

# ROOTSTOCK

*The Official Newsletter of the* **Belfast Co+op**

## *what we give* **FROM THE DESK OF THE GM**

The onset of winter is a time when human tendency is to withdraw, to gather around the familiar and take solace in the things that bring us joy. We huddle around the fire or wrap up in a blanket to fight off the cold and watch the natural world change from autumn red and yellow to winter gray and white. We reflect on the past, acknowledging the gifts we have received over the past year, while looking to the future. The same is true at the Co-op. The shelves fill with spiced treats and celebratory offerings. Customers prepare their shopping lists and plan out elaborate feasts. The greatest gift that the Co-op brings throughout the holiday season is the warmth and comfort that comes from sharing a delicious meal with friends and loved ones and sharing in the wealth of community. Our co-op is kinetic and buzzing with activity in the summer, but it is here in the winter that the soul of the Co-op is fully on display.



The holiday season also offers an opportunity to celebrate the bounty of our local food system and to reflect upon the impact that our Co-op makes in that system. My children and I were traveling this past month to visit family in western Pennsylvania, and as is our custom, we stopped at several co-ops along the way. Though every co-op makes an impact in their local community, comparatively I believe our co-op goes above and beyond most in support of our local farmers and producers. and I deeply respect the contributions those producers make to our local economy. Maine is fortunate to house so many fantastic producers, and we

here in Waldo County are especially lucky for the wealth of quality products that come from our soil or are made in our kitchens. I am thankful that our Co-op is able to offer those products a home.

In addition to supplying our neighbors with goods that nourish the body and mind, I am also thankful that I work in an organization that is able to provide meaningful employment for its workers. At a time when much of our lives are in a state of flux,

being able to provide a steady paycheck and benefits to over 70 workers and their families makes me proud not only as their manager, but also as a Co-op owner that sees the hard work and dedication that goes into every aspect of our cooperative.

....cont'd on page 3....

**When the bitter winter winds start to blow, it is comforting to know that when you walk through the doors of the Co-op you will be greeted by a friendly smile and a heartfelt welcome from our workers.**



**OPEN EVERYDAY TO EVERYONE 7:30AM - 8PM**

**BELFAST.COOP 123 HIGH STREET BELFAST, MAINE 04915 207.338.2532**

# why we're here:

## THE BELFAST CO-OP EXISTS

so that OUR OWNERS AND OUR COMMUNITY WILL HAVE:

A thriving, just, and sustainable local food economy

A source of healthy, nutritious, affordable food, and water

An efficiently managed, democratically governed inclusive cooperative retail store

A greater understanding of health, food systems, cooperatives and economic and environmental sustainability

An invested, engaged, and empowered staff that thrive in a safe, respectful, inclusive, and equitable workplace

**Founded in 1976, Belfast Co-op is Maine's oldest democratically owned and operated grocery store and cafe. Offering a wide selection of products that are organically produced and locally-sourced, at reasonable prices, to support healthy lifestyles. All are welcome.**

# who we are:

CURRENT OWNERS:

**4150**

STAFF:

**70+**

GENERAL MANAGER:

Doug Johnson  
doug@belfast.coop

## BOARD OF DIRECTORS

Heather Selin, President  
Crystal Howard-Doliber, Vice President  
David Balicki, Treasurer  
Annie Bussiere, Secretary  
Ernie Cooper  
David Gibson  
Evans Goff, Staff Representative  
Alessandra Martinelli  
Edward Sheridan  
Andrew Watkins

## BOARD COMMITTEES

Finance:

[boardfinance@belfast.coop](mailto:boardfinance@belfast.coop)

Owner Engagement:

[boardowners@belfast.coop](mailto:boardowners@belfast.coop)

Board Development:

[boarddevelopment@belfast.coop](mailto:boarddevelopment@belfast.coop)

Expansion:

[expansion@belfast.coop](mailto:expansion@belfast.coop)

