

Fall Membership Meeting Elections Spark Member-Owner Involvement

Call to Action Proves Inspiring

Duly demonstrating democracy,

Honest Weight Member-Owners (MOs) rallied at Oct. 24's Regular Membership Meeting (held remotely via Zoom), answering a call to action and service as they listened to organizational updates and stepped up participation in our governance.

Moderators called on participants as they raised hands for questions and comments. When CFO Erin Martin presented a financial update to explain Covid's impacts on sales figures and profitability this year, numerous attendees brainstormed suggestions on how all of us can assist in keeping fees to a minimum (see article, page 2).

Election elicits extra aid

Notably, the call for nominees for two open slots on the Governance Review Council (GRC) produced two volunteers on the spot during floor nominations. Invited to introduce themselves, each spoke in turn.

"I'm willing to step up and help the Co-op in any way I'm able to." —*Jesse Dinkin*

Jesse Dinkin, a longtime MO, spoke about how having previously helped in Grocery taught him where many store items are located. Now retired from a career as a state worker, he expressed both availability and flexibility as needed to fulfill the position of serving on the GRC. "I will work hard and familiarize myself with whatever needs attention," he told the Membership.

"Participation is essential... I'm willing to give it my best shot." —*Robin Goldstein*

Robin Goldstein joined HWFC about one year ago. She hails from Dutchess County and contributes hours in the Cheese & Specialty Department. "I believe participation is essential," she said. Having been an active MO for just 9 months, she added that "if you guys will have me, I'm willing to give it my best shot."

Attendees were quick to express appreciation to the newly elected GRC members. "YAY for both candidates! Thanks for stepping up!!" said one MO; another commented, "Great process and sense of community!"

HWFC's Elections and Nominations Committee (ENC) facilitated the elections portion of the Membership Meeting. "Having two people step up is much appreciated!" ENC co-chair Karen Roth stated regarding Member-Owner readiness to participate in governance at Honest Weight.



Voting for two open seats on the Governance Review Council (GRC) took place at the October 24, 2021, remote Regular Membership Meeting.

We were pleased to have 161 Member-Owners attending the remote HWFC Membership Meeting.

Please note: data recorded from "nonconfidential" votes by phone or Survey Monkey have been used only for the election/voting/ vote-counting process for October 2021 and will not be "data mined" or used for any other purpose in the future.

Results were as follows:

Vote to elect two (2) Members to the Governance Review Council (GRC):

131 valid ballots were cast.

127 votes were cast for Jesse Dinkin.

126 votes were cast for Robin Goldstein.

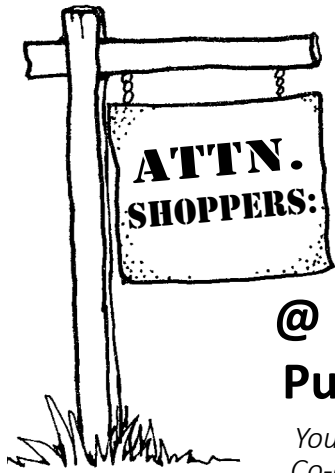
Jesse Dinkin and Robin Goldstein have been elected to the Governance Review Council.

Thank you to all who were in attendance at the Membership Meeting.

—the Board of Directors,
Honest Weight Food Co-op

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Can We Crush Costs @ Point of Purchase?

You can help our Co-op with every shopping trip!

It may not surprise readers to learn that 90% of Honest Weight customers use credit or debit cards at the register, but did you know that credit/debit card purchases incur extra fees for the store?

The expense—already included in the budget—totals approximately \$400,000 yearly. In the past, it was not particularly at issue given our large-scale budget. However, the possibility of curbing costs arose at Oct. 24's Regular Membership Meeting (RMM) when CFO Erin Martin offered sales figures and projections for the near future, framed within the context of Covid's general impact on the economy.

The news immediately stirred response among Member-Owners (MOs) who brainstormed ways to cut Co-op costs, offering possible solutions during our meeting's discussion portion.

Every individual non-cash, non-check purchase incurs a flat fee of approximately \$.50, plus a percentage-based charge—both of which the store pays for—so a very small transaction ends up costing the Co-op more proportionately. See chart at right.

