



Weavers Way Co-op
a community-owned market

559 Carpenter Lane, Philadelphia, PA 19119
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WWW.WEAVERSWAY.COOP

The Shuttle

Vol. 35, No.1 January/February 2006

Manager's Corner

Buying Real Local

by Glenn Bergman

Let me just start by stating, “I would like to charge a 20% visitor’s fee to all nonmembers who shop at the Co-op.” I would like to start this in January and to discuss this at the member forum planned for January 17. Okay, now that I have stated this, let me tell you why:

Before coming to work at Weavers Way, I had always heard that we are a co-op owned by our members and that we only allow shopping by members. Well, I have learned that that is true for most of our shoppers (91% or about that amount). I have learned that we allow the community to “try us out,” to do a “visitor shop,” or a “trial shop.” I agree with this policy. It is important that we allow the community to “try us out.” One of our missions is to educate the community in cooperative business alternatives.

There are not too many co-ops that are member-owned and only open to members. The one co-op that stands out is Park Slope. We wrote last year about our trip to Park Slope, a \$21 million/year store (compared to our \$6 million). At Park Slope, you cannot even enter the store without being a member in good standing (meaning you have completed your hours, which are over 30 hours per adult per year). In fact, while I was there I was not allowed to buy product; a mem-

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Many Opinions, Many Votes at November Membership Meeting



PHOTO BY JOHN ASCENZI

MANY OPINIONS WERE AIRED AT THE NOVEMBER MEMBERSHIP MEETING. HERE, MEMBERS LINE UP TO ADDRESS THE BY-LAWS AMENDMENT ON MEMBER INITIATIVES.

by John Ascenzi

As expected, the Co-op’s Nov. 12 general membership meeting did not lack for controversy. Perhaps less expected, not all the controversy focused on the issue of what to do about products from the Israeli settle-

Two proposed amendments to the Weavers Way By-Laws generated a spir-

ited discussion about the organization’s internal democracy and decision-making process.

An amendment to change procedures for bringing member-sponsored initiatives to a membership meeting lost. Another amendment, to decrease the size of the Board of Directors and have the Board elect Co-op officers, passed

(continued on page 4)

Weavers Way

is seeking

Board Nominations

for election at the

April 29, 2006, General Membership Meeting

for details, see page 3

Saul School, Weavers Way Join Forces

by Glenn Bergman

A few WWV shoppers will remember last year when an announcement over the PA system first informed shoppers that a supply of fresh-cut spinach had just arrived from the Saul Agricultural School (on Henry Avenue in Roxborough). Forty pounds of spinach had been dropped off that morning by WWV member Jim Dannenberg (retired dentist and volunteer at the Saul School), and in a few hours the spinach was gone. Since then, Jim, addressed as “Dr.” by the students and teachers, has delivered kale, collards, green tomatoes, and — most recently— fresh eggs.

The spinach was planted by the high school students and was as fresh as you could get in any market, unless you purchased it right off a farmer’s stand on the road in front of the farm. The price was right, and the shoppers were thrilled, as were we, to receive this great product.

In November, Jim invited WWV staff to



PHOTO BY GLENN BERGMAN

CO-OP STAFFERS (L-R) EMILY NEUMAN & JEAN MACKENIZE TOUR SAUL HIGH SCHOOL WITH VOLUNTEER JIM DANNENBERG & TEACHER JESSICA NAUGLE visit the school/farm, and to meet the teachers and learn more about the program. Emily Neuman (WWV flower and plant buyer), Jean McKenzie (WWV Produce Manager), and I took a two-hour

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New Philadelphia Health Co-op Confronts Health Insurance Crisis

by Paul Glover

You probably know someone without health insurance. Every year, more Philadelphians lose health coverage or pay higher fees for weaker coverage. Many of us work jobs we dislike just for insurance. Some of us have even been bankrupted by illness.

The natural remedy is universal health coverage. Congress has resisted doing what it should, though, because the federal government is now firmly owned by private insurers (the second-largest category of contributor to Gore and Bush 2000) and pharmaceutical companies. These crave profit more than healing.

Open Forum on Changing Membership Requirements

Tuesday January 17, 7-8:30 pm

Summit Church

"Should we change the work requirement?"

"Should we lower the capital investment?"

"What would be the effect of these changes?"

Please attend to express your views and hear what other members have to say regarding this important issue!

Open Forum on Changing Membership Requirements

by Joseph Sullivan

In modern day corporate America, the terms “leadership” and “Board of Directors” seem to be in direct contradiction to each other. Although Weavers Way has had its share of recent problems, our Board has remained committed to upholding the Mission Statement and member interests. Despite this strong commitment, the Board of Weavers Way can and always will strive to improve itself. We are currently at an important crossroads. We have remained strong through difficult times and have grown stronger than ever before. The future of Weavers Way remains limited only by the ideas and strength of our membership and the leadership of our Board.

As more members become interested in serving on the Board, they will bring with them energy and new ideas, to perpetuate and fulfill the Mission Statement and allow Weavers Way to remain an integral part of our community. The President’s Report (p. 3) outlines some of the qualities that Boards, including ours, look for in prospective candidates. We know many of you possess these qualities.

Our Strategic Plan identified membership issues as an important topic that requires further discussion. On January

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Over 250,000 Philadelphians need urgent relief and cannot wait for reform. Even wealthy Philadelphia taxpayers need quick relief from rising costs of public employees’ premiums and indigent care. We have started PhilaHealthia, a co-op response to the failure of public and private sectors to protect us.

PhilaHealthia strengthens the campaign for universal coverage by organizing the uninsured both to meet their immediate health needs and to demand a federal plan. We seek to pressure Washington by showing the nation that efficient and humane health care can be provided at far less cost.

Based on the success of the Ithaca Health Alliance [www.ithacahealth.org] which I founded in 1997 (Utne Reader

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AND OF COURSE...

SCADS MORE!

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Editor's Note

by Jonathan McGoran

For the next six months, Weavers Way will be the proud host of "The Co-op Quilt," currently touring co-ops around the country. You will soon see the quilt hanging somewhere in the store (although we have absolutely *no* idea what to do with the matching "co-op pillow shams.")

The quilt consists of logos taken from the fronts of co-op T-shirts from across the country. The irregularly shaped logo in the middle is from the Wetspot Co-op, apparently a new co-op in Yellow Springs, Ohio. (At least, that's what the co-op who had the quilt before us said.) The quilt was originally conceived as a means to raise funds for cooperative education. I still think we could raise more money with the T-shirts from which the front logos had been removed, but I guess that sends a different kind of message.

At the November Membership Meeting, members once again voted not to boycott Israeli produce. This might not be the last time the issue appears on the ballot, but in response to concerns about how much time the topic has taken up, future proposals will be worded as follows: "*Israeli Boycott? Still no?*"

Once again, a member of Weavers Way has won a prestigious literary award (*Congrats, August!*). I'd like to take this opportunity to announce that I, too, have won a prestigious literary award, but unfortunately I haven't. Maybe next time.

Stories to keep an eye on for next issue include the upcoming forum on changing member requirements and the much-anticipated results of last year's member survey. I had hoped to report on the member survey in this issue, to give an in-depth look at our members, but readers will have to settle for Peter Samuel's similar story on page 12.

And yes, Weavers Way will be hosting a member forum to reexamine the Co-op's membership requirements. Co-ops have all different kinds of membership requirements... and I'm told some other stores don't have any at all! Personally, I'm open to changes in the membership requirement, just as long as we maintain the requirement that Weavers Way members have that certain... *je ne sais quoi*.

Back at Work, and Thankful for Members' Support

by Dale Kinley

I always knew Mount Airy was a truly unique neighborhood, but I was truly overwhelmed by the generosity and support of the Co-op community when I had my accident last July.

Words cannot express how much the generous donations, cards and good wishes have meant to me. Thank you so much! I am continuing to make a good recovery, better than my doctors ever expected. I am doing intensive therapy three times a week and I am back work-



DALE KINLEY

ing at the Co-op four times a week. I am extremely happy to be back at Weavers Way and I look forward to talking to and thanking everyone personally.

Education Committee Ends Electronic Exchange, Plans Larger Exchange

by Elliott White

The Education Committee has ended the Electronic Exchange on the Co-op's second floor. It's an old story of not enough space, with the merchandise crowding out all else.

In the past the Committee has run a library and other exchanges on the floor with the same result. Yet when on a few occasions donated books or magazines were made available on tables outdoors for special Co-op events, many were taken, indicating that ready accessibility makes a lot of difference.

The idea of a Co-op exchange, coupled with a 'conversation corner' was embodied in a 1994 Education Committee resolution. It had been championed by the first chairs of the committee, Vivian Schatz and Flora Lisi. It argued that such a space, 'serving as an attractive meeting place for shoppers, neighbors, and friends, can prove to be a commercial asset'—but only if it is also 'attractive,' 'inviting,' and 'part of a coherent plan.'

A book exchange was briefly established at the old Co-op annex, but lacking ready accessibility, it had very limited success.

When the Co-op made plans to expand to include a prepared food outlet, a survey of the membership showed an overwhelming majority favored the inclusion of an exchange and a 'sit-down' amenity within the space. A renewed Education Committee resolution calling for such a multi-purpose space was presented to a Board meeting and just before the recent scandal broke such a space was on the verge of being realized within the proposed new prepared food outlet.

The commercial revival on Greene and Carpenter, with two new cafes and a farmer's market reveals trends that are complementary rather than competitive. Thus a prepared food outlet in a multi-purpose room should only add, not subtract from the on-going vitality of the area.

Philahealthia

(continued from page 1)

2/05), PhilaHealthia has begun to enroll pioneer members. They pay just \$100 a year for adults or \$50 a year for children.

With merely 1,000 members, the Ithaca co-op has become able to cover members for everyday emergencies (broken bones, ambulance rides, emergency stitches, burns, certain minor surgeries, some dental); to open a free clinic; and to offer discounts with many local healers (including organic farmers), who receive interest-free loans. Payments for emergencies are made to any healer worldwide, and there's no deductible.

Because Philadelphia is 50 times larger than Ithaca, PhilaHealthia can far surpass this achievement, creating holistic and allopathic clinics and medical centers.

And our local universal model can exemplify genuine healing, relying on warm hands as well as cold machines, addressing the emotional bases of wellness, cleaning up the public sources of personal illness, eventually healing the whole city.

Again, we're contributing to the campaign for universal coverage. The Canadian single-payer campaign was begun in 1947 by Swift Current, Saskatchewan, a farm community of 15,000. They organized a local plan which was so successful that people throughout Saskatchewan demanded a provincial system on that locality's model. This was enacted in 1962, despite solid media opposition and a strike by doctors. By 1971, all Canada followed Saskatchewan, to achieve free health care access.

PhilaHealthia (based in Mt. Airy) is asking for your help to pioneer a healthi-

er future for America. We need pioneer members. As Judy Wicks of White Dog Cafe has said, "I'm proud to be among the first to join PhilaHealthia, which has begun to provide a low-cost, co-op alternative for the uninsured. Its founder has proven, in Ithaca, NY, that this approach can free Americans from the high costs of health coverage, support small businesses, and set an example for the federal government."

We also need seed money to accelerate our progress. If you have health insurance, you may donate a Christmas/Chanukah membership to an uninsured family member, friend or employee. Anyone in Pennsylvania may enroll. As Patch Adams, M.D. says, "Everyone should join, even if they already have insurance, just to support it."

PhilaHealthia is creating a list of area healers who agree to give discounts to members. We'll list and link your website, or make you a web page if you need one.

Says co-founder Meenal Raval, "We need several things more: volunteers to distribute literature, interim board members who embrace this social revolution, *pro bono* legal help, donated office equipment and office space." She is a longtime Weaver's Way and Mt Airy activist, co-founder of Mt. Airy Greening Network and Philly Freecycle.

Weavers Way will be host PhilaHealthia's first public meeting in January. For more information visit www.philahealthia.org.

Paul Glover, a new Weavers Way member and Mt. Airy resident, founded Ithaca HOURS local currency, the Ithaca Health Alliance, Citizen Planners of Los Angeles, and related mutual aid plans.

Board Business

by Bob Noble, Board President

October 2005

Announcements, etc: Membership Count: 2,968. • Bob Noble and Glenn Bergman reported on an inspiring visit to Weaver Street Co-op in North Carolina. Ideas that may be useful at Weavers Way include hiring a professional board facilitator and doing away with the warehouse.

Auditors Report: Bob Boland from the accounting firm of Maillie, Falconiero & Co. presented a summary of their audit of our Balance Sheet and Income Statement for the fiscal year ending 6/30/05. After discussion, the board approved the audit. Glenn will have a response to the management letter by the February board meeting, and he'll provide regular updates on patronage rebate progress.

Ends Discussion: The board focused on ideas for a "mega" or "core" ends statement. A starting point was: "VW enriches a growing community of members through cooperative enterprise." Comments suggested recasting growth as not just more members, recasting community as greater than just our members, and adding environment. A committee will work on a revised draft. Once this is adopted, the board will develop more specific ends that reflect our mission, but are subordinate to the core statement. This process may include updating our Mission Statement, e.g., removing the term "grocery-based" and language limiting the Co-op's goals to Mt. Airy or Northwest Philadelphia. January was set as the target date for completion of this phase of our work on our ends.

Board Recruitment: The board discussed how to improve board recruitment in accordance with the 2005-2007 Strategic Plan. At-Large Director Joe Sullivan presented ideas from a meeting with Bob and Vice President Sylvia Carter. A candidate training and orientation process was proposed to help potential board members improve their understanding of the board's functioning. Ideas for encouraging and identifying potential new board members included sponsoring (1) a member/board forum on Changing Our Membership Equity Investment Requirements, and (2) a workshop on Weavers Way Governance. There was also discussion on a proposal to indicate on future election ballots those candidates that have completed a predefined orientation process, which would include reading certain material (bylaws, board policy manual, policy governance, fiduciary responsibility, etc.), attending one or two board meetings, and having a favorable interview by one or two board or Leadership Committee members.

Agenda Planning: Bob proposed improving board meetings by scheduling less business, thereby allowing more time for discussion of any one item. Another solution is to have other board members take turns chairing and also to experiment with professional facilitators. • The board discussed whether or not we should revisit the decision made in September regarding future staff bonuses. There are some questions about whether that kind of decision is appropriate for the board. The sentiment was that we should take this matter up under the larger issue of where to draw the line between Board and GM responsibility, and to do this after we have completed this phase of our ends discussion, perhaps in February. • The board decided to modify Board Policy G1.3.I so that board self-appraisal will take place annually through

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President’s Report

By Bob Noble

The following report was delivered to the members at the Weavers Way general membership meeting, Saturday, November 12, 2005.