## Who is the Board?

*The Co-op's board of directors is elected by the ownership and is made up of owners just like you. The entire group has a legal responsibility to ensure the Co-op's well-being. Board members work to keep the Co-op accountable to cooperative principles, adhere to the Bylaws and make sure that the Co-op remains a sustainable business. The Board supervises the General Manager of the store, who is responsible for carrying out Board policies.*

**we're always looking  
for more people to join  
our board of directors  
committees.**

**To find out more,  
please email:**

**[board@belfast.coop](mailto:board@belfast.coop)**

**A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly-owned and democratically-controlled enterprise.**



ROOTSTOCK is the Belfast Co-op's newsletter.  
Published bi-monthly and free to all, it is produced by the  
Marketing Dept of the Co-op.  
Printed by Collective Copies, a cooperative press,  
on 100% recycled paper.  
Questions or submissions may be sent to  
[marketing@belfast.coop](mailto:marketing@belfast.coop)



....cont'd from page 1....

As of the publishing of this article we will have completed our new vestibule project and will be enjoying the benefits that come from a more comfortable and efficient store. When we make improvements to our cooperative and reinvest in our operation it is in service to you, our owners. Your patronage keeps our doors open and the

**When we make improvements to our cooperative and reinvest in our operation it is in service to you, our owners.**

lights on and we can give back to you by making your experience at the Co-op as positive and affirming as possible. When I walk the aisles of our store during the holiday season, engaging with workers, assisting shoppers, or simply being surrounded by goods that delight the senses and encourage health and wellbeing, I am overwhelmed by how good it feels to be here. We are so lucky to have our Co-op and to have each other. Thank you all for your continued support and for giving so much to this co-op throughout our history. Happy Holidays.



Doug Johnson General Manager



## THE GIVING TREE

The Giving Tree is a project run by **Waldo Community Action Partners (WCAP)**. The Co-op community, along with other local organizations and supporters, participates every year to give to Waldo county families.

This project is something that brings people into the Co-op and supports cooperative principle 7- concern for community. It allows us to demonstrate why we exist, it is not just about providing a resource for healthy foods at your food co-op, it's about meeting the needs of the community and doing what we can to help.

To participate: the Co-op creates tags that hang from our tree located at the front of the store. Customers can then choose a tag with the present they would like to give. Customers return the tag with the unwrapped gifts by December 13 to the Co-op at Customer Service. We'll take it from there!

**Watch for the tree in early December!**



**You and fellow Co-op shoppers donated  
\$40,245.53 in 2018 and \$36,328.29 so far in 2019  
to local non-profit groups by rounding up!  
100% of all donated money goes on to the organization.**

## **Nominate your favorite local non-profits for Common Cents!**

**Pick up a nomination form at the Customer  
Service desk or download from our website.**

**Nomination deadline: Friday, January 24th**

**Co-op Owners will vote at the upcoming  
Annual Meeting on March 1st, 2020 and  
choose the 2021 roster of recipients!**

**EVERY PENNY COUNTS!**  
**common cents**

IN COMMUNITY WE TRUST

**ROUND UP AT THE REGISTER FOR A GOOD CAUSE EVERY MONTH**  
**common cents**  
IN COMMUNITY WE TRUST

**THE BELFAST CO-OP'S GLOBAL ENDS STATEMENT**  
The Belfast Co-op exists so that our member-owners and our community will have:

- A thriving, just, and sustainable local food economy
- A source of healthy, affordable food and water
- An efficiently managed, democratically governed cooperative retail store
- A greater understanding of health, food systems, and economic & environmental sustainability
- An invested, engaged, and empowered staff that thrive in a safe, respectful, inclusive, and equitable workplace.

**FORM MUST BE FILLED OUT COMPLETELY**

Organization name: \_\_\_\_\_

How does this group align with our global ends statement?  
\_\_\_\_\_

Organization Contact Person: \_\_\_\_\_

Organization Contact  
Phone and Email: \_\_\_\_\_

Organization website  
or Facebook: \_\_\_\_\_

Organization physical/  
billing address: \_\_\_\_\_

Is this group a registered 501(c)(3)?  
(documentation will be requested) ☐ yes ☐ no

Nominees are voted on at the Annual Meeting by Co-op Owners every spring for the following year and will be invited to attend the event. Organizations may only be voted in to the program every 2 years, if they have not been elected, they may reenter.