Is it possible for customers to help simply by choosing how to pay at the register?

Yes! One easy, practical way to help achieve savings is to choose low- or no-cost payment methods: Cash, check, or HWFC gift card.

As an MO pointed out, a conveniently located ATM near checkout (surcharge-free for SEFCU members) lets shoppers obtain cash for their purchase or to immediately refresh their HWFC gift card. Those making frequent purchases could do this to buy as many or as few items as needed, fee-free.

Choosing low- to no-cost payment methods at Honest Weight Food Co-op:

Saving the Co-op a few cents per purchase may not seem significant, but it can add up to large savings.

Payment Type:	Cost to HWFC (per purchase):
• Cash	no extra fee
• Check.....	no extra fee
• Gift Cards	1%*
• Regular Credit Cards...	2.25%*
• Debit Cards	2.25%*
• Specialized Cards: Rewards/points cards, Discover, or AMEX	over 2.25%.

**figures are approximate.*

We do understand that for many people non-card purchasing presents a challenge and we welcome *all* transactions, so it's fine to use your credit/debit card if that works best for you.

SUGGESTION BOX



Q: People are starting to park themselves at tables in the café for long periods of time. This is especially inconsiderate with the shortage of tables available. Perhaps a time limit reminder needs to be posted again.

A: Thanks for bringing this to our attention. We'll monitor the café and will post signage if necessary.

Q: Stop selling items made in China. This is a co-op. All items should be local.

A: We strive to purchase as much as possible from local vendors. Our Food and Product Manual guides all purchases. Meetings of our Nutrition and Education Committee are open and we encourage you to participate.

Q: Please add matcha to café and soy milk? !! 😊 Also, GF bread crumbs for the salmon patties? ❤️

A: We do plan on adding matcha to our selections at the juice and java bar. We have no plans to bring back soy milk. Have you tried the oat milk?

Q: Hi, I see you carry a bunch of Tate's cookies. (Thank you!) Could you please add at least one gluten-free variety?

A: Thanks for your suggestion. We'll work on bringing in Tate's GF chocolate chip.

Q: Thai Crystal deodorant stick boasts it sold over 15 million...in a hard, plastic container. That's 15M in the landfill—can we stop carrying this product? Find crystals that are in a more sustainable container.

A: Thanks for your suggestion. We are trying to mitigate excess plastic usage. At this point, all our crystal deodorants come in plastic but we are seeing more conventional ones in cardboard. We'll also keep

our eyes peeled for more environmentally friendly options.

Q: Whole nuts/almonds labeled "vegan"—please sell!

A: We have no plans for labeling all of our many nuts with "vegan" labels. Some of the many seasoned nuts may have honey or another ingredient that would make it non-vegan, but those are rare exceptions.

Q: Please bring back real tokens. We do NOT want more virtual. Stop. Move forward, not back.

Q: Bring back bag tokens! We need to encourage people to bring in bags.

A: We offered bag credits long before NYS required people to bring bags or pay for them. Now that stores require you to bring your own bags, our "Be the Change" program has the potential for greater impact on the local community orgs. We are exploring ways to repurpose our wooden Enviro Tokens.

Public Power, Part 2:

by Rebecca Orrison

A few weeks ago I visited Buffalo, NY to canvass for India Walton, a nurse and community organizer running as the Democratic Party nominee for mayor, and stand in picket lines with nurses striking against Catholic Health Care. It was an emotional weekend, but I drove home feeling invigorated and inspired. Though electoral work and talking with health care workers are often very different experiences, a common ground emerged that weekend: a vision for a better tomorrow. It was a breath of fresh air to look past day-to-day challenges and engage with people fighting for a healthy future.

Today we are still struggling with the systemic impacts of the COVID-19 pandemic. Atmospheric pollution is changing global climate—irrevocably in some ways. Utility debt in New York State has mounted to over \$2 billion and the moratorium on utility shutoffs ends in December.

In a world where progress is a constant uphill battle, it can feel like the only thing to do is buckle down and put ourselves on the defensive—as individuals we self-isolate and as communities we often lose sight of our long-term goals. In the face of these struggles, sometimes we forget to use our imagination about what kind of a world we want to create for ourselves, our children, and future generations.

