

ROOTSTOCK

ISSUE #34

SEP - OCT 2019

The Official Newsletter of the **Belfast CO+OP**



*opening day of the Belfast A&P, 1964 :
courtesy Belfast Historical Society & Museum*

IS EVERYONE TRULY WELCOME?

FROM THE DESK OF THE GM

CO-OPS PRIDE THEMSELVES ON BEING PLACES WHERE INCLUSION AND DIVERSITY ARE INGRAINED IN THEIR CULTURE. Founded on values and principles that define how we, as businesses, interact with our communities and each other, part of what draws so many to co-ops is our commitment to providing a space where anyone can participate and be welcomed with open arms. The sentiment is truly noble, but are we as the Belfast Co-op really living up to that virtue? How often do we make assumptions about who we are serving or how the individuals within a group align with the co-op? How often do we make accommodations or fail to make accommodations because that is how we have always done it? What are the limits of our inclusivity, and are we willing to challenge that to grow as an organization?

This past Spring we took on the project of creating a second public restroom that would be more accessible for customers with disabilities. Lines to the bathroom aside, the fact that our single restroom was not suited for our customers with mobility issues had gnawed at me since I came to the co-op years ago. It always seemed like a problem that we couldn't solve until we were in a new building, but it is a good illustration of how we *had* come to accept that our co-op is not suited for everyone. If someone asked, we would say that we were trying to figure it out, but the fact that we had been in this building for twenty five years and it was not addressed said something about how we defined inclusivity and where we set our priorities.

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



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:

4231

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
Owner Engagement:
boardowners@belfast.coop
Board Development:
boarddevelopment@belfast.coop
Expansion:
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

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. Questions or submissions may be sent to marketing@belfast.coop



What are the limits of our inclusivity, and are we willing to challenge that to grow as an organization?

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

Another glaring example: our entry doors which create an obstacle for anyone who is not physically able to push them or hold them open. I was recently given a photo of the opening day in 1964 of the Belfast A & P (*front page*), which previously occupied our building and in the photo the entry doors are the same as they are today! We have evolved so much in our understanding of the world and the Co-op's place in it since 1964, yet we kept the same portal for customers to pass through, knowing that it created hardships for some. I am proud to say that there are plans to remedy that issue this Fall with the addition of two sets of automatic doors. These doors will solve several issues: creating an airlock vestibule, increasing energy efficiency and worker and customer comfort and automatic sensors will allow all to enter at their own pace. (We will continue to have the community bulletin board- though the space will be changing to accomodate construction.) Similarly, the narrow aisles that were so much a part of the Co-op until our 2016 reset were fundamentally restrictive, allowing barely a shopping cart's width between shoppers. Everywhere I turn I see where we could be doing more to make the shopping experience welcoming for everyone.

We grow by seeking out the barriers to diversity and inclusion and embracing them rather than running away. Every time we do that, we grow stronger as an organization and more welcoming to everyone.

In addition to the physical barriers that keep us from being fully inclusive, I wonder sometimes if we have not built an exclusive identity around who Co-op shoppers are that hold us back from truly welcoming everyone. Almost daily I see examples of where the idea of who is welcomed to participate in the Co-op is challenged, whether it is the grumblings about summer tourists, emotional reactions to organizations tabling outside, or social media diatribes that force me to reexamine my own beliefs. All of these feelings are valid, but are they inclusive?

The ICA statement on the cooperative identity states that a cooperative is an "autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations." That statement does not draw political or socio-economic lines around who gets to participate, just as it does not draw lines around sexual orientation, race, gender, or ethnicity.

During a rough period where the Co-op was being challenged by someone online, a friend of mine pointed me towards a sermon that Dr. Martin Luther King Jr. gave in 1967 in Montgomery, Alabama where he spoke about loving your enemy. In this sermon King discusses the Greek concept of *agape*, which is a Greco-Christian term used to describe unconditional love or charity. In King's words "*Agape is something of the understanding, creative, redemptive goodwill for all men.*" The passage from his speech that spoke to me is "*You refuse to do anything that will defeat an individual, because you have agape in your soul.*" That is how I choose to see the Co-op and how we welcome everyone to participate, with *agape* in our soul. We welcome everyone to participate in the co-op with the understanding that each and every person has a truly fundamental right to be a part of our organization.