Received by \_\_\_\_\_ Received Date \_\_\_\_\_  
Approved by \_\_\_\_\_ Contacted Date \_\_\_\_\_  
a phone a email  
Round 10/2/19

## **RECIPIENTS FOR 2020**

### **January**

- Waldo County Woodshed

### **February**

- Hospice Volunteers of Waldo Co.

### **March**

- Belfast Community Works

### **April**

- Coyote Center for Carnivore Ecology & Co-Existence

### **May**

- Soap Closet

### **June**

- Avian Haven

### **July**

- Waterfall Arts

### **August**

- Water Street Learning Center

### **September**

- Waldo County Trails Coalition

### **October**

- Greater Bay Area Ministerium Food Cupboard

### **November**

- Aging Well in Waldo Co.

### **December**

- Friends of Belfast Parks



**ROUND UP** your purchases at the register in support of worthy causes when you shop at your **Belfast Co-op**.  
100% of all donated money goes on to each monthly recipient.



**NOVEMBER**

**OUT MAINE** works toward a welcoming and affirming Maine for all rural young people of diverse sexual orientations, gender expressions and gender identities. In partnership with their allies and families, OUT Maine supports, educates and empowers these youth in their journey from adolescence to adulthood. Based in Rockland and started in 1996, OUT Maine is for youth up to age 22 who identify as Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, and Allied Friends. They offer youth development opportunities (retreats, gatherings, and weekly groups) and professional training for students, school staff, and health professionals.

More info at [www.outmaine.org](http://www.outmaine.org)

**WALDO COUNTY GROWING PROJECT** (WCGP) is RSU #3's elementary school garden program. WCGP loves growing minds and growing plants! The gardens in RSU#3 are outdoor classrooms, community meeting spaces, and producers of tasty veggies. WCGP is dedicated to providing students with hands-on education and experience in gardening, growing food, and the natural world. RSU #3 is located in rural Waldo County and includes the towns of Brooks, Freedom, Jackson, Knox, Liberty, Monroe, Montville, Thorndike, Troy, Unity, and Waldo. The district has a rich history of community involvement, student success and exceptional staff, and they are proud to offer the very best education to their students.

More info at [facebook.com/waldogrowers](https://facebook.com/waldogrowers)

**DECEMBER**

## recent recipients

**AUGUST**

**FRIENDS OF SEARS ISLAND (FOSI)**'s mission is to support permanent protection of Sears Island's environmental and cultural resources; preserve its marine, shoreland, and forest ecosystems; and encourage educational and low-impact recreational uses of the island.

More info at [friendsofsearsisland.org/](http://friendsofsearsisland.org/)



FOSI Board members and Co-op Staff all mixed in together

**FOOD FOR MAINE'S FUTURE** is made up of advocates and activists for small farmers, farm-workers, and their patrons against the corporate food monopoly. They continue to work to pass legislation that enables and supports local rules for local food.

More info at [localfoodrules.org](http://localfoodrules.org)



Betsy Garrold (L), Board member of Food for Maine's Future, and Co-op Staff

**SEPTEMBER**

In August, Co-op shoppers donated **\$4,197.92** to Friends of Sears Island.  
In September, Co-op shoppers donated **\$2,947.01** to Food for Maine's Future.  
In October, our Co-op shoppers have rounded up **\$3,864.43** to SASSMM (Sexual Assault Support Services of Midcoast Maine).

# board of directors

**As an employer, the Co-op strongly values being able to offer good benefits to its workers. In response to a significant increase in health care costs, the Board of Directors and GM penned this letter and sent it off to each of Maine's senators and state representatives.**



September 2019

Dear Honorable Senators and Representatives,

We would like to thank you for your sponsorship of Bill H.R.1384, the Medicare For All Act of 2019, and to express the Belfast Coop's support for a publicly-financed health care system covering the basic health care needs of US residents.