In no area is this more challenging or important than when it comes to the climate change crisis we face today.

Human activity has become the dominant driver of global climate change as the result of centuries of activity and it will continue beyond our lifetime. We are all affected by these changes, though on different time-scales and to different extents, depending on relative positions of privilege and access to adaptation measures.

One thing is true for all of us: this crisis cannot be fixed by individual action but must be addressed through social and systemic change. Changing our social systems for

We Can Imagine It and We Can Build It.

the better requires creative and visionary thinking with environmental health prioritized by lawmakers and constituents alike.

Corporate interests too often take priority over the concerns of citizens, making it difficult to imagine what that change might look like. A better world is possible if we work together, but not if multinational corporations and for-profit monopolies line the pockets of a system that is democratic in name only. Yet [40% of Americans](#) don't have an extra \$400 in their bank account to cover an emergency expense.

In the day-to-day struggle of simply surviving, it is easy to lose sight of anything beyond what is right in front of us. But together we are strong. We need to lift our gaze and dream together. The dream is out there, to be seen through the eyes of our children and to the horizon of our imagination. We need, now more than ever, to collect our thoughts and consider that a better world is possible.

Imagine a world of fresh air and pure water regardless of locale, where there's no need for "lungs at play" signs. A world where financial resources are allocated to meet our needs. A world where every person cannot only survive but thrive. We can have a world with a well-trained, unionized workforce building the renewable energy infrastructure necessary to meet the basic energy needs of all New Yorkers at an affordable price.

In a modern society, lights and electricity should be human rights.

This sustainable generation would be guided by values of environmental justice and the right to a clean environment. According to the recent Data for Progress poll, [68% of New Yorkers](#) support the NY Build Public Renewables Act, which would materialize

POWER TO THE PEOPLE

the bold vision of a pro-labor, pro-climate, and pro-democracy future for ourselves, our children, and future generations.

Passing this law would move us closer to a world where power is by and for the people. Public power is about we the people having ownership and control over all aspects of our energy system and taking power back from for-profit monopolies that are killing us. In a modern, wealthy society, lights and electricity should be human rights. We are strong enough to address the greatest of challenges. We can continue through the struggles of today and together build a brighter, greener future. Let's roll up our sleeves and build the world we aspire to live in.

Public power is about owning our energy systems and taking our power back—literally.

On **Sat., Nov. 27 at noon**, the Public Power NY coalition will host an orientation to build a team for public power to pass the NY Build Public Renewables Act this upcoming legislative session. Contact info@publicpowerny.org; register at: <https://bit.ly/ppnyNovOrientation>.

Find out more at publicpowerny.org. To get involved, contact publicpower@capitaldistrictsa.org.

Rebecca Orrison became an Honest Weight member in August 2018 when she moved to Albany to pursue her PhD in climate science. She is the chair of the Public Power working group of the Capital District Democratic Socialists of America, a partner of the Public Power NY coalition. Opinions expressed are solely the author's.

FOOD FOR THOUGHT: Pumpkin Pie

by Joyce Chicoine, Nutrition and Education Committee

Pumpkin pie is one of my all-time favorite desserts, assuming that it's made the way I like it. My grandma knew how I liked it and it seemed like she always had a pumpkin pie waiting for me when I came to visit. Of course, Thanksgiving dinner is not complete without pumpkin pie for dessert.

Two components comprise pumpkin pie—crust and filling—or three, if you decide to include a topping.



Traditional crust

(found in *Betty Crocker's Cookbook*) has just 4 ingredients: flour, lard, salt, and water. Nowadays, shortening is usually substituted for lard. For a flaky crust, instructions say to “cut shortening into flour and salt until particles are the size of small peas.” A fork can be used for this, but a pastry blender* works better.

Next, add cold water 1 teaspoon at a time to moisten until dough can form a ball; then roll out on a lightly floured surface.

The trick to making the perfect crust is to incorporate only enough flour to keep the dough from sticking. Early in the process, you might want to flip the dough over a few times. Also, the less this type of dough is handled, the better. If handled too much, the dough becomes tough. The goal is to roll out a circle 2 inches larger in diameter than the inverted pie plate.