I don't believe that it is possible for our co-op to right the ills of society or fundamentally change human nature, but I do believe that we all have the capacity for compassion and tolerance and we should bring as much of that as possible to our cooperative table. We grow by being challenged. We grow by not insulating ourselves from the often uncomfortable feelings that come from widening the definition of who we are as a co-op. We grow by seeking out the barriers to diversity and inclusion and embracing them rather than running away. Every time we do that, we grow stronger as an organization and more welcoming to everyone.



Doug Johnson General Manager

community



Our new Community Courtyard proved to be a great space for a variety of activities and events. Built by volunteers- Co-op Owners and staff- the whole community and visitors have been enjoying the new addition and greenery.



Thanks to Hammond Lumber, Coast of Maine, & Villageside Farm for donating the materials!




**SATURDAY
SEPT 14
12PM**

**Kitchen Knife
Sharpening Service**

Neill Peterson,
Ace Sharpening
in the
Community Courtyard



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.

**ALL CLASSES
HELD AT:
Unitarian
Universalist Church,
37 Miller St. Belfast**

If you are interested in registering, please call the Co-op @ 338-2532
Additional questions:
jamie@belfast.coop



**WEDNESDAY
SEPTEMBER 11 6PM**

**Food Sovereignty:
lessons learned from
enacting local laws**

a discussion with
members of Food for
Maine's Future



**WEDNESDAY
SEPTEMBER 25 6PM**

**Fall Soups:
made from-scratch
and in-season**

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



**WEDNESDAY
OCTOBER 23 6PM**

**Beer Brewing:
learn how to brew
your own batch**

a hands-on class with
Leo Coronado, Co-op
Beer & Wine buyer



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.



SEPTEMBER

FOOD FOR MAINE'S FUTURE (FMF) is made up of advocates and activists for small farmers, farm-workers, and their patrons against the corporate food monopoly. Food sovereignty is rooted in the ongoing global struggles over control of food, land, water, and livelihoods. FMF seeks to build a just, sustainable and democratic food system to the benefit of all Maine farmers, communities and the environment. They continue to work to pass legislation that enables small farmers to stay on the land and make a living, while ensuring unfettered access for consumers to foods of their own choosing. In 2017 they helped to sign into law LD 725 "An Act To Recognize Local Control Regarding Food Systems" a statewide recognition of food sovereignty.

More info at localfoodrules.org

SEXUAL ASSAULT SUPPORT SERVICES OF MIDCOAST, ME (SASSMM) is an agency of professionals and trained volunteers dedicated to providing advocacy and support to survivors, families and concerned others affected by sexual assault, sexual abuse and sexual harassment. SASSMM offers services to improve awareness and response by providing prevention, education and risk reduction programs throughout Eastern Cumberland, Lincoln, Sagadahoc, Knox, and Waldo counties. Services include: A free, private 24-hour Helpline with advocates who are understanding and ready to help (1-800-871-7741), Crisis support to survivors and their families and friends, Support groups and Contacts to resources, and Training and other support for agencies and organizations that increases public awareness and helps end sexual violence.

More info at www.sassmm.org

OCTOBER

JUNE

BELFAST AREA CHILDCARE SERVICES offers dynamic programming where children engage their senses, bodies, minds, and spirits. Natural curiosity is nurtured in arts rich environments complimented with multifaceted opportunities for investigating the natural world.

More info at childcareinbelfast.org



Regina McFadden, director of BACS surrounded by staff

COME BOATING! is a volunteer-run organization that is dedicated to bringing people together to enjoy and celebrate boats and boating on beautiful Belfast Harbor and the Passagassawaukeag River. Check the website or Facebook for schedules.

More info at www.comeboating.org



Sage, Co-op staff, surrounded by Come Boating! volunteers and board members

In June, Co-op shoppers donated **\$4,101.74** to Belfast Area Childcare Services.

In July, Co-op shoppers donated **\$4,385.21** to Come Boating!

At time of printing (August 27), our Co-op shoppers have rounded up **\$3,712.11** to Friends of Sears Island.

JULY

THE FUTURE OF THE CO-OP IS ... WIDE OPEN



I feel both inspired and daunted to be the new President of the Board of your Belfast Co-op. In the past few months, the Board lost two experienced Directors—Shannon Grimes and Betsy Garrold—and with them leadership and institutional memory. But it also gained four new Directors – Annie Bussiere, Evans Goff, Crystal Howard-Doliber, and Edward Sheridan – who bring a wealth of experience to the table, and who have jumped in quickly as active Directors. These new faces bring an atmosphere of renewal to the Board.