The Coop, a member-owned consumer cooperative, has operated a retail food and wellness store in downtown Belfast since 1979. The Coop is an anchor for downtown Belfast, as well as a critical part of the rural food economy in Waldo and surrounding counties. In 2018, the Coop employed 80 staff and sold \$3 million worth of Maine-produced items.

Part of the Coop's mission is to "offer and promote... a wide selection of products organically produced and locally sourced whenever available, at reasonable prices, to support healthy lifestyle choices for both our members and the general public." The Coop is also committed to providing a living wage and affordable health insurance to its employees.

These goals – supporting healthy lifestyle choices for the community and providing affordable health insurance for our employees – become more challenging every year as the cost of insurance skyrockets vastly out of proportion to inflation, to the wage increases we can afford to pay our employees, and to the prices we can reasonably charge our customers.

**The Coop's costs for health insurance premiums in 2019 increased 57% over 2018, in part due to a 25% premium increase by our health insurer.** This problem affects our entire local economy - farmers and other local food vendors struggle to sustain their businesses without affordable access to basic health prevention and care.

For the Coop to thrive for another 40 years, and for our rural economy to thrive along with it, we need a drastically better health care system.

Again, we thank you for your support of H.R.1384, and we urge you to continue to fight for affordable health care for all Mainers and, indeed, all Americans. Thank you.

Yours sincerely,

Heather Selin  
President, Board of Directors

Doug Johnson,  
General Manager

**123 High St.**

**Belfast, ME 04915**

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**General Manager**

Doug Johnson

**Board of Directors**

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Annie Bussiere

Ernie Cooper

David Gibson

Evans Goff

Crystal Howard-Doliber

Alessandra Martinelli

Edward Sheridan

Heather Selin

Andrew Watkins

**75** WE'VE DONATED TO AND SPONSORED OVER LOCAL GROUPS AND ORGANIZATIONS UP TO NOW IN 2019! WE'VE GIVEN OVER \$9,000 IN SUPPORT (INCLUDING IN-KIND DONATIONS). SOME OF THE GROUPS WE'VE SUPPORTED:



ALL THE RETURNABLES LEFT AT THE CO-OP ARE DONATED TO AND REDEEMED BY THE GAME LOFT

## CELEBRATE OUR CO-OP STAFF ANNIVERSARIES!

|                     |                             |              |              |
|---------------------|-----------------------------|--------------|--------------|
| <b>Gina Law</b>     | <b>Front End Manager</b>    | <b>11/3</b>  | <b>2 yrs</b> |
| <b>Heather Beal</b> | <b>Front End Trainer</b>    | <b>11/24</b> | <b>4 yrs</b> |
| <b>Nick Ryan</b>    | <b>Center Store Stocker</b> | <b>11/25</b> | <b>2 yrs</b> |
| <b>Carla Renzi</b>  | <b>Ownership Admin</b>      | <b>11/29</b> | <b>3 yrs</b> |



Co-op Staff celebrating the Co-op's 43rd birthday, September 17th 2019

Depending on your definition of beauty, local organic food may sometimes be less attractive than its mass-produced counterparts. Without pesticide use, leaves may be sampled by insects and crops may not look as uniform. On top of that, small farms may not be able to afford the extensive culling required to produce perfect-looking, uniform products. Do you know how much food waste is produced to select those perfect red apples shipped in from commercial organic farms? A lot.

According to the Milan Protocol, **one third of all food produced is wasted** -

four times more food than the amount needed to feed the hungry worldwide. If you're interested in learning more about food waste, a great documentary called "Just Eat it" will give you a visual sense of the amount of food waste in our country. You've perhaps heard stories of dumpsters full of recently or near expired food that is still completely edible. Rest assured, your Belfast Co-op does NOT follow such wasteful practices. Did you know that some of our expiring food is donated to the local soup kitchen, overripe bananas are used in our bakery, other culled fruit is donated to a local bird sanctuary, and vegetables and food waste go to local pig farmers? Pretty cool, right?