To transfer it to the pie plate, you fold the dough circle in half and then in half again. Place into the pie plate, unfold, and press dough into the bottom and sides.

*a kitchen tool with a handle and several semicircular wires or blades.

Techniques abound for decorating the pastry's edge. Perhaps easiest is to trim off the excess and press a fork into the dough along the plate rim. Occasionally dip the fork in flour to keep it from sticking.



Gluten-free crust

Making a rolled-out gluten-free pie crust is possible but requires extra ingredients and special handling. The challenge lies in replacing the gluten, because that's what makes the dough stretchy and keeps it from falling apart.

Bette Hagman, author of *The Gluten-Free Gourmet*, perfected it. She used a gluten-free flour mix that combined rice flour, potato starch flour, and tapioca flour. In addition to salt, shortening, and water, she also added sugar, xanthan gum* (found in the Co-op's Bulk Dept.), one slightly beaten egg, and vinegar.

First blend dry ingredients (flours, salt, sugar, and xanthan gum). Cut in the shortening, just like for a traditional crust. Then mix the wet ingredients into the flour mix. Before rolling out the gluten-free dough, you can actually knead it. Unlike regular pie dough, handling will not toughen the dough. When you roll out the dough, it's best to place between two layers of plastic wrap (or waxed paper) since the dough is sticky and falls apart easily.

To place the rolled-out dough in the pie pan, you remove the top layer of wrap and invert the dough into the pan. Leave the second layer of wrap on top as you press the dough into the pie pan. If it falls apart, just press it back together. Remove second layer of wrap and finish edge as desired.

*Xanthan gum is a polysaccharide powder often added to gluten-free flours when baking to enhance texture.

No rolling pin? No problem. Mix up a [No-Roll Pie Crust](#) right in the pie pan and then press the dough into the bottom and sides. [Another crust option](#) that is completely grain-free (and paleo and vegan) uses ground almonds and walnuts in place of flour: combine ground nuts with a little salt and melted coconut oil and press that into the pie pan.



Filling

Once your crust is prepared, cover with a clean dish towel or waxed paper and set aside while mixing filling. For the pumpkin itself, you have two choices: open a can of pure pumpkin puree or cook a fresh pumpkin, which can be done in advance.

Cooking a fresh pumpkin requires more work, but comes with the added treat of freshly roasted pumpkin seeds. One thing that you should know is that pumpkins for cooking and eating are different from pumpkins for decorating and carving jack-o-lanterns. The flesh of pumpkins for eating are not as stringy as jack-o-lantern pumpkins and they have a sweeter taste.



Fresh pumpkin

can be boiled, cooked in the microwave, or—as I prefer—baked in the oven. To bake, cut the pumpkin in half. Scoop out the seeds and fibers. (Separate the seeds from the pulp and set aside for roasting later.) Place the pumpkin flesh side down in a baking dish and add ½ inch of water to the pan. Bake at 450° until the skin is soft enough to pierce with a fork (45 minutes to 1 hour).

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Pumpkin Pie

continued from page 4

Then, scoop out the flesh and puree or mash it. Place the puree in a colander and let sit to drain the excess liquid. Now, it is ready to use in your pie recipe.

I have tried baking pumpkin without water. The ends dried out a little, but after it was pureed, I could not tell any difference between pumpkin baked with or without water in the pan.

For traditional pumpkin pie filling, combine 1½–2 cups pureed pumpkin with 1–2 beaten eggs, 1 can of sweetened condensed milk, and pumpkin pie spices.

You can make **sugar-free** pumpkin pie filling by using canned evaporated milk (not sweetened) and adding ⅔–¾ cup of your favorite crystallized 1:1 sugar replacement (such as Splenda or monkfruit). You can even make a [paleo](#) (dairy-free) version by using coconut milk in place of sweetened condensed or evaporated milk and honey or maple syrup in place of the sweetener. This [vegan pumpkin pie filling](#) uses coconut milk in place of dairy and tapioca starch and agar-agar powder* in place of the eggs.