Weavers Way is in fundamentally good shape. We’ve had our second independent audit, and have been given a clean bill of health. The report will be available in the store and on our web site. For the fiscal year ending 6/30/05, we had a surplus of over \$100,000. In September, the board declared a patronage rebate of \$40,000, the first since 1986. Forty percent of this will be issued in cash with the remainder credited to member equity accounts. On a cautionary note, we still have two pieces of debt related to the financial crisis of 2002, although one will be paid in full next March. The other is the loan from the city, and is scheduled for completion in 2013. Our reserves continue to be slowly rebuilt. The number of member households remains at 3,000. We have several active committees including farm, membership, environment, diversity and outreach, and education. The board and management have a good relationship.

We have continued our outreach to other co-ops. Last June, Stu Katz, Glenn Bergman, Rick Spalek, and I attended the annual national food co-op conference in Albuquerque, New Mexico. In September ,Glenn and I visited Weavers Street Market in Carrboro, North Carolina. Later this month, members of the co-op

in Newark, Delaware, will visit Weavers Way.

We have made good progress in implementing our Strategic Plan, part of which includes a number of bylaw amendments that you’ll be voting on later this evening, and which I hope you’ll support.

And we have a flourishing local economy right on the corner of Greene and Carpenter, thanks to the new High Point Café and the soon-to-be-opened Big Blue Marble Book Store.

Board Recruitment

Here’s a question for you: How can we ensure that the values expressed in our mission statement are reflected in a meaningful way in the life of our co-op?

Last Spring, board recruitment was singled out as a significant shortcoming. This was evidenced by the lack of competition for board seats in last April’s election. I’m not saying we have a problem with our current board. On the contrary, I believe we have a good board. But that doesn’t mean we can be satisfied with uncontested elections. So here is what the board has planned to try to remedy this problem:

On Tuesday, January 17, we will have an open forum on changes to our membership requirements: our annual equity investment, our lifetime cap, and our work requirement. This forum will be like an extended board meeting, and serve two purposes: It will help the board to learn more about how members feel, and it will allow interested members to learn

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Amendment Has Food Co-ops Rethinking Relationship with Organic Trade Group

by Art Jaeger, courtesy of the Cooperative Business Journal

The latest flap over the government’s organic food standards has grocery co-ops rethinking their relationship with the Organic Trade Association, the 20-year-old group that tries to represent all facets of the organic industry.

OTA championed an amendment to the 2006 agriculture-spending bill that is widely seen as weakening the federal organic standards.

As a result, according to Communications Director Robynn Shrader, the National Cooperative Grocers Association is surveying its members over how — and even if — NCGA should stay in the trade association.

It’s “entirely possible,” Shrader said, that her organization will drop out of OTA’s Leadership Circle, which this year meant a \$22,000 contribution from NCGA to the trade group. The contribution makes all NCGA members OTA members as well.

Shrader said NCGA could decide to stay in the Leadership Circle or stay in OTA but at a lower contribution level. Or it could pull out completely. “We want to give everyone a chance to be heard,” she said.

The OTA-supported amendment was enacted without hearings and with little public scrutiny. It overturned a court decision that reinstated a standard prohibiting synthetic substances in organic foods.

Critics call the amendment a “sneak attack” on the organic standards. They say it favors large food companies that want to use synthetic ingredients in organic products.

Many of these companies, including

Kraft and Dole, are now OTA members alongside the small farmers, processors and retailers that pioneered the organic market two decades ago.

Defenders call the amendment simply a “clarification” that returns things to the status quo before the court decision, known as the Harvey case.

The debate is as much over tactics as substance.

“NCGA was one of (OTA’s) top funders — they wouldn’t even talk to them,” said Elizabeth Archerd of the 10,000-member Wedge Co-op in Minneapolis.

Shrader admitted she was “stood up several times” by OTA.

Archerd said that if NCGA pulls out, Wedge definitely won’t be rejoining OTA on its own.

Christopher R. Durkin with Harvest Co-op Markets in Cambridge, Mass., lamented the growing split between OTA and food co-ops but sees value in staying in OTA.

“I’d rather stay involved and talk with them,” Durkin said. “I don’t think it’s an irrevocable split, but it may become that.”

As for the amendment, attention now shifts to the regulatory process that will flesh out what Congress passed with Agriculture Department rules.

“No one is throwing in the towel,” said Archerd. “Now we have to do the boring, policy wonk work that won’t attract a lot of attention.”

“We will be applying as much pressure as possible to make sure a good rule is written,” added Jessica Schaffer, press secretary of Rep. Sam Farr (D-Calif.), a leading Congressional advocate of organics.

Weavers Way was formerly a member of OTA, Weavers Way has recently withdrawn from this organization for this reason.

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Help Publicizing an Appearance by
Noted Speaker Gar Alperovitz
For Spring Membership Meeting
Professional Expertise Desired
Contact BobNoble@msn.com
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Notice of
Nominations of Board of Directors

Elections will be held at the
Spring General Membership Meeting
Saturday, April 29, 2006

Board Positions to be filled:

Five (5) At-Large Directors (all two-year terms)
Two (2) Staff Directors (one one-year term & one two-year term)

Nomination Form
for Candidates for Election to
The Weavers Way Board of Directors

Please submit as soon as possible or by 8 p.m. Wednesday, February 8, 2006.
Elections will be held at the Spring General Membership Meeting, Saturday, April 29, 2006.

NAME		MEMBER #	
ADDRESS	CITY	STATE	ZIP
PHONE	E-MAIL		
POSITION (see see Notice of Nominations, above)			

Please complete form and answer the following questions on a separate sheet of paper and submit them with your photo by 8:00 p.m., Wednesday, February 8, 2006. These will be published in the March/April 2006 *Shuttle*. Your entire response to all five questions cannot exceed 250 words. A member of the Leadership Committee will call you to confirm your candidacy.

1) Why is Weavers Way Co-op important to you?

2) What volunteer experiences have you had with other cooperatives or organizations?

3) What experiences and skills or unique perspectives will you bring to the Co-op Board?

4) What do you think are some important challenges for the Co-op in the short or long term?

5) Any other personal information you would like to share, i.e., family, hobbies, work experience, special talents, etc.?

Submit by e-mail to weavers@weaversway.org or place in Leadership Committee mailbox on second floor of the store. A copy of this form is also available on our website, at www.weaversway.coop. For further info, call Sylvia Carter, 215-844-0562.

General Membership Meeting

(continued from page 1)

by only two votes, 33 to 31.

Members voted by holding up cards issued at the meeting, one per household. They routinely passed two other By-Law amendments, but rejected the three measures tied to sales of Israeli settlement products, as well as a member-initiated proposal to issue dividends out of operating profits.

It wasn't all voting, reports and impassioned speeches. Members enjoyed a tasty potluck dinner, live music by the St. Mad Trio and the Humbleman Band, a special presentation to departing staff member Sarah James, and the debut of a special 33rd anniversary Weaver's Way print by Mt. Airy artist and Co-op member Sara Steele.

Once again, as at the May general membership meeting, it was standing-room only at Summit Church, although a substantial portion of those attending left as soon as the boycott votes were concluded.

Boycotts and Labels

Some speakers questioned why there even was another discussion and vote on the Israeli settlement issue, since a boycott proposal went down in a 104-to-eight vote in May. Linda Hanna, from the Campaign Against Settlement Products, responded that their group had asked to withdraw the measure from the May meeting agenda to allow more time to promote the pro-boycott case, and to reformulate proposals for the November meeting. However, at that time, the Board and a subsequent member vote refused to withdraw the

measure, which then lost.

For the November meeting, the boycott organizers introduced a package of three separate measures. One would have had Weaver's Way boycott virtually all produce from Israel, based on the fact that Israeli export regulations do not designate products grown in the settlements separately from those grown within Israel's pre-1967 borders. A more selective measure proposed to boycott only products identified as coming from Israeli settlements, based on a list from the Israeli peace group Gush Shalom.

A third measure, separate from a boycott, would have required the Co-op to label all Israeli produce as either "From Israel or Israeli Settlements" or "Made in Israeli Settlements."

Speaking in support of the boycott, Linda Hanna said "the occupation already imposes a boycott of Palestinian produce" by preventing it from reaching world markets. She remarked that no one speaking against the boycott had defended the Israeli settlements themselves.

Another pro-boycott speaker, Rachel Kamel, argued that "the settlements controlled the most productive land and water resources" and that the occupation was "mitigating against a viable Palestinian state." She appealed to Co-op members to respond to "authentic voices of peace" among Palestinian and Israeli peace groups "asking us to do our part."

In response, Steven Masters, identifying himself as a peace activist who personally boycotts produce from the Israeli settlements, said Israel was being



PHOTO BY JOHN ASCHENZI

OUTGOING WEAVERS WAY STAFFER

SARAH JAMES

unjustly singled out – a point reinforced by several other anti-boycott speakers. He argued that the boycott issue was so divisive among members as to contradict the Co-op's mission of building community and embracing diversity.

Masters pointed out that Weavers Way now stocks Palestinian olive oil, "nearly the only place to buy it in Philadelphia" and that this exemplified "positive economic engagement, not divisive action against one side." Jim Peightel, an at-large Board member, said the Board opposed the boycott because it could cause negative economic consequences for the Co-op.

After several speakers for either position, the members voted against both boycott proposals in turn and took up the labeling measure.

Susan Landau, from the boycott campaign, said that identifying the point of origin for produce was consistent with labeling other products such as coffee

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Board Business

(continued from page 2)

discussion at the July board meeting. • The board decided that at its next meeting it will discuss and try to form an opinion for or against the two member initiatives, the Israeli Settlement Product Boycott and the Member Voucher.

Policy Monitoring: The board accepted Glenn's monitoring report on Board Policy R1, Customer Service and Value. The board also accepted Glenn's monitoring report on Board Policy R3, Financial Conditions, with the stipulation that Policy R3.2.1 (the General Manager shall maintain a reserve account with no less than (one) 1 month of operating expenses) be changed to "partial compliance" because the goal is not yet reached, and that the target date of 12/31/07 be specified as per the 2005-2007 Strategic Plan.

CBLD Participation: The board decided to continue with the board training and consulting program available from Cooperative Development Services for the 2006 calendar year. The cost is \$4,500. The new name for the program is Cooperative Board Leadership Development (CBLD).

Membership Meeting Planning: Board member assignments were made to present the various motions at the 11/12 membership meeting. The board decided to move the two member initiatives to the beginning of the meeting. The board decided that because the bylaws have no voting age provision, any member of the household listed on the member application may vote at the membership meeting.

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Membership Meeting
(continued from page 4)
and chocolate as “fair trade products.” Steven Masters countered that labeling Israeli products did not build community and questioned whether consistency would require labeling the geographical origin of everything in the store. Members voted down the labeling measure.

Rebates, Reports and By-Laws Changes
As Weavers Way Vice President Sylvia Carter moved on to other business, the question was how to process an operating surplus in the range of \$150,000. A member, Brian Rudnick, had petitioned for a measure to issue equal dividends to each member household as cash or a voucher, in an amount between \$25 and \$50. The Board had opposed the proposal, arguing that it would incur a tax liability to both the Co-op and individual members, and would violate IRS rules. Rudnick was not present to speak on the measure, which was defeated.
Instead, as reported subsequently in the President’s and General Manager’s reports, the Board will rebate 40% of the surplus to member households, prorated according to each household’s purchases. The patronage-related distribution is required by IRS regulations.

The remaining 60% will go to member’s equity accounts.
In the President’s Report, Bob Noble, alluding to the Co-op’s positive earnings and upcoming member rebates, said the Co-op continues to carry out its strategic plan, and appealed for more members to run for Board positions.
General Manager Glenn Bergman reported good news: a positive safety record has led to reduced insurance premiums, and the Co-op’s improving finances allowed it to resume matching contributions to the staff’s 401(k) retirement accounts.
He then led the meeting in an enthusiastic thanks and sendoff to staff member Sarah James, who has organized countless special events and workshops for the Co-op. She is taking a job at the Schuylkill Center for Environmental Education.
Bergman further reported that the owners of an East Falls location where Weavers Way had proposed launching a second store had, unfortunately, refused the developer’s bid for the site.
The meeting’s final business concerned Board-proposed changes to the By-Laws. An amendment to bring member rebates into line with current IRS rules passed easily. Members also approved an amendment to have com-

(continued on page 6)

Fall General Membership Meeting: Dangerously Divisive or Convivially Controversial?

by JoAnn Seaver
Before addressing the question in the title, I want to set the scene. Summit Presbyterian Church Gym/Auditorium was packed with parents, kids, retired folks; a cornucopia of food from generous vendors and members; and homegrown music and art that was classy and witty.
Manifestly, a community was assembled with active volunteers and elected officers who stepped up to make the event happen with abundance in a coherent and thoughtful way. We were instructed to listen to each other, be respectful of each speaker and wait to be called on. The cavernous room was filled to capacity and the instructions to behave heightened the anticipation.
We were to start off by considering member-initiated motions, the first being the Israeli Settlement Product boycott. All of us had bright pink cards with our membership number printed on it for voting. I, for one, felt a bit exposed. Speakers alternated between pros and cons, with strict short time limits for each. People were not to speak without being recognized. The audience followed the rules quite well for the opening rounds, clapping politely and encouragingly for each speaker.
Three separate votes were to be taken, first to boycott all agricultural products from Israel because Israeli export regulations do not require distinguishing in a label those produced within the legal boundaries of Israel (pre-1967) and those that are not. Despite the alternating format, I am going to lump all the statements from each side together. The first speaker for this motion began her remarks with the vision of two separate, independent and viable states: Israel and

Palestine. As the situation now stands, agricultural holdings of Israeli settlements in Palestinian land include much of the most arable land and control of much of the water. Israeli check points add to the Palestinian’s agricultural disadvantage by making it difficult or impossible to get their products to market in a timely way. A Co-op boycott would support Israeli peace groups who favor working toward creating a more just and level playing field, one that promises a Palestinian state that is economically viable, with citizens who can own and work their own land. Another speaker, addressing precedent, pointed out that Co-op’s purchasing decisions reflect our moral choices across the board and once included a 1987 to 1996 boycott of Chilean grapes.
Speaking against the motion, a member raised the mission of the Co-op that is to promote community and advantageous buying to benefit the consumer, and local and organic producers. The issue at hand takes us away from our mission. Also, the issue is divisive of our community because it singles out Israel and divides our Jewish members, therefore weakening our community. A board member, speaking for the board, felt that to take on any boycott required much education and preparation and that the membership was not in unity at this time. He also raised business consequences in terms of the added time and effort required of staff and the fiduciary consequences if members opposing the boycott withdrew membership or shopped less at the store.
The motion was defeated by a clear majority, but gained an expanded minority from a previous vote.