Composting is another way we can all help minimize both food waste and greenhouse gases.



by Rachel Olsen

## FOOD WASTE and BUYING UGLY

According to the U.N. Food and Agriculture Organization, **food waste contributes about 8 percent of total greenhouse gas emissions worldwide.** By composting, we turn a would-be ozone-depleting waste product into a source of soil-building nutrients to feed the next round of organic crops. It's a win any way you look at it! That's why your Belfast Co-op is working with **Scrap Dogs** on a solution for our remaining compostable waste (see page 11). Stay tuned as this is put in place over the coming months.

You can help too! If you're shopping for tonight's dinner, choose items with upcoming expiration dates over those that still have a lot of shelf life remaining. Choose the uglier fruits and veggies that others might pass up and leave to expire. Shop for only what you can reasonably eat and use those leftovers! Your vegetable trimmings can be stored in the freezer for a second life as soup stock and whatever is unusable can be composted. If you happen to be a resident of Hope, Lincolnville, Camden, or Rockport you can even drop off compostable waste for free at the Midcoast Solid Waste Transfer Station.

Do you have any ideas for further reducing food waste at your local co-op? Grab a comment card!

-Rachel Olsen is a worker-owner on the Co-op's produce team

## tips to reduce food waste at home



**plan ahead**

plan your meals  
check your fridge before shopping  
chop fruits & veggies ahead of time



**keep track**

write the date of your leftovers  
bring leftovers to work for lunch or  
plan on having leftovers for dinner

**love your leftovers**

post a list of perishables on your fridge  
keep things from hiding and  
regularly reorganize your fridge

**make it work**

use "kitchen sink" recipes to use up what's left- quiche, stir frys, and soups are all good options



## WHAT IS CORE?

from Carla Renzi, Ownership Administrator



cooperative ownership reaching everyone

**CORE** is a Belfast Co-op sponsored program which supports those experiencing food insecurity in our community. A 10% discount on most items, and a reduced annual equity payment of \$10/year/person, are available to Co-op owners who meet State of Maine eligibility requirements for at least one of the following programs:

- **EBT/ SNAP Benefits**
- **Supplemental Security Income (SSI)**  
(this is NOT the same as Social Security Income!)
- **TANF (Temporary Assistance for Needy Families)**

The CORE program was established to align with the Belfast Co-op ends policy. This document states that the Belfast Co-op exists so that our owners and our community will have: "A source of healthy, nutritious, affordable food and water". **By making nutritious products more accessible and encouraging healthy food choices for all, we hope to reduce the impact of food insecurity in our community.**

To apply for CORE, or for further information, please contact [ownership@belfast.coop](mailto:ownership@belfast.coop)

## WHAT IS A FULLY VESTED OWNER?

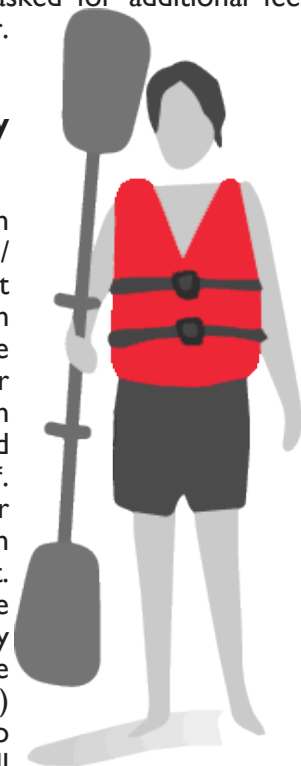
from Carla Renzi, Ownership Administrator

**We currently have 87 owners who have chosen to fully invest in the Belfast Co-op! But what does fully vested mean?**

'Fully Vested' means these owners have paid their full \$200 equity investment and shown full financial support for our co-op. **The more fully vested owners we have, the better the financial health of the Co-op looks to lending agencies- which will help with future expansion plans!** It also means Owners won't be asked for additional fees/ payments at the register. They are 100% invested!