Spices can include ground cinnamon, ground ginger, ground cloves, and ground nutmeg. Usually there is double the amount of cinnamon, compared to the other spices. Personally, I prefer to use plain cinnamon.



Baking

To bake your pumpkin pie (with eggs), pre-heat your oven to 350°. Pour filling into prepared crust. To prevent the edges of the crust from burning before the filling is

*Agar-agar is a vegetarian gelatin substitute produced from seaweed.

done, wrap the edge with a strip of aluminum foil, being careful to avoid getting the foil into the filling. Remove the foil 15 minutes before the pie is finished baking. According to Betty Crocker's traditional recipe, preheat the oven to 425°, bake for 15 minutes. Then reduce the temperature to 350° and bake for an additional 35–45 minutes. For all of the other recipes included here, keep the oven at 350° for the entire baking time. Your pumpkin pie is done when a knife inserted in the center comes out clean.

For vegan filling, pre-bake the crust and thicken filling on top of the stove. When I made a vegan pie, I used the nut-based crust and baked it at 350° for about 10 minutes.

Streusel topping

For an optional [streusel topping](#), combine chopped nuts, coconut oil, cinnamon, ground flaxseeds, and honey, maple syrup, or coconut nectar. Mix until crumbly and sprinkle it over the pie after it has baked for 20 minutes; return pie to the oven to finish baking. This streusel topping also makes a great alternative topping for fruit crisps. You can add a little sweetener and starch to your fruit and bake it. About 20 minutes before it's done, sprinkle on the topping and return it to the oven to finish baking.



Whipped cream is a popular topping for pumpkin pie. The traditional way to make whipped cream is to simply whip cream that has at least 35% butterfat content. You can whip it by hand with a wire whisk or use an electric mixer. It works better if the bowl and beaters have been chilled along with the cream. Be careful not to over-beat it or the cream will separate. Add 1 tablespoon of granulated or powdered sugar to ½ cup of whipping cream, if desired. A paleo/vegan option for whipped cream is to use chilled coconut cream. You can also get coconut cream from a can of full-fat coconut

milk. First, chill the can of coconut milk. As you open the can, be careful not to shake it. You scoop out the solidified coconut fat that has separated from the water and whip it.



Serve pumpkin pie warm or cooled. Gluten-free pie is best served chilled because it is crumbly when served warm. If desired, gluten-free pie can be warmed in a microwave right on the serving plate. Lastly, the pie can be topped with whipped cream.



Fresh roasted seeds

An added benefit of baking fresh pumpkin is having [pumpkin seeds](#) for roasting.

First, rinse away the pulp. One way to do this is to boil the seeds in salted water for about 10 minutes. Then pat dry with paper towels, mix with vegetable oil if desired, and place on a parchment paper-lined baking sheet. Bake at 325° for around 20–25 min., checking for doneness and stirring. Season as desired when done.

Mix and match

I have made all versions of crusts and fillings described here. I like to mix and match crust and filling recipes, based on personal preferences and the dietary needs of the people who will be eating it.



HWFC does not provide medical advice. Please check with a health care practitioner before treating any condition. See p. 6 for all policies and full disclaimer.

BOARD DECISIONS

The HWFC Board of Directors approved the following at the 6pm Nov. 9 Board Meeting:

The following decisions were made:

- The Board approved, until the next meeting of the Board of Directors, Employees who are not absent due to COVID-19 related reasons may access sick time accruals without the need to supply a doctor's note other than for compliance with applicable laws and regulations.
- Extend until the next Board of Directors meeting the suspension of the one-year

service requirement and the requirement for a doctor's note for those with a personal illness to use the Leave Transfer Bank Policy with the modification that NYS COVID Leave-eligible employees are not eligible for the Leave Transfer Policy.

- On-site committee meetings, on-site orientations, and in-store tabling are suspended until the next meeting of the Board of Directors.
- The Bridging of Service policy was approved as amended for addition to the Employee Manual.

- Eco-commuter update proposal was approved.
- The 10-in-10 incentive proposal was approved.
- The Human Resources Benefits Specialist job description was approved.
- Proposal to merge governance Zoom accounts was approved.
- The HWFC Ombuds Panel ad hoc committee charge was extended until Oct. 31, 2022.