(continued on page 7)

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Membership Meeting
(continued from page 5)

mittees elect their own chairs, and to mandate an annual review of the Co-op's financial controls.

However, an amendment to change Board size and officer elections encountered opposition. Former Board member Jack Nolan objected that the proposal to reduce the number of Board members from 13 to a range of 9 to 11 would concentrate decisions in a smaller group of people, and was not conducive to internal democracy.

Other members objected to a portion of the amendment eliminating direct election of Board officers (president, vice president, secretary and treasurer). Instead, all Board candidates would run for at-large positions (except for two staff representatives), and the new Board would choose its own officers. The Board argued that streamlining the election process and reducing Board size might increase member participation and encourage willingness to serve on the Board. After considerable discussion, the amendment passed by a 33-to-

31 margin.

The final By-Laws amendment aimed to change the process for bringing member initiatives to a membership vote. Instead of the current system, by which ten members petitioning for an issue can bring it directly to the membership as a whole, member initiatives would first be reviewed by the Board.

If the petitioning members disagreed with the Board's action on their petition, they would need to use the existing mechanism for contesting a Board decision — gathering signatures from ten percent of members to bring the issue to a general membership vote.

A further provision in the same amendment would have raised the bar for product boycotts, requiring two-thirds support rather than the current simple majority of members voting. The Board's rationale was that boycotts tend to be divisive and ought to require a larger majority.

Five members spoke against this amendment, all arguing that it would unduly restrict member involvement in Co-op decisions. One member

remarked that the recent controversies may have been difficult, but were exercises in democracy and got members involved. The only member who spoke in support of the amendment said the changes represented an appropriate compromise between direct democracy and a representative democracy, and that he expected the Board would act as "a filter, not a wall."

This amendment was defeated, the business portion of the meeting came to an end, and the Humbleman Band took the stage.

Special thanks went to Sadie Torrence of Sadie's Gourmet Country Kitchen, to Sara Steele, and to Summit Church, as well as to all the vendors who donated products for the meeting, including Moshe, Ippolito's, Noreen's Bakery, and Le Bus Bakery.

Board Business
(continued from page 4)

November 2005

Announcements: Membership Count: 2,982. The patronage rebates are expected to be distributed to members in mid-December.

Ends Discussion: The board agreed to the following language to serve as a working version of our "mega" or "core" ends policy: "The purpose of Weavers Way is to be a sustainable cooperative enterprise benefiting both a growing membership and the wider community." The board also discussed ends that are subordinate to this mega ends by focusing on our mission statement. Discussion will continue next month.

General Membership Meeting: The board decided to recommend that members vote against each of the three parts of the petition proposing a boycott of products from Israeli settlements. The board also decided to recommend that members vote against the store voucher proposal. At-Large Director Jim Peightel and Treasurer Susan Beetle will present explanations of both recommendations at the meeting respectively.

Event Dates: The board decided to hold the Member Forum on Changes to the Member Equity Requirements on a weeknight evening January 17, 18, or 19 depending on availability of the parlor at Summit Presbyterian Church. The board decided to hold the workshop on Weavers Way governance on the evening of Thursday, February 9, at 610 Carpenter Lane. The board decided to hold a mini-retreat 9 a.m. to 1 p.m. on Saturday, February 25, pending board consultant Mark Goehring's availability.

Board Policy Monitoring: The board discussed and accepted Glenn's Monitoring Reports on Policy R5, Asset Protection; Policy R7, Communication & Counsel to the Board; and Policy R8, Executive Succession.

Policy Development: The board decided to change (1) Board Policy G1.3.1 to say, "Compliance with each Board Means policy will be determined annually at a meeting of the board." (2) Monitoring language for all G policies to say, "Compliance with this policy will be determined annually at the board meeting in July."





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Divisive or Convivial

(continued from page 5)

Another motion advocated using the website of Gushshalom to determine which Israeli products came from settlements outside the 1967 borders and not purchasing them. A speaker for this motion again spoke for creating balance in an economic field that privileged Israeli farmers and was unfair to Palestinian farmers and the Palestinian economy.

A speaker against it declared that no side should be boycotted, neither the Israeli settlements nor the Palestinian areas from which rockets were being fired. This motion, too, was defeated. A third motion, also defeated, would have required labeling Israeli produce as either from Israel or from Israeli settlements so that individual members could choose whether to buy or not.

The tone of the meeting was mostly respectful. Shouted out motions to close discussion were not accepted by the group as a whole.

On another topic, we considered a member-initiated motion to return surplus income in the form of rebates to members. The membership voted with the board and management that argued that the welcome surplus was still needed as a cushion and contingency fund. Part of the surplus was being used to increase pay and privileges to employees who took cuts during the difficult years.

The board proposed changing the by-laws to make it more difficult for members to initiate motions. Though a lot of

time had been spent discussing the motions described above, and though the motions were voted down, and though the board and management described the hardship and time involved in dealing with them — presumably taking away from running the store — the membership was persuaded not to curtail the membership's ability to bring motions forward.

How is this to be explained? Perhaps the wonder of seeing a real issue cogently discussed in something longer than sound bites was welcome, smacking of intellectual, ethical and democratic behavior. The membership was voting a hunger for such activity.

I asked myself, when was the last time I took part in a stimulating event and could vote my conscience? I couldn't recall a time.


Others will have to weigh in, but I think we were grateful to the presenters of the motions on Israel/Palestine for moving beyond holding an opinion to attempting to take action, from being complicit in what they feel is unjust to taking a stand, from holding a private opinion to stepping up to the possibility of collective action. The majority of the membership was not persuaded, but we all listened to views not often heard. Was the event dangerously divisive or did we experience convivial conflict? My view is the latter. Do we have to guard the management and board from too much of a good thing? Probably. Still, this added dimension of community makes me even happier to be a member of Weavers Way.

Saul High School

(continued from page 1)

tour of the campus. We had the opportunity to learn more about the vegetable farm from Jessica Naugle who teaches at the school. When we went into her classroom she pulled out the WWV check stubs from the two checks we had sent over as payment for the spinach and other vegetables received at WWV. Jessica informed us that the students were very proud of the fact that they had received payment for product they had planted and sold to us (at a great price I should say).

We then went on to visit with teacher Gartano Amarosa, who teaches meat science and oversees the dairy, egg, and meat production at the school (we should check on this). He showed us the packaged meats from animals raised on Saul School farm land.



CO-OP STAFFER EMILY NEUMAN & A NEW FRIEND

It is our hope that our relationship will continue to expand as we build a bridge between WWV and Saul. Through the hard work of volunteers like Jim, working in conjunction with staff, you should begin to see more product purchased from the Saul School. If you are interested in volunteering at Saul, speak to Jim or call the Saul School.

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President's Report
(continued from page 3)

something about how the board functions.

On Thursday, February 9, we will conduct a Workshop on Weavers Way governance. This event will allow members — especially anyone thinking about possibly serving on the board — to learn more about how our board goes about doing its job of governance.

We have put together a board candidate packet — a collection of readings covering important governance topics, such as fiduciary responsibility, how to interpret financial statements, and the policy governance model.

We are participating in a new national program called Cooperative Board Leadership Development, which, among other services, holds one-day workshops at various sites in the northeast states for new board member training.

We encourage interested members to attend board meetings. And if you let us know ahead of time that you're coming, we can get you a copy of the packet that is prepared for each meeting.

Finally, we encourage you to contact one of us to sit down and talk about the

board and its work. Get answers to your questions over lunch or coffee. We're here to help.

Leadership Qualities

Life on the board is exciting, rewarding, and challenging. What type of individual do we need on our board? What are the leadership qualities we're looking for? This list comes from literature the board has studied in its effort to improve recruitment.

We need members who are visionary — who can see past the way things are now, and see what might be.

We need members who are conceptual thinkers — who have the ability to see issues in their proper context; to see which principles an issue or event falls under.

We need members who grasp the big picture — who are adept at putting each issue into a perspective guided by a larger view.

We need members who are connected to the ownership — who are committed to seeking out, listening to, and learning from members' ideas, opinions, values, and principles regarding Weavers Way.

We need members who demonstrate moral courage — who are willing and able to stand up and speak out even when

it is uncomfortable.

We need members who can work in a group — who are capable of working through differences, and respect diverse points of view.

We need members who can allow others to lead — who can accept responsibility and delegate authority.

We want to encourage you to volunteer to serve on the board. Or maybe you know a friend you think would be a good board candidate. We now have training and support in place. There is a time commitment: we meet each month. There is also diversity of opinions, a rewarding life experience, and mutual respect.

So I ask you again: How can we ensure that the values expressed in our mission statement are reflected in a meaningful way in the life of our co-op?

This question lies at the heart of everything the board does. Please join us in seeking the answer.

Secret Agents
Needed to Protect
Organic Standards

by Mark A. Kastel

Both cooperative groceries and family-scale farmers are being placed at an unfair, competitive disadvantage by large corporations playing fast and loose with the organic standards. The Cornucopia Institute is working on a report that will include a ranking of every name-brand dairy product in the United States. They are looking for a few co-op supporters to "shop" the competition to obtain the plant numbers from the "suspect" organic milk, and e-mailing it to Cornucopia. The plant number is required by law and commonly is a code printed along with the "sell by" date.

For more information, to volunteer, or for more ways to help, call 608-625-2042 or e-mail organic@cornucopia.org.

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Membership Forum

(continued from page 1)

17 at Summit Church, we will hold a forum entitled "Changing Membership Requirements." This forum will allow all members to voice their views and opinions on issues of membership including future directions we should take to strengthen the relationship between members and Weavers Way. Should we lower the \$30 annual capital investment? Should we lower the \$400 lifetime cap on member investments? Should we change the work requirement? What are the financial implications of decreasing the annual equity payments or work requirement? Would product prices increase and if so, how much? How do we compare to other co-ops with regard to work requirements? These are just a few of the questions that will be addressed, so be sure to attend — not only to learn about some of the financial aspects of your co-op, but also to voice your opinions regarding this important issue that affects every Co-op member.

Our Strategic Plan also identified Board recruitment as an important issue. Many, if not most, members don't understand "what" the Board does and "how" it goes about doing it. On February 9, at

610 Carpenter Lane, we will also hold an educational workshop to better educate you on the process of governance. How does a board effectively govern and ensure measures are being taken to fulfill the Mission Statement and ends? Through this workshop, more members will be educated about the process of governance and how it relates to the future of Weavers Way. In the end, our members will be more informed, and we hope there will be a renewed interest in serving on our Board. Please look for a sign-up sheet in the store and join us for this educational event.

By discussing some of these important issues, and outlining the process necessary to become a successful leader, we will learn together how to make the process of improving Weavers Way successful.

Open Forum on
Changing
Membership
Requirements

Tuesday January 17, 7-8:30 pm
Summit Church

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Each year, millions of gallons of paint remain unused or unsold by our nation's retailers. The National Council on Paint Disposition, Inc. (NCPD), a nonprofit environmental organization, is compiling a list of nonprofit organizations that are interested in receiving the free paint that might otherwise end up in a landfill. There is no charge to participate in this program and no requirement to take in quantities more than your organization can use.

For more information, or to get involved in this program, please contact President of NCPD Marv Goodman at marvgoodman@paintrecycling.org or call 732-309-2022; or P.O. Box 74, East Brunswick, NJ 08816. See the National Council on Paint Disposition's website, <http://www.paintrecycling.org>, for more information.

Love Among
the Raisins?

Many of us have had romance or romantic encounters in our lives thanks to membership in the Co-op. Some of us would even be willing to be interviewed about it!

Do you have a good story of finding, keeping or losing love while doing hours, working, shopping, attending meetings, trying to find parking or otherwise being connected to Weavers Way Co-op? (Note: anonymous stories also welcome!)

If so, e-mail me at dsilver@ppt-net.com. I am hoping to interview members for an article to be published in an upcoming issue of the Shuttle.



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The New Medicare Plan

by Solomon Levy Ph.D., CFP®

Recently, when I went to vote, I met a friend at the polling place. Along with our committeeman (who is not yet ready for Medicare), we discussed the new drug program. My friend asked me if I understood the plan, since I had sold health insurance at one point in my career. My response was that I understood it in general after reading many articles and my own insurance information, as well as the Medicare information “Medicine and You 2006” from the government.

We both asked that if we were two well-educated and seasoned professionals and we were having some difficulty understanding this program, what were many of the older, less knowledgeable seniors going to make of it? Over the years, I have read many government regulations, but never have I seen one this complicated for the general public. It makes the income tax laws look easy; at least for income tax you do not have to try to compare which program will provide the medications you take from the provider you want and at what cost.

Medicare Part D Prescription Drug Coverage went into effect January 1, 2006. However, you have until May 15 to sign up with an approved carrier. After that date, if you are eligible but did not sign up and then want to join, you will have to pay a penalty, which means a higher prescription rate for your life. In addition, you will have to wait until November 15, 2006 to join for January 2007. You may change your plan each year.

The premium for 2006 is \$37 per month. Depending on the plan you decide to join, there may be additional charges. If your income is below \$12,920 per year (\$17,321 for a married couple living together) and your resources (savings) aren't more than \$7,550 (\$12,000 for a married couple living together) you may

be eligible for extra help on premium payments and on co-pays.

Coverage of the Medicare Part D Program is reflected in the table.

How to choose a plan for this year? Determine how much you spend on medications. If it is not much, you may want to sign up for a discount card, which is the least expensive option of supplemental coverage. Remember, you can change plans each calendar year after November 15.

If you are on several drugs, you need to find out which plan covers most of your drugs. You must also find out which plans are honored by which local drug stores or mail order companies. This is the difficult and confusing part; I have found no easy site for comparing plans. There is a drug-finder at www.medicare.com where you can check out each separate drug you want. This site also offers general information on the program.

Another good site is www.aarp.com. You can download a very detailed description of the program entitled “The New Medicare Prescription Drug Program — What You Need to Know.”