### How can I become fully vested?

Equity can be paid in installments of at least \$15/person/year (the default option) but can be paid in part or full at any time. Once you have paid \$200, whether in one year or in thirteen years, you will be considered a fully vested co-op owner\*. Until that time, our computer system will ask you for an annual minimum payment. Additional payments can be made at any register at any time. Checks can also be mailed (ATTN: Ownership) and will be processed to your account. Once the full investment is made there are no additional fees, but your timeline for full investment is entirely up to you!



No, not that kind of vest!

### How is this different from the "old" equity structure?

Our old structure required a \$60 refundable investment (equity is refundable so long as the co-op is in sound financial health). It also required \$15/person annual fees which were not refundable and which were due every year of ownership, with no end! Our Board of Directors and General Manager decided to improve this system and enacted the change Jan. 1st, 2019. Although the equity investment is higher, there is now a limit to what you put in, all payments are refundable\*\* and there are no more additional fees!

\*The amount that is considered full equity could change with the recommendation of the BOD and a vote from the Ownership.

\*\* Refund dependant on current financial state of the Co-op.

*Giving can mean so much more than money and presents!  
Reducing what we use and finding ways to reuse or repurpose are  
ways we can give back to our planet - it's a gift for everyone!*

## GIVING BACK AT THE CO-OP

### BULK DEPT:

Shopping in Bulk is the original sustainable choice: limit your packaging and reuse what you have. By buying as much or as little of what you want when shopping in bulk, you save money and you save resources for the Earth too! Buying your spices in bulk is the best way to assure the freshest flavors for all your culinary creations!



All you need is the weight of your container and the 5-digit PLU number of the item and our cashiers will take it from there!

### DELI DEPT:

In the kitchen we utilize produce, dairy, and other items from the store that are otherwise unsaleable, while upholding our rigorous standards of quality and food safety.

We also give back by training and educating staff with valuable skills and knowledge that they keep, whether they stay at the Co-op for a long time or move on to other jobs.



### FRONT END:

With a little planning ahead, you can help reduce what you use when you check out!

- Bring shopping bags from home, but if you forget:
- Grab a box we save and reuse it instead of a bag
- When shopping in produce, bulk, or even coffee- reuse a bag you brought from home. That bag that held carrots, could hold salad mix or apples
- Buy dairy with a returnable jar
- Co-op Owners may PRE-ORDER cases of their favorite products- saving money at check out and saving labor for the Co-op!



### PRODUCE DEPT:

We give back by supporting the Co-op Explorers free fruit program! We spend roughly \$100 a month giving healthy snacks to kids while they're shopping with their grown-ups. Just ask a produce clerk!

We support Avian Haven, a local animal rehabilitation non-profit (and upcoming Common Cents recipient) through donations of unsaleable fruits and veggies.

And we're now offering organic "tired bananas" at cost to you, perfect for smoothies or baking! One more way we're trying to divert waste from our landfills.



### I.T. DEPT:

We donate our old tech to [www.ewastealternatives.org](http://www.ewastealternatives.org)

Maine's only certified e-waste recycler!

- Waste Diversion to Nonprofit Technology
- Access and Literacy programs such as PCs for MAINE
- Employment of People with Disabilities
- Total Process Transparency
- Downstream Scrap Processing Limited to qualified agents





**Midcoast Maine needs an organic waste collection infrastructure.** ScrapDogs Community Compost is a budding composting operation, founded with the goal of minimizing waste sent to landfill and closing the loop of production and consumption in midcoast Maine. Its founders Davis and Tessa are passionate about environmentally intelligent systems, and are working to encourage a happy, healthy, and resilient food and waste system.

About half of what Mainers send to the dump every year could be collected and turned into compost. Although it's possible to compost on your own, the chemistry and logistics of backyard compost can be difficult to accomplish individually. Why don't we aggregate our organics for better compost - and better food?