Dates of the 2022 Regular Membership Meeting were decided as follows:

- January 30 • April 24
- June 26 • October 30

Eco-Commuter Update

Honest Weight's Eco-commuter Proposal for Member-Owners (MOs) first ran on a trial basis starting in May 2019, and the Board of Directors approved going forward with the initiative in October 2019. Each MO entered into the program was eligible to receive .25 hour for up to 4 shifts per month and to receive a total of 1 hour per month maximum for commuting via walk/pedestrian method, busing, or biking to the Co-op for their time investment shift.

Currently, 35 MOs are signed up as eco-commuters. These are separate from the bike-to-work staff group. In FY 20–21 we recorded 235 eco-commutes, for a total of 58.75 hours granted for saving the planet one commute at time.

On Nov. 9, 2021, the Board approved a proposal to boost the incentive for MOs to sign up as HWFC eco-commuters, increasing time granted to .5 hours per trip. We will still max out at 4 trips per month; the new maximum number for MOs to receive for saving the planet commute-by-commute will now be 2 hours per month. If the current number of eco-commute trips remains consistent, we'll increase our visible commitment to supporting MOs who eco-commute to 117.5 hours annually. We also hope to gain more MOs opting to eco-commute to their time investment shifts—ultimately decreasing the number of cars on the road.

You can read more about [eco-commuting on the website](#) at the top of the MO Opportunities page.



We Owe You

The Co-op has money waiting for a number of individuals whom we cannot locate.

If you or anyone you know appears on the list below, the Finance Department urges you to contact the Co-op at your earliest convenience: finance@honestweight.coop.

Hank Adams	Eva Foitzik	Lily Ringler
Nishi Beharry	Laurel Holden	Elias Saifan
Timothy J. Cowper	Maria Kuhsel	Kimberly Truitt
Stephen Dornbush	Emily Mowel	Kenneth Windstein
Gillian Eastwood	Mark Pransy	



NOVEMBER 2021

Submissions Policy

for articles & contributions:

- Preferred maximum length is 800 words.
- Material is published at the discretion of the *Honest Slate* team.
- Only signed work is accepted; items are edited for length, grammar & style.

We may consider unsolicited material but encourage submitting ideas first. Letters to the Editors do not require preapproval.

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Contact honestslate@honestweight.coop with questions, comments, or article suggestions.

STATEMENT OF PURPOSE:

Honest Slate is a platform for HWFC Membership, Staff, Management, and Governance: promoting transparency, reporting news without bias, and sustaining community.

Honest Slate articles are for informational purposes and are not intended to diagnose or treat disease. Opinions expressed in *Honest Slate* do not necessarily represent the views or policies of *Honest Slate* or Honest Weight Food Co-op.

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COMMITTEE CORNER

by Stephanie Conde

Preliminary committee reports submitted for the Board of Directors' Nov. 9, 2021, meeting. See meeting packet for details. Full Board-approved committee reports are posted on HWFC's website.

Environment Committee (EC)

- Began discussions with Marketing Dept. on rolling out Zero Waste workshops in January 2022.
- Subgroup met on Manual updates (creating outline of what we hope to include; details to be developed in coming year).
- Received information from Bullrock Solar on delays encountered working with National Grid and issues with installation of wrong meters.
- Discussed concerns about potential energy price increases globally.

Sales and Fiscal Performance

(for 3 mos. ending Sept. 30, 2021)

- Ordinary Income decreased by \$254,915 to (\$21,508) vs. \$233,406 last year (\$81,521 or 65% under budgeted amount of \$60,013).
- Net Income decreased by \$194,754 to \$68,230 vs. \$126,523 last year (\$1,564 under budgeted \$66,666).
- Total Expenses were up \$188,994 or 7.41% from \$2,550,122 last year to \$2,739,116 (under budgeted \$2,746,337 by \$7,220 or 0.25%).
- Costs of Goods were down \$92,527 or 2.2% at \$4,065,211 vs. \$4,157,738 last year (under budgeted \$4,213,338 by \$148,127 or 3.5%).
- Overall Gross Profit was down \$65,921 or 2.4% at \$2,717,608 vs. \$2,783,529 last year (under budgeted \$2,806,350 by \$88,742 or 3%). Gross Margin was 40.07% vs. 40.1% last year (over budgeted 40%).

