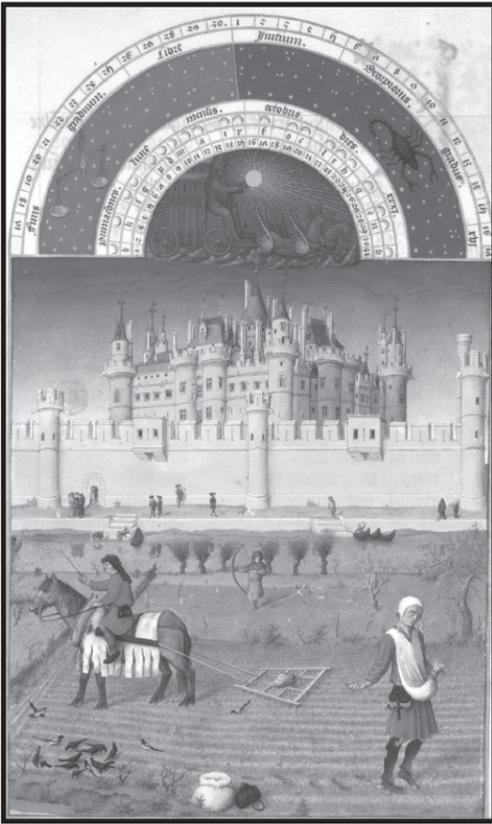
- Another way to participate is to volunteer to represent the co-op in our community, such as:
 - Deliver groceries to homebound members;
 - Staff co-op outreach events;
 - Serve on board committees
- Members receive a 10% Membership Matters discount on:
 - Full cases of regularly stocked water or grain beverages;

- Full (unopened) 25 or 50 lb. bags of products sold in bulk bins (nuts, beans, rice, flours and grains);
- Coffee (5 lb. bags);
- Pasta (box sizes);
- 25 lb. bags of juicing carrots;
- Reference book Prescription for Nutritional Healing;
- Reusable Chico bags & African Market baskets
- During Member Appreciation Days (MAD), members receive a 10% discount on everything in the store □

OCTOBER 2012

New Moon 10/15/2012 at 6:02:36 am (MST)

Full Moon 10/29/2012 at 1:50:30 pm (MST)



October is the tenth month of the year in the Julian and Gregorian Calendars and one of seven months with a length of 31 days. The eighth month in the old Roman calendar, October retained its name (from the Latin "octo" meaning "eight") after January and February were inserted into the calendar that had originally been created by the Romans.

October is commonly associated with the season of autumn in the Northern hemi-

sphere and spring in the Southern hemisphere, where it is the seasonal equivalent to April in the Northern hemisphere and vice versa.

In common years January starts on the same day of the week as October, but no other month starts on the same day of the week as October in leap years. October ends on the same day of the week as February every year and January in common years only.

STAFF CELEBRATIONS
Co-op Anniversaries:
October 10 Jake Sipko
Birthdays:
October 3 Tyrone Wright
October 14 Misha Engel
October 26 Erin Toney

CO-OP EVENTS

October 2012

- 10 Monthly Board Meeting 4:30-7:30 pm
- 9 **Community Forum:**
& *Kimchi Made Easy*
11 Noon-1:00 pm both days
- 13 **World Food Day**
- 25 Member Linkage Committee Meeting
10:00-11:00 am
- 31 Halloween!

November 2012

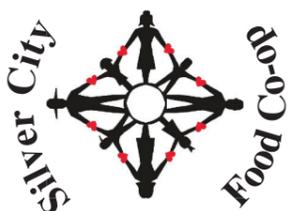
- 6 **Community Forum:**
& *topic TBA*
8 Noon-1:00 pm both days
- 14 Monthly Board Meeting 4:30-7:30 pm
- 15 **Member Appreciation Day!**
- 22 **Thanksgiving Day- CO-OP CLOSED**
- 29 Member Linkage Committee Meeting
10:00-11:00 am

When all the cows were sleeping
And the sun had gone to bed,
Up jumped the pumpkin,
And this is what he said:

"I'm a dingle dangle pumpkin
With a floppy floppy hat.
I can shake my stem like this,
And shake my vine like that."



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