**More info at [www.scrapdogscompost.com](http://www.scrapdogscompost.com)**

**What excites you about your work?** For us, composting here in the midcoast is the perfect nexus of all of our favorite things: food, trash, gardening, being outdoors, connecting with our neighbors, promoting community resilience, and getting creative! We're less than a year and a half into official operations, but already we've experienced tremendous support from folks all along the coast - and indeed, across Maine - who see what we've been able to accomplish with just a couple trucks and some shovels. (And maybe a few other key elements...) It is so invigorating to feel that support rising up around a small initiative like this, and to feel like we might be able to foster just a little bit of positive change here in Maine.



**What would you want potential future clients know about your work?** We are small but mighty! We always point to the numbers - like the one that says that around 30% of all of our waste could be composted - to show how much change needs to be made. But we follow that up with our conviction that change can grow from the bottom up. By building a localized, community-supported composting system, we can reduce emissions and pollution; support soil health and food growth; minimize transportation and processing costs; and foster community partnerships that make us happier, healthier, and here for the long run.

## UPCOMING EDUCATIONAL OPPORTUNITIES

*watch our bulletin boards, website, & facebook for more info*

Classes are free to attend, please register in advance, space may be limited.

If you are interested in registering, please call the Co-op @ 338-2532

Additional questions: [jamie@belfast.coop](mailto:jamie@belfast.coop)



**WEDNESDAY  
NOVEMBER 13 6PM**

**Co-op Finance Basics:**  
understanding balance sheets and  
income statements from your co-op

a workshop with Deborah Hawkins of  
Cooperative Fund of New England

**BELFAST FREE LIBRARY  
106 HIGH ST**

**WEDNESDAY COOKING CLASS  
NOVEMBER 20 6PM**

**Homemade Pie Dough:**  
learn to make your own pie dough  
and apple tarts from scratch

a cooking class with Lisa Monteith  
of Belfast Co-op Deli & Bakery

**UU CHURCH OF BELFAST  
37 MILLER ST**



**Belfast Co+op**  
love • local • food

**ROOTSTOCK**  
bulletin board

**love local day**

@ Belfast Co+op  
love • local • food

everyone  
saves 10%  
**ALL DAY**  
on all local items

## BOARD MEETINGS

November 21  
December 19

6pm Social Time, 6:15pm Meeting  
Unitarian Universalist  
Church of Belfast  
37 Miller St.

## OWNERSHIP UPDATE



**QUESTIONS  
ABOUT EQUITY OR  
OWNERSHIP?**  
carla@belfast.coop

**4150** CURRENT OWNERS  
**449** NEW OWNERS IN 2019  
**AUGUST - 59**  
**SEPTEMBER - 45**  
**OCTOBER - 41**

**87 FULLY VESTED OWNERS**  
AS OF OCTOBER 2019  
(find out more about what  
fully vested means and  
Co-op equity on page 9)

## SAVE THE DATE

December 1-7

*Owner Appreciation Week*

all Co-op owners may take 10% off one  
transaction during the week

## CO+OP CALENDAR

10/30.....New Sales Cycle  
11/10.....Co-op closes at 5pm  
for our worker meeting  
11/12.....Co-op Deli Tasting 11-2  
11/13.....New Sales cycle  
11/13.....Co-op Class:  
Co-op Finance Basics w/Deborah Hawkins CFNE  
11/16.....Co-op Deli Tasting 11-2  
11/20.....Cooking Class:  
Homemade Pie Dough and Apple Tarts w/ Lisa M  
11/21.....**Co-op Board Meeting, 6pm**  
at the Unitarian Universalist Church  
11/28.....Thanksgiving (store closed)  
11/29.....**Love Local Day**  
12/1-7.....**Owner Appreciation Week**  
12/4.....New Sales cycle  
12/4.....Co-op class - TBD  
12/17.....Co-op Holiday Tasting event  
12/18.....New Sales Cycle  
12/19.....**Co-op Board Meeting, 6pm**  
at the Unitarian Universalist Church  
12/20.....**Love Local Day**  
12/24.....Christmas Eve (close @ 5pm)  
12/25.....Christmas Day (store closed)  
1/1.....New Year's Day (store closed)  
for more community info: ourtownbelfast.org