Nutrition and Education Committee (NEC)

- Researched inquiry about compliance status of monoglycerides and diglycerides, determined both are covered under "Artificial Preservatives and Additives" in paragraph 8 of Food and Product Manual "What HWFC Shall Not Knowingly Sell."
- Submitted article for publication in November's *Honest Slate* on making pumpkin pie, including variations suited for vegan and keto diets.

Elections and Nominations Committee (ENC)

- Monthly meeting welcomed two MOs considering how to invest their time at HWFC.
- Discussed final task updates, actions, and assignments in preparation for GRC election.
- Membership Committee shared BOD and committee member recruitment idea that ENC also wants to pursue (contact MOs based on skills noted when they applied to become new HWFC Owners and MOs who actively invest but don't participate in governance). Goal is to recruit more people into governance, to invite individuals to a governance workshop and see who might be inclined to serve.

Communications Committee (CC)

- Posted new bulletin board flyer to recruit additional participation.
- *Honest Slate* will publish voting results and information on how HWFC shoppers can save the Co-op money by purchasing with cash/checks or gift cards.
- Welcomed a new writer.
- Copy deadline for December's *Honest Slate* is Nov. 24.

Finance Committee (FC)

- Reviewed financial results for fiscal year's first quarter. Considered two primary options to reduce expenses.
- Financial statements for 2020–21 fiscal year were made final and annual report issued following routine fiscal year audit.

Bylaws Panel to Host Feedback Sessions

The Bylaws Panel (BLP) invites MOs to attend any of 4 planned feedback sessions...

- Tues., Nov. 30 · 7pm
- Thurs., Dec. 9 · 10am
- Sun., Dec. 12 · 4pm
- Wed., Dec. 15 · 7pm

...to discuss proposed amendments to: Section 420 (Board Responsibilities), Section 464.3 (Composition of Personnel Committee), and Section 471 (Bylaws Panel).

See all changes online and join using [this Zoom link](#).

Meeting ID: 875 8690 7665
Password: 919238

A MESSAGE FROM MARKETING

Honest Weight promotes Traceable, Local, Pastured, Grass-Fed, Grass-Finished, Organic, and Humane practices in producing meat products. Preference is given to meat that is raised nearby and to companies throughout the U.S. that support Regenerative Agriculture.

Following a preliminary investigation, the Global Animal Partnership (G.A.P.) has suspended Plainville Farms' G.A.P. certification. Further investigation is ongoing.

With that said, Plainville Farms non-organic poultry is currently out of compliance with Honest Weight's Food and

Product Manual. Our internal investigation is ongoing. We have attempted to contact the Global Animal Partnership for more information regarding the status of Plainville Farms certification and will continue to follow this closely.

Our Food & Product Manual is always available online at <https://www.honest-weight.coop/page/food--product-manual-203.html> for more detailed information regarding our poultry standards.

Please reach out with any questions to our Marketing Department: contact AlexM@honestweight.coop.

CO-OPPORTUNITIES: MEMBER-OWNER ANNOUNCEMENTS

by Yvette Buddeau,
Membership Manager (MM)

November already? Bundle up, it's here! We'd like to send an extra warm thanks to all the garden helpers we had in the chilly beginning of November to help plant tulips. We dug about 70 holes and filled them with tulip and daffodil bulbs to be ready for next spring. We can't wait to see how beautifully they come up to colorfully brighten the garden areas after the cold NY winter! Thanks to the Member-Owners who brought a snack to share as well. What a joy to get that last garden push and collective munchie time together!

Another shout-out to MOs at the Membership Meeting with creative, supportive ideas about saving the Co-op money during this crunch time. A number of MOs who usually receive the 24% discount have asked to go down to 8% for the next couple of months to increase the amount the Co-op keeps from sales. This is a serious thank-you to the MOs who have made this sacrifice—it's a real help. Not everyone can pull this off, and there's no shame in not reducing your discount—you earned it! But if you are an MO who feels they can receive 8% or even 2% for a month without reducing shopping, then reach out to Yvette at memberservices@honestweight.coop and we can set it up.