I could be dramatic and say that the Co-op is on the cusp of big changes and new opportunities. But the reality is that we are on the cusp of – well – whatever the owners of the Co-op want! The Directors of the Co-op are elected by and serve all of you, our owners (while, of course, ensuring that the Co-op store remains financially viable).

What does this mean, in tangible terms? The Board oversees the Co-op through a process called “policy governance”. Policy governance is a system used by many food co-ops, non-profit organizations, and school boards.

In essence, policy governance requires the board of an organization to set the key broad outcomes the organization exists to achieve, and to set parameters for action and expectations of performance for the board and for the general manager. The performance of the organization, the board, and the general manager are evaluated against these parameters and expectations.

Our Board’s primary function is to develop a vision for the future, and to ensure the integrity of the Co-op’s process and policies. The Co-op store’s operations are the responsibility of our General Manager, within the stated parameters.

The Co-op’s ends (desired outcomes) and governance policies are set out in the “Policy Register”. Despite its wonky name, the Policy Register is not a mundane legal text collecting dust on a shelf. It is the living, tangible expression of the Co-op’s governance process, and evolves as needed to achieve the Co-op’s ends. The latest version is always available on the Co-op’s website under the Board of Directors heading. You may also view it at this address: <https://tinyurl.com/y69odotg>

For owners to influence the vision of the Co-op, they (YOU!) need to be active. This means engaging with Directors. Talk to us when you see us in the store (our pictures are on the wall and website so you know what we look like). Please e-mail us at board@belfast.coop. Participate in the owner forums and events that we offer. Attend Board meetings (schedule always posted on the website and on the back page of this newsletter). Join a committee (owner engagement, board development, finance, or expansion), where much of the work of the Board is done, where fun and creativity abounds, and where we really need more people (e-mail to find out how!)

And, if you are the bravest and most daring sort of Co-op owner, you could even read the Policy Register!

The Co-op is on the cusp of ... potential. We are headed “into the great wide open” to quote Tom Petty. Help us make sure that the future is the one that you, the owners, want.



RIP
Tom Petty
2017



Heather Selin grew up on the Canadian prairies, works as an international policy expert in tobacco use reduction, and co-owns Earth Dharma Farm. She and her husband Dave moved to Jackson from Washington DC in 2007 after travelling 4000 miles throughout the Northeast and the Canadian Maritime provinces looking for land to start an off-grid organic farm. Belfast was the best town they found in their travels, and a big part of the attraction was the Belfast Co-op. Her service as a director of the Co-op reflects her gratitude for and belief in the Co-op as an anchoring community institution.

Heather Selin was appointed Board President by consensus at the June 2019 meeting.

Curious to learn more about policy governance?
Learn more at www.carvergovernance.com
& attend our workshop with CMBA 10/9 (pg 10)



WHAT'S UP WITH THOSE PINS?

Annie Bussiere, HR Assistant and Beer & Wine Assistant

You may have noticed some new flair on the lanyard of your favorite Co-op staff member. As part of our efforts to be as inclusive as possible staff members now have the option to wear gender pronoun and rainbow pins. But why? What even are pronouns? And why rainbows?

Pronouns, in this context, are the words used to replace your name in a sentence. Examples include: She, Her, They, Them, He, Him, Ze, Zir, etc. Many organizations, conferences, churches, and businesses are now including pronouns on their name tags. **It is all about creating a community of inclusivity and is a step towards normalizing the conversation around gender.** As a community, we want to send a clear message that talking about our pronouns, even when they are unfamiliar or unexpected, is a safe thing to do here.

But everyone knows my gender by looking at me...

Actually, any gender we assign to someone without asking is just an assumption. Just because your outward gender expression matches your pronouns does not mean that everyone's does or has to.

Where can I get more information?

Remember that our staff is here to help you in lots of ways but teaching about gender pronouns is not one of them. There are many excellent resources out there and a great place to start is mypronouns.org

And the rainbow pins?

Rainbows have long been a symbol of diversity and inclusivity-- specifically they symbolize LGBTQ pride. By making a pin that combines the rainbow flag and the Co-op logo, we are telling the world that the Belfast Co-op is a safe place for all LGBTQ shoppers, owners, staff, and families.



examples of the pro-noun and rainbow pins you may see staff members wearing

CELEBRATE OUR CO-OP STAFF ANNIVERSARIES!