If you are in some kind of Medicare Advantage Plan or other health coverage, you should check that plan's site. You should have received information from them in the mail. Not all plans have qual-

Prescription Drug Spending (if you have no drug coverage other than Medicare)	Medicare approved plan pays	You Pay (if you have no drug coverage other than Medicare)
\$0 - \$250	\$0	Up to \$250 Deductible
\$250 - \$ 2,250	75% of Drug costs (Up to \$1,500)	25% of drug costs Up to \$500
\$2,500 - \$5,100 Coverage Gap	0\$ of Drug costs - \$0	100% of drug costs up to \$2,850
Sub Total	Up to \$1,500	Up to \$3,600 out of pocket expense.
Over \$5,100 (Catastrophic Benefits)	95%	5% Or \$2 co-pay/generic \$5 co-pay/ brand name

Table copied from AARP Publication (Monthly Premium is in addition to above amounts.)

ified drug coverages.

Other useful websites are: Keystone 65, at www.site65.com; Senior Partners, at www.healthpart.com; and Aetna at www.aetna.com/members/Medicare/medicare_products_group.html.

Good luck with your research. Unfortunately there is no easy process to follow. You have to do your own research and make your own decision based on your prescription drug needs.

My commentary on this program is that Congress and their drug and insurance company lobbyists designed a program for the drug and insurance compa-

nies' benefit that provides some benefit to consumers and the general public. The plan does not control drug costs or allow for bulk prescription buying, which could help the public get lower costs. However, they made sure their free enterprise constituency made out, leaving the public with an overabundance of choices that are difficult to figure out and base an intelligent decision on. But it is our decision. Hopefully, future amendments will improve this program. For the time being, the only good thing is that there is finally an established drug program as part of Medicare.

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Wages at Weavers Way Cooperative

by Dave Tukey, Human Resources Manager

In response to a member's inquiry, I examined the average wages for employees at Weavers Way. The Co-op has 43 hourly staff, including cashiers, drivers, prepared foods staff, shift managers and buyers. These positions are classified into three groups: Staff, Shift Manager, and Department Manager. Within each classification, a step schedule outlines when an employee is due for a raise. This past July the criterion that triggered a raise was changed. According to the previous wage schedule, raises for hourly staff were based solely on years of service. Every employee in a given classification got the same raise at the same anniversary point, such as 1 year, 5 years and 10 years and a fixed wage at each calendar step was used. Job performance and hours worked on the job were major factors not included. For example, at the one-year anniversary date each cashier got the exact same raise

regardless of how many hours they had worked in the previous year or how well cashier functions were performed. The new wage schedule established hourly milestones for obtaining a raise, such as 1000 hours, 2000 hours, and 4000 hours. The new schedule also established a small range of wages at each milestone step, thus allowing for basing raises in part on performance. So what are the Co-op's current average wages? The following table presents the information for the 43 hourly employees. Not unexpectedly, wages for salaried staff are higher than for hourly staff. Aside from the General Manager, the Co-op has six salaried positions, including Operations Manager, Fresh Foods Manager and Finance Manager. The average wage for these six positions is \$19.50. How do these average wages compare to wages in the Philadelphia area? We can refer to November 2004 wage

Years of Service	Average Wage	# of Hourly Staff	% of Hourly Staff
0-1	\$10.71	6	37
2-5	\$12.45	7	16
6-10	\$15.91	9	21
11+	\$16.37	11	26
All	\$13.54	43	100

information for the greater Philadelphia metropolitan area from the U.S. Bureau of Labor Statistics and look at comparable occupations. Cashiers in our region average \$8.36 and stock clerks average \$11.11 while front-line supervisory managers for retail sales employees average \$19.96. Compared to regional averages, Co-op

wages for hourly staff are higher and wages for salaried staff are similar. A final observation on wages at the Co-op is useful. Across-the-board wage cuts were instituted in January 2004 as one means for handling the fiscal crisis. The cost-of-living increases made in July 2005 have all but reversed those previous cuts.

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Let's Go Nuts!

By Peter Samuel

I recently noticed that I cannot keep ahead of the supply curve in my house when it comes to shelled walnuts. All of my girl children (young women really) decided that walnuts are a delicious way to get omega-3. No matter how hard I try to steer them towards the ground flax seeds (pound for pound probably a much more efficient way to get the same nutrients), they cannot keep their hands out of the nut jar. That is why someone is always scribbling on my Co-op shopping list: "More Walnuts!"

Chris Switky, our man in charge of nuts and other purchasing at Weavers Way, says this time of year walnuts go flying out of the bulk bins. To the tune of 300 pounds a month or more. (The Samuel girls are possibly boosting those numbers.)

Another popular item at all times of year is the tamari almonds. Can people get through the winter holidays without



eating nuts? Probably not. I don't remember any Christmas when I was a kid without a big bowl of unshelled nuts, and spending hours with a nut cracker. Until I was in college, I didn't even know nuts came without shells, except for those cans of salty peanuts, or Planter's Mixes with too many Brazil nuts that no one would eat.

The Co-op purchases nuts in bulk from United National Foods — a national distributor of natural foods with a distribution center in New Oxford, Pennsylvania. Their web page says that they promote and distribute high quality natural and organic products, and that they support organic and sustainable agriculture and encourage the protection of the environment. The Co-op also purchases from Wricley Nut, located in South Philadelphia near the produce center. Nuts come in containers ranging in size from 10 to 25 pounds, which then get funneled into the bulk bins or, in some cases, get divided up into small bags like the tamari almonds.

If you purchase your nuts or seeds at the Co-op — which you should do because you can't beat the prices or the freshness — you will have eight different nuts to choose from, not including peanuts which we all know are really a legume (they grow underground — that's why they call them "ground nuts" in Africa). And there are ten kinds of seeds

— of course this also includes things that many people consider spices like anise, poppy, mustard, fennel, sesame, celery and caraway. Chris says the most popular seeds are sunflower and pumpkin, which have a lot to recommend them in the health department. Pumpkin seeds are a good source of zinc and a phytochemical called cucurbitacin, which reduces the risk of prostate cancer. Sunflower seeds contain a potent antioxidant team of selenium and vitamin E to fight cancer and heart disease. A good source of potassium and phosphorous, sunflower seeds also contain protein, iron and calcium. Many seeds are high in the antioxidant vitamin E, which is highly regarded for its anti-aging properties.

Most nuts contain monounsaturated and polyunsaturated fats that researchers are showing actually improve heart health by reducing LDL (low-density lipoprotein) cholesterol, the "bad" stuff that gums up blood vessels. Recent studies show that tree nuts, especially almonds and walnuts, feature fatty acids that convert in the body to omega-3 oils (abundant in certain fish like salmon and tuna) associated with fewer blood clots and decreased risk of stroke. Flax seeds are documented to provide similar positive effects.



Walnuts have been one of the most valued foods since ancient times. They originally came from Persia and the Middle East, where they were planted in the Hanging Gardens of Babylon, and where King Solomon had them cultivated in groves. After the Greeks discovered the Persian walnut, they improved it by making it bigger. Romans then spread cultivation throughout southern Europe. In the buried ruins of Pompeii, whole unshelled walnuts were found among the buried remains. Persian walnuts are referred to as English walnuts because it was English sailors who transported them around the globe. The species came to the new world with English settlers and to California via missionaries. Today, walnut production in the U.S. is almost entirely located in the San Joaquin and

(continued on page 13)

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Nuts

(continued from page 12)

Sacramento Valleys of California, where over 5,000 growers and 52 processors make up a highly organized and productive industry. But walnuts are produced commercially in 48 countries on 1,527,000 acres. Production has increased 48% since 1992, up to 2.9 billion pounds. China overtook the U.S. as the world leader in walnut production in 1994.

And why, you may ask, are the young women gaga over walnuts these days — besides the fact that they are crunchy and yummy? It could be that they are finally thinking of their health. The Iowa Women's Health Study reported women who ate nuts more than twice per week

reduced their risk of heart problems by 60 percent. In another survey, Seventh Day Adventists who nibbled on nuts five or more times per week were half as likely to suffer heart attacks as the non-nut eaters. Even adding nuts to your diet one to four times per week — we like sprinkling them on cereal, salad or directly down our throats — will drop the potential of heart attack by 25 percent.

Studies suggest that omega-3 fatty acids may be helpful in treating a variety of conditions. The evidence is strongest for heart disease and problems that contribute to heart disease, but the range of possible uses for omega-3 fatty acids includes: high cholesterol, high blood pressure, heart disease, stroke, diabetes, weight loss, arthritis, osteoporosis, depression, bipolar disorder, schizophrenia, attention deficit disorder, eating disorders, burns, skin disorders, menstrual pain, colon cancer, breast cancer, prostate cancer.

A generous handful of nuts, roughly an ounce, is 80 percent fat. But it packs a nutritional punch. For starters, you get about seven grams of protein in peanuts, six grams in almonds, four grams in walnuts and two grams in pecans.

There are also good amounts of fiber (equivalent to two slices of whole wheat bread), magnesium (a muscle energizer deficient in the diets of many active older people), zinc (elusive if you don't eat much red meat or seafood) and vitamin E. Walnuts, almonds, peanuts, hazelnuts, pecans, and macadamia nuts have all been shown to lower blood cholesterol levels.

All tree nuts combined have per capita consumption rate of 2.7 lbs/year, with almonds being the most widely used and walnuts second. Thus, personal consumption is likely about 1 lb. per year. I know the Samuel family is more than doing its part by consuming this healthy food. Are you ready to go nuts?

To add nuts to your diet without adding excess calories, eat them in place of other foods. For example, opt for a small handful of almonds instead of cookies or chips. Here are other ways to include more nuts and seeds in your diet:



- Add walnuts, pecans, macadamia nuts or chestnuts to baked goods instead of chocolate chips.
- Top a garden salad with cashews or sunflower seeds instead of croutons.
- Add roasted pine nuts or almonds to a favorite vegetable, such as fresh green beans.
- Enhance soups and stews with sesame seeds for a delicate, nut-like flavor.
- Add cashews to your stir-fry instead of beef or chicken.
- Make a sandwich with natural nut butter instead of roast beef.

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Are the Fish Oil Supplements You’re Taking Safe?

by Carrie Brownstein

The health and medical communities have become increasingly vocal about the difference between “good fats” and “bad fats,” and the importance of getting adequate amounts of the former in the diet, while limiting consumption of the latter. Among the most famous today of the good fats are omega-3 fatty acids. Omega-3s help maintain cardiovascular health and may serve as a mechanism for reducing tissue inflammation and diseases associated with inflammation, including rheumatoid arthritis and possibly cancer. Some research suggests that omega-3s may also help with depression.

The three types of fatty acids that have been most extensively studied by the medical community are:ALA,EPA,and DHA.ALA exists naturally in foods such as flaxseed,grapeseed,and walnuts and is also made by marine algae, or phytoplankton.When small marine animals eat the algae, the ALA gets turned into EPA and DHA.EPA and DHA then accumulate up the food chain as bigger fish and shellfish eat the smaller animals. For people, the greatest health benefits come from EPA and DHA. Thus, eating fish high in omega-3s appear to be the best sources of DHA and EPA.

But for those who don’t eat fish, or eat very little, it’s hard to get adequate amounts of omega-3s from diet alone. Walnuts, flaxseeds and canola oil are good sources of the omega fatty acid ALA, but don’t provide heart-healthy DHA and EPA. Consequently, many people are turning to supplements to meet their omega-3 needs.

There are currently a few new DHA supplements on the market (e.g. NuTru Omega-Zen-3), which are derived entirely from marine algae. Most omega-3 supplements, however, are fish oil-based. Fish oil supplements can be a healthy source of omega-3s. But are the fish oil supplements you’re taking safe?

Fish can become contaminated by heavy metals, industrial chemicals, and pesticides such as mercury, lead, PCBs and DDT, which are washed into estuaries, streams and rivers. Fish may absorb chemicals such as PCBs, dioxins, and DDT.They also may ingest chemicals through their food. For example, mercury in the water gets converted by bacteria into methylmercury, which fish consume in their food, or absorb as it passes over their

gills. When fish eat other fish, mercury accumulates up the food chain. Consequently, large predators such as sharks and swordfish will likely have the highest mercury levels. When we, in turn, eat fish that are contaminated, these chemicals build up in our bodies. Among the scariest risks are developmental delays in children, as a consequence of in-utero exposure to contaminants through the placenta.

Knowing which fish are both good sources of omega-3s and free of contaminants can be confusing because there are a number of agencies with standards for allowable levels of contaminants. However, the standards are not the same across agencies. For example, The U.S. Food and Drug Administration (FDA) monitors seafood in the U.S. and has established standards, but many scientists believe that the FDA’s standards are not protective enough. Currently, the FDA cautions consumers from eating only four species or groups of species: sharks, swordfish, king mackerel, and tilefish. In contrast, the Environmental Protection Agency (EPA), which provides guidance to individual states for testing and issuing advisories for game and sport fish, is more protective. In addition to the EPA, the State of California, under Proposition 65, has strong standards for allowable levels of contaminants. Other agencies with standards for allowable levels of contaminants include the Canadian Food Inspection Agency and the European Union.

Fortunately, there are steps that both seafood consumers and those who use fish oil supplements can take to avoid unnecessary consumption of contaminants. For consumers of fresh seafood, the first step is to find out—before you order at a restaurant or make a choice at the local seafood market—specifically what kind of fish or shellfish you’re eating. Some fish species are higher in contaminants than others, yet they may not be identified or labeled at the species level.

For example, king mackerel, which is on the FDA warning list, has higher mercury levels than Spanish mackerel. Yet, some markets will just label the fish as “mackerel,” without identifying the species. And albacore tuna, sold as canned “white” tuna, is higher in mercury than Skipjack tuna (chunk “light” canned tuna).

The second step is to know how many meals of a particular species you can eat before you face risks associated with contaminants. While the first step is up to you to take on (until seafood labeling becomes the norm), the second step requires only access to the internet. The New York-based conservation organization, Environmental Defense, has an excellent website (www.oceansalive.org/eat.cfm), which distills sampling data of fish, using the most protective standards, into a user-friendly chart showing how many meals of each type of fish men, women, and children can safely eat.

To assess the safety of fish oil supplements, Environmental Defense conducted a survey of 75 companies currently selling their fish oil products to pharmacies, grocery stores, and natural food stores. The companies were asked the following questions:

- 1) Whether they purify their fish oil to reduce or remove environmental contaminants;
- 2) What methods they use to purify their fish oil; and
- 3) What standards they comply with

regarding acceptable levels of contaminants. Companies were also asked to provide quantitative testing data to verify that mercury,PCB and dioxin levels were within the standards that the company was following for acceptable levels of contaminants in fish and fish oil. Based on the companies’ responses, each fish oil supplement product received one of the following rankings: Best Choice, Incomplete, or Worst Choice.