November brings well-loved seasonal highlights for MOs to get involved with. We'll do our 10-in-10 incentive this month (watch for it in December too!). Remember that? MOs who invest ten hours in the ten days leading up to Nov. 25 will be entered into a raffle to win one of three \$50 gift cards. Sign up for shifts in your "home department" or reach out to Yvette at memberservices@honestweight.coop for help if you don't have a regular department where you do your hours.

It's perfect timing for the 10-in-10, because the Co-op really needs MOs to step up right now, too! You own HWFC and your efforts sustain us. Thanks to all who have answered our calls for help. We still need people to come help in many ways including at the HWFC Maria College Café

on New Scotland Avenue with cashiering along with sandwich making, customer service, and clean-up tasks. Contact Erika and Dan at ErikaFrati@honestweight.coop and DanH@honestweight.coop to sign up. Our Honest Arts Committee is in need of new members as well. Artists and creatives welcome, and tech skills are a plus. Email HonestArtsCommittee@honestweight.coop to discuss joining the committee. All departments need help, so there's plenty of opportunity for MOs to find a fit! Check out our Member-Owner opportunities page for more ideas and contacts.

We'll be closed all day Thurs., Nov. 25. MOs who regularly invest time on Thursdays will be given MO hours for that day. Wonder if you qualify? Here's how it works: in order to qualify as a "regular" Thursday MO, the MO has to have made it in for a Thursday shift in their department for at least 9 out of the previous 12 Thursdays. So counting back, the 12 Thursdays before Nov. 25 fall

10-in-10: Nov. 15-24

With the Co-op's busy season upon us again and the high volume of sales we aim to do over November and December, we're offering our incentive for Member-Owners (MOs) to fill the store's needs, promote a fun atmosphere in departments, and help MOs meet time commitments.

Here's how our annual "10-in-10" incentive works: All MOs who invest 10 hours in the 10 days leading up to Thanksgiving (Nov. 15-24) will be entered into a drawing for a \$50 Co-op gift card—with 3 chances to win! We'll run the report, tally hours, and draw 3 winners by the first week of December.

Who is eligible? Anyone who does Member-Owner hours. Let's get the most help into departments during our busiest times of year with safety in mind. Keep a safe distance, wear masks correctly, and help keep the store stocked and vibrant.

Where can an MO do shifts? To help run smoothly during the holiday rush, we ask that MOs pick up shifts in departments they

Interested in joining Honest Weight Food Co-op's Team as an Employee? Check out our [Employment Page](#).

between Sept. 2 and Nov. 18. MOs who invested time for at least 9 of those 12 Thursdays will receive hours to cover the loss of the Nov. 25 shift. The number of hours the MO receives for Nov. 25 is calculated as an average of the shifts done during those 12 preceding weeks. Reach out to Yvette with any questions at all!

We're very sorry to announce the passing of two Member-Owners in the past month. Judy Hanson was known for her friendly approach to weighing jars at the customer service desk throughout the whole early bird pandemic hours and beyond, as well as for her presence at the voting tables after online Membership Meetings. Melissa Enslin was known for her wonderful massages as one of our Licensed Massage Therapy practitioners at the Co-op. Our condolences go out to the friends and family of Judy and Melissa.

are familiar with. Some tasks are also available that are quick to pick up. Contact memberservices@honestweight.coop with questions.

How can I sign up for a store shift during this time? Reach out to the manager of the department you usually do hours in and set up your schedule. Don't wait! For help, please contact Yvette. You can find contact info for departments on our website or stop by.

What if my chosen department has no shifts at times when I can come in? Many shifts are available in many departments and we are hoping to get as much coverage as possible, but if you need to seek hours outside your department or don't have a "home department," please contact Yvette in Member Services and we'll look for a place that you can contribute and be of value while having fun. **Some quick ideas** are Courtesy Clerk (Front End), Fronting (Grocery), Parking Lot Attendant (Member Services), turkey orders and truck unloading (fast-paced tech skills and heavy lifting required for Meat). We also need help at the HWFC Maria College Café many mornings and afternoons; advance sign-up is required for this.