Willow G	Wellness Buyer	9/4	1 year
Kathy M	Center Store Fill-in Buyer	9/4	1 year
Kristian W	Bulk Buyer	9/17	11 years
Bonnie S	Dairy/Frozen Buyer	10/1	1 year
Alex C	Meat & Cheese Manager	10/5	4 years
Rolf O	Deli & Front End	10/6	3 years
Alexsis A	Center Store lead	10/7	4 years
Jeremy P	Operations Manager	10/7	9 years
Cris G	Deli Cook	10/10	1 year
Emily B	BOD Admin Clerk	10/11	8 years

THE BELFAST CO-OP WILL BE CELEBRATING OUR 43RD YEAR SEPTEMBER 17TH!





Aerial view of Belfast Bay- Penobscot Poultry demolition 1997
courtesy Belfast Historical Society & Museum - Lawless collection

LOOKING BACK

BETSY MARSANO

And then it all stopped. The plants and factories shut down, taking the economy with them. As the base of the economy died, so did the downtown. A once vibrant city became one with multiple empty

storefronts. Gone were most of the local shops. The locals looked elsewhere for employment and began looking elsewhere for places to shop. It was a sad time, overall, for Belfast.

In the midst of this downturn, the Co-op opened its doors. The 'natives' were not big supporters at first. Most had never heard of a co-op and had no idea what one was. Besides, it was run by 'come-from-aways', those long-haired newcomers who were moving into the old farms and onto land long unused. It sold things like carob (a virtually unknown substance at the time), bulk goods, and tofu. Talk about a wing and a prayer, but, against all odds, the Co-op not only survived, it thrived.

Where once the Broiler Festival drew people to Belfast on a sunny, summer afternoon, the Co-op and downtown events draw them in today. And the Pride parade is our biggest parade! On any given morning at the Co-op, you will find a Belfast 'native' enjoying a brief conversation with the 'come-from-aways' who are the new locals. The retirees, the artists, the workers, the community leaders all share space at the Co-op. A very different community from the one in which I grew up, but also very much the same. At its core, Belfast remains a lovely, little city in which to live and grow up.

When I asked to write this piece for Rootstock, I thought it would write itself. I wanted to write about what it was like growing up in Belfast. How my sister and I would watch the Memorial Day parade from the porch of my family's hotel; the Broiler Festival that filled the city with people from all over Maine; the endless hours of riding bikes to and from the City Park pool; hanging out at Kirk Drug on Saturday mornings after chores; skating at the 'Muck' (also known as Kirby Lake). The endless summers of adolescence spent wishing them away; the 'street dances' put on by a bunch of guys who put together a band and held dances at the Cottle's parking lot (now the Tarrantine Club). The kids turned out to dance; the adults to watch.

Belfast was such a different city then. The economy was driven by local industries that supported thousands of farmers, plant workers, and the city itself. Everyone knew everyone. We went to school with the children of those who owned the businesses. Main St. was populated by locally owned stores, much as it is now. We 'locals' shopped there for our school clothes, shoes, and groceries, the necessities of daily life. On any given day, you would find all sorts of people you knew going about their daily living. Brief conversations were a given if going shopping. It was a lovely time in which to live and grow up in a little city.

Betsy Marsano grew up in Belfast and though she has lived away off and on as an adult, she always calls it home. For the past 2 years, Betsy has worked at the Co-op, first in the Deli and lastly as a cashier. Her next adventure will find her traveling around the United States. You can follow her at Aging Out of Place on Facebook and Instagram beginning September 1st. She'll be shopping at co-ops along the way, so don't be surprised if she shows up on our Facebook page.



want to help save Co-op history?

e-mail your pictures, stories, and ideas to:

belfastcoophistory@gmail.com

Articles submitted by Owners may not reflect those of the Co-op Board or Management.

So much of the debate about the future of our planet is grim with dire predictions. The Belfast Area Transition Initiative wanted to get people thinking about positive changes we, here in Waldo County, can make to alter the future. We wanted to look ahead with clear-eyed optimism about what could be done, and we believed that the best way to do that was to look back. If you would like to view a full copy of the Belfast Area Transition Times, please e-mail sheridanpa@earthlink.net for a copy.