Best Choice: Conforms to strictest standards for safe levels of contaminants
Incomplete: Responded but did not submit complete data

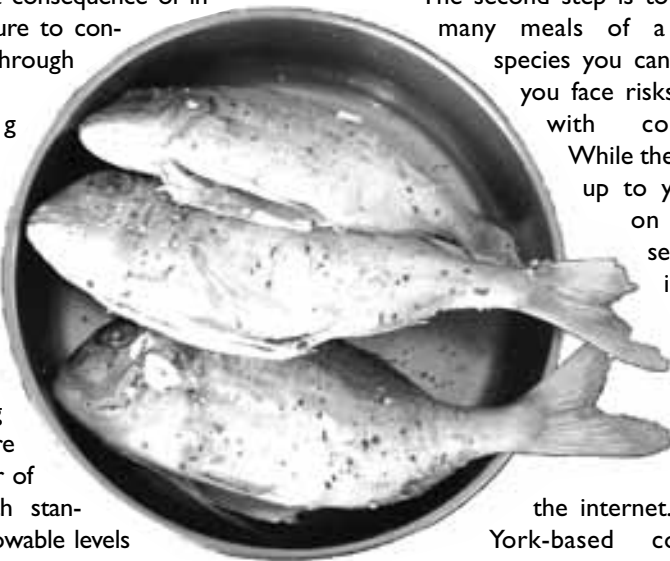
Worst Choice: Did not respond.
Companies that received a Best Choice ranking demonstrated that their products conform to the strictest standards for safe levels of contaminants. In contrast, companies ranked Worst Choice refused to participate in the survey and therefore there is no evidence that their products are safe.

The good news is that more than 80% of the companies surveyed are complying with the strictest standards (those of the EPA and the State of California).

So how do the fish oil supplements sold by the Co-op measure up? Weavers Way currently sells five brands of fish oil products: Nordic Naturals, Reliance, Spectrum, Nature’s Basics, and Country Life. Unfortunately, only two of the companies listed were ranked, Nordic Naturals and Spectrum. Both were ranked “Best Choices.”

Country Life asserts that the cleanliness and purity of their oils have been certified, and that they are currently working with Ocean’s Alive to provide them with whatever information they need.

Reliance and Nature’s Basics both stated that they adhere to the highest levels of purity, but neither were able to supply documentation by press time.





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Weavers Way’s Third Quarter Financial Picture

by Lou Dobkin, Finance Manager

Financial results for the quarter ending September 30, 2005 are a bit of a mixed bag.

Sales/Revenue: While sales had a 5.4% improvement over last year for the same quarter, we had budgeted a larger increase. We fell short of this increase by 4.2%. We did pick up additional revenue from our settlement with Andi Sheaffer (\$11,700), and we will continue to receive revenue from Andi from the settlement. We also transferred a few thousand dollars from the accounts of members who are inactive but still pay to receive the Shuttle. This is an annual charge. Rental income was \$1800 ahead of budget.

Margin was 32.6%, an improvement of .32% from last yea, but we had anticipated a margin of 33.23%. The .6% difference may not seem high, but it represents an \$8,500 shortfall from plan. Part of this may be due to the cost of fuel surcharges not figured into the cost of product. We are anticipating the POS to assist us with margin improvement over the course of the year.

Labor: Due to a number of factors in the first quarter, labor was below budget as a dollar amount, but ahead of budget against sales by 1%. While this number does not seem large, it represents a labor expense of \$14,000 in excess, based on sales-to-labor percentages (or about \$1,000 per week). This was for three reasons: training of a new person in Human Resources (Glenn Fulop left after ten years to move to New England); training for the Membership Coordinator’s position (unbudgeted); and a full time POS staff person (budgeted at 12 hours per week). We do expect to see an improvement in our worker’s compensation rates for the rest of the year (approximately 5% decrease), due to the Safety Committee started at WW. Sarah James, the Co-op’s Admin Support person, left for another position in November, and we have not replaced her.

Operating Profit: The Co-op had a loss of \$10,154 in the first quarter. We anticipate making this up in the present quarter and decreasing labor as we move forward. We have put on hold a number of projects until the costs are brought in line with the revenue and margin.

Net Income was \$16,698, due to the other income listed above.

Repairs to our buildings were also an issue this quarter, as the weather allowed for long-needed work to be done and a contractor was paid after this year after resolving problems with work performed last year.

Member Equity and Retained Earnings for last year show a decrease of approximately \$350,000. This is a revaluation on paper and is due to the equity reallocation that took place last year, after the membership voted to reallocate member equity to more accurately reflect the Co-op’s actual value (assets minus liabilities).

Balance Sheet	9/30/2005	%	9/30/2004	%
Assets				
Current Assets (ex Inventory & Cash)	47,229	2.99%	22,102	1.57%
Cash	379,504	24.02%	466,462	33.22%
Inventory	252,048	15.95%	219,379	15.62%
Fixed Assets	872,916	55.24%	600,205	42.74%
Other Assets	28,406	1.80%	96,059	6.84%
Total Assets	1,580,104	100.00%	1,404,207	100.00%
Liabilities & Equity				
Current Liabilities (ex Accounts Payable)	168,388	10.77%	246,169	17.53%
Accounts Payable	243,920	15.59%	189,946	13.53%
Long Term Liabilities	361,701	23.13%	293,375	20.89%
Total Liabilities	774,009	49.49%	729,491	51.95%
Member Equity	460,069	29.41%	805,326	57.35%
Retained Earnings	330,026	21.10%	(130,610)	-9.30%
Total Equity	790,095	50.51%	674,716	48.05%
Total Liabilities and Equity	1,564,104	100.00%	1,404,207	100.00%
Income Statement				
Sales	1,423,414	100.00%	1,350,150	100.00%
Cost of Goods Sold	958,500	67.34%	913,393	67.65%
Gross Profit Margin	464,915	32.66%	436,757	32.35%
Expenses				
Personnel	365,185	25.66%	323,166	23.94%
Occupancy	37,408	2.63%	32,089	2.38%
Depreciation & Amortization	13,509	0.95%	10,495	0.78%
Operating Expenses	17,983	1.26%	15,800	1.17%
Administrative Expenses	28,002	1.97%	20,770	1.54%
Governance Expense	999	0.07%	237	0.02%
Promotional Expense	11,982	0.84%	12,164	0.90%
Total Operating Expense	475,068	33.38%	414,721	30.72%
Operating Profit	(10,154)	-0.71%	22,036	1.63%
Other Income	31,902	2.24%	13,002	0.96%
Other Expense	5,049	0.35%	3,870	0.29%
Total Other Income & Expense	26,852	1.89%	9,132	0.68%
Net Income	16,698	1.17%	31,168	2.31%

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Driven Crazy by Driving? Thoughts about Cars

by Betsy Teutsch

In our continued quest for more efficient cars, the question of how to become less car-dependent in general has been overlooked, because driving is assumed to be a given. For most of us, driving is indeed a fact of life, taken for granted unless our car is in the shop. Traffic reports, like weather reports, describe conditions that seem beyond our control, as if traffic were not just a collection of too many people driving their cars, most without any passengers. "Heavy volume," the announcer intones. However, in seeking simpler and more sustainable lifestyles, sooner or later we must address the unintended consequences and downsides of automobile-dependent culture.

There has to be a better way to spend our time than sitting at traffic lights, circling around seeking parking spaces, and inching along in traffic jams.

Driving is detrimental to individuals' health and to the health of the planet in numerous ways. The more we drive, the less we walk or bike; it has been documented that car-dependent suburbanites (and Mt. Airy, with minimal goods and services and inadequate mass transit, is set up more like a suburb) pack on extra pounds over time. Those who drive long distances experience stress, which in some cases has escalated to road rage. Cars are the major cause of global warming and pollution, causing rises in respiratory diseases and other ailments. They

also destroy native habitat and migratory routes for wildlife along with watersheds, by paving over open space to create massive parking lots. And, of course, who doesn't know someone injured in a car accident, let alone killed? Multi-tasking, distracted drivers (frustrated with being stuck in their cars for so long) often cause accidents; sometimes it's just a near-miss which raises the blood pressure of other drivers! Two-hour commutes are not uncommon; that means 20 hours a week belted into a car. We may try compensating for some of this wasted time by listening to books-on-tape or NPR, eating breakfast, or talking to the office or friends on our mounted cell phones, but bottom line, driving sucks up something very precious: our time.

Driving also detracts from the quality of life in our communities. When everyone drives, it drains pedestrian street life, leaving neighborhoods less populated, less friendly and less connected. In *Bowling Alone*, Robert Putnam cites studies showing an inverse correlation between the time people commute and the time they invest in civic activities. As traffic speed increases, it becomes less safe and appealing to walk in a neighborhood. When sprawl takes over, homes orient around cars; three-car garages are not uncommon. (The average American car's living quarters are in fact superior to the homes of most of the planet's people.) My in-laws lived in an over-55 community

where all the houses were built with garages in front and the living spaces in back, eliminating yards and porches; neighbors only see one another going in or out of their cars, and not necessarily even then, since the garages are attached. Is it any surprise that depression is on the rise? Many suburban neighborhoods are so auto-centric they don't even bother to build sidewalks. People's cars become an extension of their homes, gated and locked.

Our daughter is a new driver, thrilled with the independence and mobility driving offers; what teenager isn't? Yet it didn't take long for her to notice the stressful aspects of driving: navigating, especially in the dark, without anyone to help read street signs or addresses; finding parking spaces (and maneuvering into them!), and being stuck in slow, bumper-to-bumper traffic when running late for a practice or meeting. And, of course, driving solo is very time-consuming. She misses sleeping in the carpool en route to school, a better use of her time than focusing on responsible driving.

Driving is, of course, very expensive, and likely to become significantly costlier over time. We pay for this luxury directly and indirectly. We must buy the car and pay for its upkeep and insurance, manage and maintain the vehicle, pay for the gas, tolls, and general upkeep, foot the bill for all those little dings and dents, and pay tax dollars for road construction, maintenance and pollution remediation. If we had to pay as we go, by the trip, we would realize how expensive driving is, but we are shielded from this by paying in lump sums. And if we had to cover the costs of global warming and pollution (instead of putting payment off for the next genera-

tion to pay), we would probably all think more carefully before jumping in the car and driving a mile or two to buy a quart of milk.

So what can we do? I know a few people who are committed to living without a car and rely on foot, bike, and public transit. Most of us cannot manage that, but we can alter our habits. A good first step is to determine how much you drive. The average American vehicle is driven about 12,000 miles a year. To get a rough idea of your driving, take your odometer reading and divide by the number of years you've driven the car (presuming you bought it new.) Post that annual average prominently and challenge yourself to lower it in the coming year; a clear goal of driving less will cause you to self-monitor your motoring habits more closely.

Another way to think about this is give yourself a mile budget; when you drive over-budget, you need to tighten up. You are making a contribution in another way — each car that stays off the road decreases the aggregate load, so people that do drive can be more efficient about it.

Explore alternative modes of traveling where you need to go. The train to Center City may seem expensive, but if you take your parking costs into consideration, the price goes down. Try the Chinatown Bus if you're going to New York City. Check out the Philadelphia bus system. Give yourself a minimum distance that warrants driving the car, say three blocks away. If you're going less than that, walk. Try biking or roller-blading to combine exercising with errand running. By finding closer alternatives for repeating

(continued on page 17)

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Co-op Farm Receives Grant from the Claneil Foundation

by Betsy Mastaglio

The Claneil Foundation, a private foundation incorporated in 1968, recently supported a grant for \$3,000 to go toward operational costs for the Mort Brooks Memorial Farm. The foundation supports nonprofit organizations that: "make a difference in the lives of individuals, families, and the institutions that support them; develop an informed, educated, and engaged citizenry; and increase the understanding and appreciation of natural, built, and cultural assets."

Claneil has supported the farm since 2002 when it issued a grant for \$5,500. The 2002 grant was used to fund part of the salary of a part-time farm coordinator, set up an irrigation system and purchase tools to support the farm's community outreach programs.

This year's grant was written by Raisa Williams (who will oversee the grant), Norma Brooks (chair of the farm committee) and Emily Neuman (farm coordinator). It will go toward helping to cover the salary of the part-time farm coordinator, providing support for educational endeavors and tool replacement.

Educational outreach programs are at the heart of the farm's mission. Fourth graders from the Henry School visit the farm about four times a year, led by Karen Stevens, Henry School teacher and Co-op member, for lessons in math, science, composition, and art. The students will exhibit their reflections on their farm experiences on the Co-op's bulletin board. The farm is working towards cre-

ating a similar program with the Houston School for 2006. The School for the Deaf spends several weeks during the summer working and studying on the farm. The farm has provided grow lights, educational materials, and technical assistance to the Wissahickon Charter School. The farm also holds an annual propagation party in March, where community members learn how to begin seeds indoors and, in the process, start to grow and nurture the seedlings the farm will plant that spring.

The farm, located on a rented plot at the Awbury Arboretum, experienced an abundant 2005 growing season. Co-op member and nonmember volunteers worked to harvest tomatoes, strawberries, eggplants, peppers, okra and a variety of squashes, which were sold at the Co-op. The Farm Committee will meet in January to determine the varieties for next year's crops.

The farm, which was originally started with funds from the Mort Brooks Memorial Fund, has also received support from several other local organizations, including: The Weavers Way Environment Committee, 10,000 Villages, First United Methodist Church of Germantown, and the Chestnut Hill Rotary Club. Grants from these organizations will go toward tools for the farm, transportation and educational materials for the outreach programs with the Wissahickon and Henry Schools, grow lights, and covering part of the salary for the farm's part-time employee, Emily Neuman.

Wish List

for the
**Mort Brooks
Memorial Farm**

- Garden forks
- Garden hoes
- Metal posts (5-7feet tall)
- Spades and shovels
- Grow-light sets (for classrooms)
- Wheelbarrow or garden cart

We will appreciate used and new items alike. You may leave items at the store. Please see a staff person for assistance.

To coordinate a pick-up from your house, call Farm Committee member Emily Neuman at 215-438-8673.

THANKS TO EVERYONE WHO DONATED LAST YEAR! Your generosity helped make our work easier and more enjoyable.

Driven Crazy by Driving

(continued from page 16)

appointments and errands, I have saved many miles. I now walk to my doctor's office, bank, and the haircutter. See how many of your needs can be provided for locally.

If you are attending an event with friends, carpool. In our busy world, most of us don't see friends as often as we'd like; driving together to and from a destination affords a few extra minutes of catch-up time which would normally be spent listening to depressing news on the car radio. Lobby for the option of telecommuting. Give up a second car and join PhillyCarShare.

If you're relocating, think ahead how to live in easy walking distance of train station, Weavers Way, bank, library, and perhaps a playground. And of course, do errands efficiently by combining trips, or even better, do them on line.

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Help Wildlife and Strays Survive the Winter

by Brenda Malinics

I love winter and I hate it, not because I am a Libra but because I spend much of it worrying about the cold, thirsty, hungry animals that do not have adequate shelter or food. Although I understand why I'm not supposed to regularly feed wild animals, I break my own rules when it comes to freezing weather and blizzards. A helping human hand during winter months can mean the difference between life and death for wild animals and domestic strays.

A few animals, like bears, bats, turtles, skunks and groundhogs, hibernate or migrate to warmer climates. But for many birds and mammals it's survival as usual, except with formidable winter challenges. Although food is scarce, many animals can live with reduced rations; however, they cannot live without water. When everything is frozen solid, animals will eat snow to stay hydrated, but when there is no snow, animals face a dire situation. Dehydration will claim a life

sooner than starvation. Some animals get so desperate that they drink antifreeze, which tastes sweet but is very poisonous.

I encourage people to purchase water heaters, with specially designed coils for submersion in water, or a heated water bowl to place outside when temperatures hit freezing. I put the heat coils into my bird baths and use outdoor electrical extensions to reach an electrical outlet near my house. I wrap plastic around any connection and tightly bind duct tape at both ends to prevent moisture from reaching the connection. In addition to quenching thirst, birds continue to bathe throughout the coldest days. Every morning my water bowls are almost empty, confirming that an assortment of nocturnal wildlife and strays come to quench their thirst during the night as well as by day.

When everything is frozen did you ever wonder what strays and wild animals eat? The pickings are certainly slim

— berries, bark, nuts, seeds and an occasional bug found in a pile of leaves. But when there are high snows animals can't even forage. They often get stranded in the place they chose for shelter during a blizzard and have difficulty merely walking through the deep snow to find food. This extra effort means burning vital fat reserves. Some winters bring snows that are too high for short animals, like rabbits (who can't climb), to even reach the tree bark that would ease their hunger pangs.

Birds are the most obvious critters active during winter daylight hours. These feathered powerhouses have a very high metabolic rate that enables them to sustain the energy they need to fly, and that means that they must eat every 20 to 30 minutes. Our most com-



PHOTO COURTESY OF THE SCHMIDT CENTER

A FACE NOT ONLY A MOTHER COULD LOVE

mon backyard birds must eat between 30 and 80 percent of their body weight each day. That's comparable to a 150-pound person requiring between 45 and 120 pounds of food a day. Without the availability of bugs and seeds, birds have come to rely on the generosity of humans providing seed and suet (fat trimmed from the kidney area of a cow). And please note that most natural berries from hollies, poison ivy, dogwood, cypress have all been eaten by early January, making bird feeding all the more essential. Suet put out in specially-designed feeders, or simply in an onion-type bag will attract an assortment of birds, especially woodpeckers.

The most nutritious seed to feed birds in the winter is black-oil seed. It is also the most expensive, but it provides fat for warmth and energy. Most wild-bird feed has a high concentration of millet, a small round seed that birds often kick on the ground trying to get to the black-oil sunflower seed. Different birds have varying preferences, and different seed choices will attract different types of birds. I save on cost by buying my seed in bulk which makes availability also a convenience.

Except during winter, I compost my food scraps. After October I put them in my garden (with the gate open) for any hungry creature to enjoy. Housing is something I also choose to do for the

(continued on page 19)



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Patrick Redmond, graduated summa cum laude from The Pennsylvania State University in 1986 and pursued a 15-year career in business. In October 2003 he began apprenticing on the Pilates Reformer under Deborah's direction, started teaching classes in September 2004 and now teaches over 25 classes & 75 clients per week. In May 2005, Patrick began apprenticing on Pilates Mat. In August 2005, he completed Stott Pilates Intensive Mat and Reformer Teacher Training Programs. Patrick focuses on teaching group classes with precise instructions while keeping the class moving along so that everyone enjoys a terrific workout in only 50 minutes.

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Winter Wildlife

(continued from page 18)

strays. I set out one or two containers, either animal carriers or wooden boxes I have constructed, and fill them with hay for weary creatures to get a warm and cozy night's rest. I rest them on pallets, not on the cold ground, and I make the entrance higher than ground level to prevent cold winds from blowing into the "house."

My favorite wild creature is a bat, so I send you an extra special plea not to disturb any bat found during winter in your attic, a cave, a mine, or any other place. Many folks find bats indoors during the holiday months when they are retrieving or storing holiday decorations. *Please leave the bat alone.* It will leave in the spring. By the time folks find bats indoors, bats are in a deep state of hibernation, and the smallest disturbance causes one month's loss of fat

reserves. Just to open its eyes means that the bat had to restart its metabolic system and bring its heart-rate back to normal. This takes a huge physical toll that could result in it becoming too weak by springtime to even have the energy to fly. With the increase in WestNile Disease carried by mosquitoes, bats are essential in our backyards.

Bats and all wild creatures need our help to survive humankind, cars, chemicals, and loss of land. Animals provide so much benefit and pleasure and get so little in return. Please help them survive, especially in winter.

The Schuylkill Wildlife Rehabilitation Center has reopened with the hiring of a new wildlife rehabber. It treats native Pennsylvania wildlife free of charge, seven days a week, 365 days a year, and is staffed primarily by volunteers. For more information on wildlife, to become a volunteer, or to make a donation, phone 215-482-8217.

Schuylkill Wildlife Clinic Reopens



PHOTO COURTESY OF THE SCHUYLKILL CENTER

A NEW BUILDING SIGN WAS UNVEILED THE SCHUYLKILL CENTER'S WILDLIFE REHABILITATION CLINIC'S GRAND REOPENING. PICTURED HERE (L-R) DENNIS BURTON, SCHUYLKILL CENTER EXECUTIVE DIRECTOR; RICK SCHUBERT, DIRECTOR OF WILDLIFE REHABILITATION; AND HARRY WEISS, CHAIR, BOARD OF TRUSTEES.

by Ashleigh Poff

Whether you're an animal lover or not, your heart probably aches when you see an injured animal on the side of the road or a baby rabbit in your yard that appears to be abandoned. For the last 18 years, we have been lucky to have a haven for these wild critters nearby, at the Schuylkill Center for Environmental Education in Roxborough. After a brief closure, the center celebrated its grand reopening on November 22.

As many veterinarians will attest, taking care of sick or injured animals is no easy feat. This task becomes even harder if the animals are wild, because veterinarians cannot legally treat them. In order to bridge this gap in care, the Schuylkill Center for Environmental Education started its Wildlife Rehabilitation Clinic in 1987. The clinic has been providing care to sick, injured or orphaned native wildlife, 24 hours a day, seven days a week, ever since.

Since its inception 18 years ago, the clinic has not only focused on animal care, but diligently provided environmental education to the public. Long-running programs about wildlife in general and how to interact with them have played a large part in spreading the environmental word of

the Schuylkill Center. Last May, the clinic went through a period of transition and closed its doors at the recommendation of the Pennsylvania Game Commission. This was done in order to repair regulatory infractions, as well as increase the clinic's staffing so as to provide the highest level of care to our animal patients. This ultimately led to the decision to hire a full-time rehabilitator, a part-time administrator, and a part-time rehabilitator.

Rick Schubert, the clinic's new Director of Wildlife Rehabilitation, came to the Schuylkill Center from the Mercer County Wildlife Center, where he cared for injured and sick wildlife, managed volunteers, and counseled the public about wild animals. "My passion is treating wild animals," says Rick. "I feel obligated to take a stand for those that have no voice. Since my beginning in wildlife rehabilitation, I have wanted to run a wildlife care facility. When the opportunity arose with the Schuylkill Center, I jumped at the chance."

Assisting Rick with wildlife rehabilitation is Connie Joiner, who will be working part-time for the clinic. She also works at Reynarden Farm Wildlife Rescue as a

(continued on page 20)

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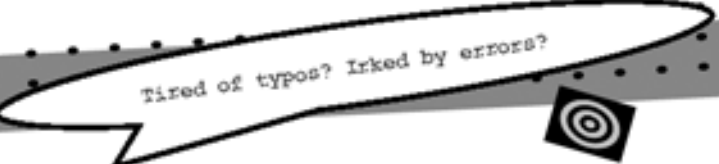

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Dahlak Restaurant Reopens

by Kaela Farber

Dahlak, the popular Ethiopian and Eritrean restaurant near Maplewood Mall in Germantown, has reopened. After two years of success during which Dahlak developed a loyal following, Neghisti Ghebrehiwet, Dahlak’s owner and master chef, was forced to temporarily close the restaurant this past October when her husband and partner, Amare Solomon died of a sudden heart attack.

Neghisti and Amare opened the restaurant at 5547 Germantown Avenue about two years ago, urged by friends who loved their original Dahlak in University City, now in business 22 years.

As you enter Dahlak, which is named for an Eritrean archipelago in the Red Sea, you see that it offers an altogether exotic dining experience. Neghisti arranged the décor herself: traditional handicrafts, musical instruments, and photographs on pure white walls. Seating varies from tall stools to low leather tripods, but always in the round, for *maade*, traditional shared eating.

Stews of beef, chicken, lamb or vegetables, in sauces hot or mild but all fragrant with spices, are served on *injera* bread for eating by hand.

Neghisti describes Amare as “always smiling,” and she misses his “energy and morale.” When they first opened here in the old Asher chocolate factory, Amare told a reporter, “They say that if we do well, businesses will move back into these buildings.” Now, with the help of her cousin and brother-in-law, Dahlak has reopened, and in a shop window two doors away a sign reads: “Grand Opening.”

Schuylkill Center

(continued from page 19)

Licensed Wildlife Rehabilitator and specializes in Rabies Vector Species (RVS) intake, treatment, rehabilitation and release. The clinic’s administrative responsibilities will be handled by Steve Aldrich, who handles the clinic’s computer technology needs as well as administrative tasks, such as tracking animal patients.

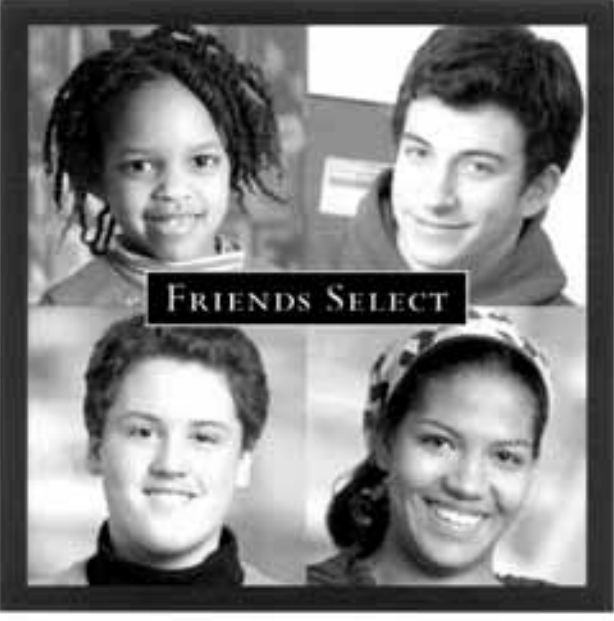
“We are lucky to have a person like Rick on our staff,” says Dennis Burton, Executive Director of the Schuylkill Center. “Within days of reopening the clinic, we were already treating animals. Those submissions simply resulted from word of mouth as Rick informed his colleagues of the clinic’s status. Our facility serves a great need in the Philadelphia area for wildlife care and Rick is ready to continue the job.”

The Schuylkill Center recently celebrated the clinic’s reopening with a party on November 22. Over 100 guests attended, bringing various items to stock the Clinic’s shelves. Donations included paper towels, bath towels, Dawn dish soap, heating pads and unscented liquid laundry detergent. Attendees were able to meet and greet the new Clinic staff and mingle with other supporters over wine and hors d’oeuvres.

Until the clinic gets its own permits for RVS — bats, skunks, raccoons, groundhogs and foxes — it is not accepting these animals. They will continue to be accepted by Connie Joiner at her Lansdale facility — Reynarden Farm Wildlife Rescue (610-812-0624). Like most rehabbers, Connie has several sub-permittees who specialize in the care of certain species. I am one of those permittees, specializing in bats. You can reach me in Andorra at 215-482-4356. Deb Welter of Diamond Rock Wildlife Rehab in Malvern 610-240-0883 also accepts small mammals and RVS species.

If you are interested in volunteering, the SVRC will be accepting new volunteers in March. There will be orientations on Wednesday, March 15, from 6:30 to 7:30 p.m. and Saturday, March 18, from 11 a.m. to Noon. Call Rich at 215-482-8217 for details as to the location. For more information about the clinic or for wildlife questions, please call 215-482-8217 or visit www.schuylkillcenter.org.

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Climate of One

by Scott Edward Anderson, *The Green Skeptic™*

It all starts with one of us. This time, it was my wife, as she finished reading Elizabeth Kolbert's three-part "Climate of Man" in *The New Yorker* last spring, who said to me, "Driving an SUV is immoral." She then proceeded to figure out how we could sell one of our cars — my 1995 Subaru Legacy sedan, to be precise — and get by with one vehicle, our 2002 Toyota Sienna.

We live in Chestnut Hill and park on the street; most of what we need is within walking distance, and we mainly use the van to cart around our two-month old twins and nine-year-old boy. I work from home. I rarely use the sedan for more than short trips downtown — when I know public transportation will not be convenient — or to the airport when I'm flying for work.

On the face of it, we should be able to do away with one of our cars. We will adjust.

Some time ago, I wrote about carbon counters in my *GreenBiz.com* column. At that time, I calculated my carbon foot-

print at 491 lbs. (223 kg.), which I was told is less than average. Then I started working from home and down went my gas purchases, my dry cleaning bill, everything but my coffee intake and mobile phone costs. What would giving up this car do for my carbon footprint? According to CarbonCounter.org, "every gallon of gasoline you save avoids 22 pounds of CO2 emissions." That's a pretty good savings.

Okay, so now I'm thinking, what if my carbon output is negative? Then maybe somebody owes me. In a world of carbon trading, could that become a reality?

I am only one person. What would it take for each of us to act responsibly and make carbon reductions? Well, one incentive might be the ability to trade personal carbon credits with others. My work requires a fair amount of flying. What if, during those times when my travel is low, I could "bank" my credits and use them when my air travel increases?

Moreover, what if those friends of ours who took advantage of Bush II's tax credit last year for large truck purchases

'for business' by buying enormous SUVs 'for business' could trade credits with me, thereby mitigating their increased output and allowing them to drive what they clearly have decided is a necessity.

They've made a lifestyle choice. That's okay with me, but who foots the bill? Perhaps instead of tax credits, people who drive SUVs should pay a carbon tax, along with increased insurance rates based on a combination of safety and environmental risks. Then to offset that tax, they could trade with me on the open market.

It's just a thought. A young man and his dad bought the Subbie from us just after I wrote this column, and we have not missed it.

You can read more by Scott Edward Anderson on the web at www.greenskeptict.blogspot.com.

In Memoriam Vine Deloria, Jr., Native American Author, Activist

by Mark Goodman


Anyone who has studied American Indian culture will recognize the name Vine Delona, Jr. The Sioux author, teacher activist, lawyer, and statesman died this past November.

He was best known for his 1969 book, *Custer Died for Your Sins*, which was one of the first writings by a Native American to reach a wide national audience. With a masters degree in theology and a law degree, Deloria was able to write on religion (*God Is Red*, 1973) and the nationhood status of Native Americans (*The Nations Within: The Past and Future of American Indian Sovereignty*, 1984, Clifford M. Lytle coauthor). He was considered an expert on treaties between the United States government and Native American Indians and worked tirelessly to have the U.S. government honor its broken treaties that recognized Indian tribal sovereignty.

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Red Mountain cofounder & Clinical Director Deborah Redmond, MA, MFT is a Marriage Family Therapist licensed in California & Pennsylvania. As a Yoga Specialist, she works with Yoga Psychology, Yoga Philosophy & Applied Yogic Sciences. Deborah has over 15 years experience working with individuals, couples & groups. She focuses on making Yoga's lofty ideals accessible and empowering clients so they can utilize Yoga's amazing tools in practical, everyday living. Deborah works with private clients, teaches Yoga & Pilates and leads workshops, clinics & teacher training programs. A student of Yoga since 1985, Deborah has been instructing since 1993 and training teachers since 1999. She is certified in Yoga, Pilates and ACSM Health /Fitness Instruction.

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The Five Rhythms: an Ecstatic Movement Meditation Now in Philadelphia

by Rivi Diamond

We moved back to Philadelphia this summer after being away for seven years. We followed our dream and moved to Mt. Airy. We love this special neighborhood, with its communal feel, Carpenter Woods, Valley Green, and the Co-op, and the fact that this green, homey, quiet spot is part of a great city that has a lot to offer... Only one thing was missing for me — the 5 Rhythms!!

I was introduced to the 5 Rhythms of Gabrielle Roth four years ago by an incredible teacher — Ya'Acov Darling Khan. It has since become my path of spiritual practice. Gabrielle Roth developed her body of work to allow for a reunification of art and healing, body and spirit, spiritual practice and everyday life, the individual and the community. The 5 Rhythms (Flowing, Staccato, Chaos, Lyrical and Stillness) take us on an ecstatic journey, opening us to the inherent wis-

dom, creativity and energy of our body. While providing a structure, the Five Rhythms offer an invitation to dive deeply into the exploration of one's own individual dance, follow the waves of energy, connect with others from an authentic place, and discover the magical world of improvised movement. It is suitable for everyone, regardless of age, shape, or experience level.

Ya'Acov Darling Khan, co-director of the Moving Center, UK, and an internationally acclaimed teacher, has agreed to come and introduce the work in Philadelphia. He will be teaching AWaves - Movement as spiritual practice on January 20-22 in town. For those of you who hear the call, contact me at 5rhythm-sphilly@gmail.com or 215-279-3003. To learn more about the Five Rhythms visit www.5rhythmsuk.com or go to www.gabrielleroth.com.

Big Blue Marble Bookstore Opens Next to Weavers Way

by Maleka Fruen

Friends and neighbors from near and far gathered November 19 to celebrate the grand opening of Big Blue Marble Bookstore at 551 Carpenter Lane. The store was filled with enthusiastic Mt. Airy-ites and others, browsing through the brand-new bookshelves at an event showcasing "downtown Mt. Airy's" businesses, with Mediterranean food from Weavers Way and home-baked cookies from High Point Cafe.

The afternoon started with families congregating in the back of the store listening to Welsh storytelling while Big Blue Marble staffer Jeremy Blyth painted kids' faces to look like lizards, cats, and other creatures. Throughout the day, people toured the building, including the second floor, where a cafe will soon open,

and future home of a community room on the third floor.

Later that night, an audience enjoyed the soulful music of cellist Monica McIntyre, and toasted the new bookstore with organic wine and cake from the Night Kitchen bakery.

"It was great to see such overwhelming neighborhood support," said Sheila Avelin, owner of Big Blue Marble and Co-op member.

Customers were in and out of the store all evening, buying fiction, children's picture books and more, all while wishing the bookstore success and congratulating the staff on the opening. "We want to thank all of our friends, family, and neighbors for such a warm welcome," said Avelin. "We are looking forward to our New Year's Eve party and cafe opening!"

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Member Wins National Fiction Award

by Hollis Payer

August Tarrier ,Weavers Way member and University of Baltimore School of Communications Design assistant professor, has won first prize in the prestigious 2005 Zoetrope: All Story short fiction competition. Her work, "I Hold You Harmless," will be published in the quarterly's Spring 2006 online edition (<http://www.all-story.com/>). The prize carries with it a \$1,000 award.

Tarrier's story was selected by the Zoetrope contest's judge, Pulitzer Prize-winning writer Robert Olen Butler, from more than 2,000 entries.

Zoetrope: All-Story was founded by Oscar-winning director Francis Ford Coppola in 1997 to support "the brightest young voices in fiction." In its eight-year history, the magazine has received many major short fiction awards, including the National Magazine Award for



PHOTO COURTESY OF AUGUST TARRIER

AUGUST TARRIER

Fiction. It has introduced authors such as Adam Haslett, Melissa Bank, and David Benioff and published literary luminaries such as Gabriel García Márquez, Don DeLillo and Cynthia Ozick.

Tarrier, who was once a member of Weavers Way's Board of Directors and chair of the Merchandising Committee, holds an M.F.A. and a Ph.D., both from Temple University. She is the editor of New City Press, as well as a professional writer and communications consultant. A former independent bookstore owner, she is a past winner of two national fiction prizes: the Tobias Woolf Award and the Katherine Anne Porter Prize. August has recently completed a memoir, entitled *Fatherland*, and a short story collection, entitled *Are You Decent?*

A New Year's Resolution from the Floral Department Find More Environmentally & Socially Responsible Flowers

by Emily Neuman

This summer the fresh flower industry launched a sustainability certification system called VeriFlora. Much like the USDA Organic labeling system, VeriFlora requires that producers' operations be inspected before they may place the VeriFlora label on their flowers.

The certification system went into effect in June. The standards were designed by Scientific Certification Systems (SCS), a California company that develops international standards and provides a broad range of food testing and certification services, including organic certification services for farms. VeriFlora certification is designed for the American flower market, but is based on standards already in place for the European market. To date, four international flower companies have had their products certified for the VeriFlora label.



They are:

- LatinFlor of Quito, Ecuador;
- Kendall Farms of Fallbrook, California;
- Nevado Ecuador of Latacunga, Ecuador;
- The Sun Valley Group of Arcata, California.

In order to sell VeriFlora products, floral distributors must also be certified.

The standards for VeriFlora certification are based on six principles:

- Advanced agricultural practices
- Conservation of water resources
- Conservation of ecological resources
- Waste Management
- Social Responsibility
- Product Quality

Producers who are not already organically certified must have a conversion plan to organic and must become organically certified within 18 months of VeriFlora certification. Until the farm is organically certified, all use of synthetic chemicals must be justified in writing to the VeriFlora certifier. Producers must ensure that their flowers are free of all topical pesticide residues before shipping.

According to an article in the

(continued on page 25)

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In the West, Yoga is popular as a form of physical exercise with breathing & relaxation. However, this just scratches the surface of what Yoga can do for you. Yoga is so much more than just a physical practice.

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Your instructors, Deborah & Patrick Redmond, are devoted to studying, practicing & teaching all aspects of Yoga. Deborah, Red Mountain's Clinical Director, is a Marriage Family Therapist specializing in Yoga Psychology. She began practicing Yoga in 1985, teaching in 1993 and training others to teach in 1999. Patrick, a summa cum laude graduate of The Pennsylvania State University in 1986, began practicing Yoga in 1987 and teaching in 1999. Having had a 15-year insurance career, Patrick understands and works well with people whose stressful jobs leave only a little time for Yoga and wellness.

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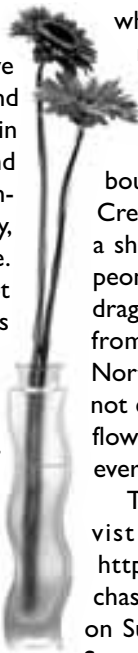
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Environmentally Friendly Flowers
(continued from page 23)

Sept/Oct 2005 issue of *Utne* magazine, SCS hopes to extend the VeriFlora certification to other pesticide-intensive crops like bananas, coffee, pineapples, and avocados. The VeriFlora label is unique in that it combines elements of organic and fair-trade labeling. At present, the organic label does not ensure worker safety, fair wages, or conservationist water use. At present, Weavers Way cannot access VeriFlora-certified flowers through the wholesalers from whom we purchase our floral products. However, these companies are aware that we want to support this new labeling system and that we would buy certified flowers if they were available. Until VeriFlora flowers are more readily available, we can try to source more of our floral products locally. The environmental savings of buying regionally grown flowers (in terms of shipping and cooling costs) are tremen-



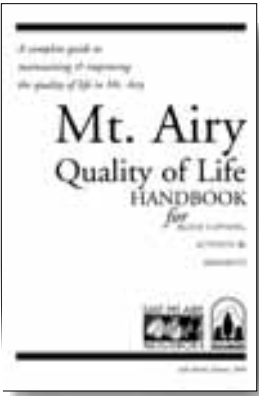
dous. In addition, we have a better chance of obtaining organic flowers straight from the grower than we have through wholesalers. For example, this summer we featured organic flower bouquets from Willow Creek Farm in Montgomery County. Unfortunately, demand for these bouquets was so high that Willow Creek could only supply them to us for a short time. We also bought no-spray peonies, hydrangea, sunflowers, snapdragons, and other assorted varieties from growers in Philadelphia's Northwest. Finally, although they are not chemical free, we buy Jersey-grown flowers through our wholesaler whenever possible. To read the VeriFlora standards, visit SCS's VeriFlora website, <http://www.scs-certified.com/csr-purchasing/veriflora/index.html>, and click on Sustainable Agriculture Certification Standards for Cut Flowers and Ornamental Plants, Version 2.0.

Mt. Airy Quality of Life Handbook
Available at Weavers Way

by Laura Morris Siena

Looking for that one source for all the phone numbers, websites and helpful information about city services, community problem-solving and zoning? Look no more! Weavers Way now carries *Quality of Life Handbook*, a 25-page booklet jointly published by East and West Mt. Airy Neighbors that is stuffed with useful information for block leaders, activists and residents. This booklet is intended as a step-by-step guide for anyone seeking help with a wide range of quality of life issues, such as trash collection, dilapidated houses, barking dogs, etc. There are also special sections on zoning and street trees, as well as a Guide to Public Safety and The HELP Line: A Guide for Block Leaders. The *Quality of Life Handbook* also contains a variety of City of Philadelphia

forms for use when organizing block parties, requesting graffiti removal, and other matters. This guide will be invaluable to any block leader or resident in accessing city services and solving issues in their immediate neighborhood. Elfant Wissahickon Realtors generously sponsored the development of the handbook. Buy your copy at Weavers Way or call West Mt. Airy Neighbors at (215) 438-6022 or East Mt. Airy Neighbors at (215) 242-4170 or email wman@wman.net.





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Manager's Corner

(continued from page 1)

ber had to purchase product for me. So I left and went around the corner to purchase my lunch.

At Weavers Way, we do not lock the door to non-members; we have always allowed the community to come in and try us out. What has happened over the years is that our non-member shopping has increased. It is now at the point that our sales are estimated to be around \$155,000 this year in non-member shopping, or 2.7% of sales. Last year it was estimated to be 9%.

Many of these shoppers are no longer community members trying us out to see if they want to join. It is clear to me that many are teachers at Henry, parents from Henry who come in every day, people who work in the dry cleaners across the street, or the doctor's office down the street, or Summit, etc. Even members who are "inactive," but need to pick up a few items use the store now and then. This group is also made up of workers in someone's house working on a project and they just want something to eat.

Our cashiers remind people to join as often as they can. I have heard the cashiers provide the brochure and suggest membership. Often I hear, "I just work at the school and live in Fish Town." There is also the look as if I am from Mars when I suggest they join, even thought they work across the street.

I am suggesting that for all "visitors" (non members) we add a 20% charge on the total (less tax). This 20% is enough to bring the selling price on some products closer to the market price. It is a cost that is high enough to make the person think about doing their hours and adding \$30 to the capital account. The 20% is not too large, nor too small. I do not see putting a lock on the door that only members can use. Nor do I believe we should tell people after they have shopped that we cannot check them out; this does not help our image in the community and it places the cashiers in a difficult position. The time it would take to constantly explain to the shopper that we want them to be a member by their next trip and to try and monitor their purchasing just does not seem worth the effort.

As many of you know, I work the reg-

ister and floor every Wednesday afternoon, and during Thanksgiving, I tried to stay glued to the register to help out (it was hard to get the glue off on Wednesday night, but turkey grease worked well). Very few sales were made to "visitors." Most visitors just purchase a few items (a sandwich for lunch, a beverage, flowers, milk, etc). Rarely do I see large purchases, but why should we allow visitors to receive the same benefit on Poland Spring water at \$.58 a bottle when it is over a dollar at another store, to purchase orchard apples at \$.99/lb, when other stores sell this product at \$1.79/lb.? Or how about Romaine lettuce at \$.99-1.20 a head, when the stores have it at \$1.49+ a head? You get the idea.

My goal with this charge is to get people to really think about joining and to have more members doing hours and contributing to this institution. Last year it cost us over \$30,000 to fill open co-operator spots with paid cooperators. This fee of 20% would bring in about that amount. If all of our visitors joined and did their hours, perhaps we would no longer need to hire as many people to fill positions and our costs would come down.

I realize that some members will stop doing their hours and just become "visitors" so to speak. I am not sure this is the case, but let's say it is. I still believe that many of the visitors we get now will become members and it would counter those who leave to enter the visitor status position.

There are also members who did not complete their hours in time and have become inactive. They still want to shop at VWV. They still believe in the spirit of the Co-op. They plan to get their hours done. I say let them, but charge them the 20% visitor's fee while they get their act together. Let them see what the savings would be to get their hours completed and to join the thousands of other households up to date with their hours.

Look, let's say I start this fee, and it does not work. We can always go back to the way it is now, "A member-only co-op, that quietly allows visitors to shop." It is easier the way it is now, but does nothing to educate people to the savings and community we want to build.

Suggestions

(continued from page 28)

S: "Maybe the Co-op can sell more types of fresh mushrooms — the Phillips mushrooms and Beech mushrooms and maitake — might sell well here. I don't know how costly they'd be."

R: (Jean) Great minds thinking alike. Maybe. I've been thinking we should expand our mushroom offerings, and I've been planning to do this during the slower winter months when it's so cold outside there's nothing to do but stay inside and experiment with exotic mushroom recipes. Look for some new items maybe in December, definitely January.

S: "Your intercom, which had become quite tolerable volume wise, has gotten TOO LOUD AGAIN. Some of us have ultra sensitive hearing by nature and would really appreciate a shopping environment that doesn't include aspects of boot camp."

R: (Jon) WHAT'S THAT? IS THIS THING ON? OOPS, oh. Sorry. Right. About that... Our public address system's volume is related to the weather. In the summer and winter, our HVAC system is running all the time, resulting in substantial background noise for the PA to overcome. In the fall and spring, the HVAC system cuts in and out, and during

the out periods, it seems much louder. NOW DROP AND GIVE ME FIFTY!

S: "Please. Frontera corn chips again. Thanks."

R: (Chris) They did not sell very well at all, especially surprising since they were advertised on "CAP" sale. You can pre-order a case of 12 for \$27.38 if you'd like.

S: "Would it be possible to order calcium fortified orange juice?"

R: (Chris) Have you checked the calcium content of the Minute Maid OJ that we sell frozen?

S: "How about some McCutcheon's Apple Juice, one gallon size?"

R: (Chris) Sorry but we dropped this former good seller due to very slow sales lately.

S: "Can't you do something about world hunger?"

R: For the next membership meeting there is an agenda item proposing a boycott of the bird flu. It might be difficult to pass, however, since before we can vote we need to hear arguments from both sides. If anyone knows anyone willing to speak in favor of the bird flu, tell that person to give us a call. Although this person is likely to be publicly vilified, they will in fact be saving the world. Co-ops can be so ironic.

Don't see it on our shelves? **PRE-ORDER IT!!**
Lots of items that we don't sell are available on a preorder basis, often at a substantial discount. For more info, call Norman at ext. 119.

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Liz Schlesinger, Ph.D.
Donna Allender, M. Ed.

Mambo Sprouts Get Stomped

by Norman Weiss

The Mambo Sprout coupon books are no longer available at the Co-op. These popular coupon books were made available to us by our trade group, National Cooperative Grocers Association (NCGA). NCGA decided co-ops would be better served by producing a coupon book specifically for food co-ops and dropping the Mambo Sprout program. So far, one co-op coupon book has been published, which we distributed in the late summer and early fall. Members redeemed 415 coupons from that book. Look for the next one to come out in the spring. The Mambo Sprout coupon books came out four times a year. To fill in, Weavers Way is also now distributing a coupon book from our main supplier,

called “Healthy Clippings.” Look for it around the store, it comes out quarterly. You can still get Mambo Sprouts coupons by visiting mambosprouts.com and clicking your way to printing your own coupons, which appear to me like the same ones which were printed in the book. Since the coupons are manufacturers coupons (as opposed to store coupons), they should be good at any retailer (including us). Speaking of coupons, I can’t let this opportunity go by without inserting my own diatribe about coupons and marketing in general. At one NCGA conference I attended, I suggested that much of what we call “marketing,” i.e., promotions, coupons, advertising, end caps, etc. is a

waste of time and money and we would all be better off just lowering everyday prices. People began by listening politely, but then I became aware that everyone in the room was looking at me like I was talking insane gibberish. They seemed to have decided their best course of action was to humor me until I shut up and that since I displayed no sign of physically endangering anyone, I could be safely ignored, which they then proceeded to do. Actually, another manager said he wanted his store to be exciting, and that promotions were the way to achieve an exciting store. I never saw anyone get excited by seeing the price of Edensoy drop \$.30 for a month, but maybe our Weavers Way shoppers don’t excite as easily as shoppers in other parts of the country. The reality is that advertising, coupons, sale prices, and all other forms or marketing are ultimately paid for by consumers via higher prices. Manufacturers and wholesalers and retailers all have annual budgets for marketing, and they set their prices to cover that cost. This is one of the reasons Trader Joe’s has lower prices, they spend no time creating and publicizing “special” prices. Another illustration of consumers paying for their own specials I’ve just come across is credit card “rewards” programs. Every time a retailer swipes a charge card from a customer using a credit card that offers frequent flyer miles or some other reward, that retailer gets charged .3% of the sale more than if it was a non-rewards card. Sounds small but it adds up to real money and retailers, including us, raise prices to compensate. Here’s a quote from a grocery trade paper (*Natural Foods Merchandiser*): “The National Retail



Federation says the typical American household pays \$230 a year for interchange fees—even if family members never use plastic. Consumers believe they are getting something for nothing, but the National Retail Federation points out that the higher fees represent a two percent “tax” on purchases that retailers ultimately must pass along to shoppers.” Back in the old days when the Phoenicians were trading bronze for cumin or whatever, marketing was much more limited. No one wanted to carry coupons given the weight of stone tablets, except in England where one merchant took them for awhile but then abandoned them after his stack got too high (now known as “Stonehenge”). Mostly, marketing back then was via word of mouth and having any food available at all was exciting enough to bring in customers. I advocate a return to those days, and am therefore calling for a boycott of coupons and stores with end cap displays of sale items and I encourage you to insist on paying full retail even if an item is on sale. If the cashier looks at you like you are speaking gibberish, tell them you’re tired of paying a secret two percent tax. Then see how they look at you.

NEW HOURS for HOME DELIVERY

Monday delivery: Orders due by noon on Saturday
Thursday delivery: Orders due by noon on Wednesday

To place an order, call Emily at the store
215-843-2350, ext. 164
We will call you back to set up a delivery time.
Midday and evening delivery times are available.

Beginning January 16, delivery fees will be:
\$7 on receipts up to \$75
10% of the bill on receipts of \$75 and above

Our home delivery service is available to ALL members

If you would like to deliver groceries in fulfillment of your work requirement, please contact Emily at extension 164.

C O - O P I N F O R M A T I O N									
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Committee Chairs Diversity/Outreach Laura Holbert (05-07) Education Larry Schofer (04-06) Environment Sandra Folzer (04-06) Farm Norma Brooks Finance Susan Beetle (05-07) Leadership VACANT Membership Robin Cannicle (04-06) Merchandising Support VACANT Operations Support David Baskin <i>Board members and committee chairs have mailboxes on the second floor of the store, 559 Carpenter Lane</i>				Catering & Platters Bonnie Shuman, extension 102 Delaware Valley Credit Union 215-782-2600 Fuel Oil & Electricity Co-op ECAP 800-223-5783 www.theenergyco-op.com					



Suggestions

by Norman Weiss

Greetings and thanks for writing. Suggestions and responses may have been edited for clarity and/or brevity. Unfortunately, this month is pretty dry and without much comedy. I am now starting to worry about my ratings and that if I don't come up with some better material for next issue, I may have to look at hiring some writers. I pledge to my readers to do whatever it takes to keep my ratings from falling below "the Manager's Corner."

Sometime in January, Margie and I are headed for Chiapas, Mexico, on a trip sponsored by Equal Exchange, one of our Fair Trade coffee suppliers. We are going to visit coffee growers and their co-op to learn about life as a coffee grower and also about producer cooperatives and about Fair Trade. Part of the goal is for us to come back and talk about what we've seen and learned, especially how the everyday actions of Americans (like deciding which coffee to buy) impact people in other countries. In some ways, I am not a good person to send since my interest in coffee is rather limited. It all tastes the same to me and is only tolerable because of sweetener and soy creamer and I mainly use it only a few times per week, when I want slightly improved energy and mental clarity. As a retailer, I do like selling it though; let's see why: coffee is an addictive stimulant which guarantees repeat sales, and has a high profit margin because it is grown by peasants in South America. And, unlike that other stimulant grown by South American peasants and sold with a high profit margin, coffee is legal. No wonder Starbucks is so successful; in a way they are the world's largest drug dealer.

S: "Please bring pizza dough back"
R: (Margie) Our distributor stopped delivery of Cacia's pizza dough to us. We are now picking it up ourselves a few days a week. We should have it in stock most of the time. We are still working out some details on pick-up days. As a back-up, and to ensure we have it more often, we may start freezing some and selling it thawed as a supplement to fresh.

S: "What happened to Dannon yogurt? It is one of the few reasons I go to the supermarket. Once I am there, I buy other things as well. I'd rather stick with the Co-op."
R: (Norman) The Dannon line did not sell well enough to justify us keeping it. We can still special order some flavors in cases of 12. Also, have you tried the Pequá brand? It's local and shoppers give it great reviews. Thanks for your support.

S: "Mac & Chreese please (vegan mac & cheese alternative). Especially cheddar style w/whole wheat shells — yum! Also, Follow Your Heart brand fake cheese (cheddar & mozzarella). It's the best

vegan 'cheese' available."
R: (Norman) We had Mac a Chreese a couple of years ago, it didn't sell at all. You could order a case of 12 if you want. (Margie) We're now stocking Follow Your Heart Mozzarella. I agree this is the best vegan cheese. It is the only one that melts like cheese. (Norman again) Incidentally, if you read the ingredients of the Follow Your Heart (and some other non-dairy cheese products), you will see you are mostly buying solidified oil. (Margie) Norman, you're brain is mostly solidified oil.

S: "What happened to the honey from Awbury Arboretum? The jars with the same labels now say Chestnut Hill Honey. The nature educator at Awbury says they still have hives."
R: (Chris) The information that we have is that vandals were damaging the hives at Awbury, forcing the beekeeper to move his hives to a Chestnut Hill location. (Norman) We did try vandal-hivecitism, a homeopathic remedy formulated to keep vandals away from hives by exposing the hives to pictures of convicted vandals, and then flicking the hives lightly, but apparently the vandals aren't aware of the power of homeopathy.

S: "Breadshop low-fat granola please..."
R: (Chris) The Breadshop Low Fat organic granola (which was very popular here for many years) was discontinued by the manufacturer. Sad to say. Incidentally, Breadshop, once a small, innovative natural cereal company with whom we dealt directly, is now owned by the Hain-Celestial group. Hain-Celestial owns many brands; for a quick glimpse into how the natural food industry has consolidated, have a look at their web site, hain-celestial.com, and click on "brands." You will see 31 American and seven European brands, many familiar to long time natural foods shoppers. Almost all started like Breadshop; small innovative companies that found a market and grew quickly and then became attractive to a larger company to take over.

S: "Love the new Liz Lovely cookies. Just saw in Veg Times that they're the product of the year."
R: (Margie) Thank you! I love them too. They are selling well so we will keep carrying them.

S: "Told Glen I love the new tags on the cheese case. He told me to 'write it in the book.' Done!"
R: (Margie) Thanks, they will go down in history as one of Sarah James' (our former administrative/marketing staffer) most publicized achievements, as the tags were photographed and published in the *Philadelphia Weekly* article about Greene and Carpenter. (Ed. note — *At least, until Sarah completes her Manifesto.*)

S: "I am most distressed that we no longer carry regular, unbagged onions. We have giant Spanish onions, red onions, organic onions and now bagged onions, but not loose onions. I'm just one person. If I buy a bag of onions, they will rot before I can use them up. And I like to pick out my own produce, thank you."
R: (Jean) Well, this is an experiment, along with bagged potatoes, to see if Weavers Way shoppers prefer the convenience (and lower price) of a bagged item over choosing, bagging, weighing and pricing bulk items. More comments from shoppers?

(continued on page 26)

Digital Photography Workshop



PHOTOS BY JOHN BARONE

by John Barone

Can't teach an old dog new tricks? Mike Zaikowski of "The Photo Workshop" in Chestnut Hill doesn't believe that.
On a recent Tuesday evening, Mike ran a Weavers Way sponsored digital photography workshop for amateur photo enthusiasts, artists, and "old dogs" of all ages. Discussions began with the basics of how digital differs from traditional film photography, and continued through the specific features of digital cameras.
His Q & A workshop along with a thorough, 26-page handout, left most attendees more prepared to face the digital world. He even included tips on shopping for your next digital camera.
In the end, Mike brought everyone one step closer to becoming an Ansel Adams or Annie Leibowitz of the digital age... or at least able to get some great holiday shots this season.



DURING A WEAVERS WAY SPONSORED EVENT HELD AT THE PHOTO WORKSHOP, CO-OP MEMBERS GET THE SCOOP ON DIGITAL PHOTOGRAPHY (ABOVE) FROM MIKE ZAIKOWSKI OF THE PHOTO WORKSHOP (BELOW).

Welcome to Weavers Way Cooperative Association

Dear Neighbor,
If you are not already a member of Weavers Way Co-op, you are invited to join. Weavers Way is a member-owned, not-for-profit cooperative. Our bylaws require that in becoming a member, someone from your household attend an orientation meeting, where details of membership will be explained. Meetings are held at the Germantown Jewish Center (GJC), Lincoln Drive and Ellet Street, and at Church of the Annunciation (CA), Carpenter Lane and Lincoln Drive. Upcoming Orientation Meetings are on the following dates:

DAY	DATE	TIME	LOCATION
Saturday,	Jan. 7, 2006	10:30 a.m.	CA
Wednesday,	Feb. 1, 2006	6:45 p.m.	GJC
Wednesday,	Mar. 1, 2006	6:45 p.m.	GJC
Wednesday,	Apr. 5, 2006	6:45 p.m.	GJC
Saturday,	May. 6, 2006	10:30 a.m.	CA

Meetings start promptly and last about 1 1/4 hours. Latecomers cannot be admitted. Written reservations are required, so please fill out the tear-off sheet below and return it to the store. At the close of the orientation meeting, you will be expected to pay your initial \$30 annual investment (check or cash). We look forward to seeing you and welcoming you into the Co-op.

Madelyn M. Morris, Membership Coordinator

PLEASE RETURN THIS PORTION TO WEAVERS WAY

Someone from my household will attend the orientation meeting on _____

Name (please print) _____

Phone Number _____

Address (including zip code) _____