**AN ARTICLE FROM THE
"BELFAST AREA TRANSITION TIMES"
JAN. 6, 2021 VOL. 11, NO. 1239
PRICE: 2 CENTS**

Page 10

Next-Gen Co-op . . .
only a few said it couldn't be done
By Paul Sheridan

The new store has been open for a few years now. It returns the building line back to where it belongs in a city, to the sidewalk, to provide interest, security and community in the best tradition of Jane Jacobs. Well-planned and well built, to last a hundred or more years. No more "farm house add-ons," leaking energy, with faulty wiring, and plumbing. This is solid, super-insulated, situated to maximize solar gain, with PV surfaces on sides and a living, green roof, it is much more than a store. Leased to a separate new corporation, Urban Co-op Homes, the apartments above the new store provide fireproof, accessible, lowest-possible-energy consumption downtown homes for both Belfast's aging and starting-out residents. The success of rural Eco-Village was a great model, but these have knockout views of Belfast Bay!

Working with Interfaith Power and Light enabled the Co-op to use no oil or gas--not for heating, cooling, nor induction cooking--only 100% wind and hydro sourced electricity. The store needs more energy than the apartments, but visionary design made sure they complemented each other. The new-tech, no toxin storage batteries in the basement of the old store (reused as a regional food warehouse, and community kitchen, just two of the newer co-ops in town) accumulate power from the solar panels, for use with the low-demand, all-LED lighting in the homes at night. Waste heat from grocery compressors is reused to heat the structure.



*artistic vision of Belfast in 2020
by Belfast Transition's Co-op show, 2009*

Now, these residents can walk: to work, play, meet, shop and more. Alternately, Waldo County electric buses stop in front, the Borrow-a-Bicycles are supplemented by the electric car loan program.

This did not happen overnight-- it was not easy. Many meetings with constituent groups planned the designs and secured the necessary 5000 members needed to commit. Financing was a creative mix of government initiatives, guided by Cooperative Fund of New England, and National Co-op Bank. Each recognized that a vibrant mix of uses was essential to the city, the county, and the region. Employment is up, with higher livable wages overall for those who administer all the new programs. Other local businesses are benefiting from those salaries being spent in the community.

Only a few said it couldn't be done...

The Belfast Co-op Board of Directors and Expansion committee are actively working to determine what the possibilities and needs are as our Co-op moves into the future. Questions, concerns, and suggestions may be sent to expansion@belfast.coop

co-op month

a workshop for board members and individuals interested in building skills for cooperative governance

COOPERATIVE MAINE BUSINESS ALLIANCE GOVERNANCE WORKSHOP

WEDNESDAY
OCTOBER 9TH 6PM
Unitarian Universalist Church,
37 Miller St. Belfast



Celebrate Co-op Month by increasing your understanding of the role of the Board of Directors! Join members of the Cooperative Maine Business Alliance for a discussion and workshop centered on the role that governance plays in our cooperatives. **Thane Joyal**, Governance Support and Board Development consultant from Columinate (www.columinate.coop), will be facilitating this deep dive into the role of the Board of Directors across a wide spectrum of cooperative sectors.

all are welcome to attend - especially those who serve on Cooperative boards or have an interest in joining one



OCTOBER IS CO-OP MONTH!

WE ARE PROUD TO SUPPORT AND WORK WITH A WIDE VARIETY OF FELLOW COOPERATIVES. FIND OUT MORE: WWW.COOPMONTH.COOP



For every \$1,000 a shopper spends at their local food co-op, \$1,604 in economic activity is generated in their local economy, 15% more than a conventional grocer



The majority of American farmers are members of the nearly 3,000 farmer-owned cooperatives



Worker co-ops provide employment stability, reducing the turnover rate from 60% to 15%

One third of Americans have ownership in a cooperative



More than 100 million Americans belong to a credit union, one third of the total population



More than 1.5 million families live in cooperative housing





WORKER FORUMS: A NEW INITIATIVE

Annie Bussiere, HR Assistant and Beer & Wine Assistant

In August the Co-op hosted its first Worker Forum for all staff. The purpose of Worker Forums is to provide a space for staff to get together, share our voices, and learn from one another. These quarterly meetings are different from an all-staff meeting in a few key ways: anyone can lead one on any topic, participation is optional (but encouraged), and they transcend traditional meeting agendas to discuss larger subject matter that can be both operational and philosophical.

As HR Assistant, I led the first forum on the topic of Compensation at the Belfast Co-op and set out to answer these questions: what does compensation mean, how is it decided, how do we compare to other co-ops, how is it changing, and where are we going? About a dozen folks got together for laughs, learning, snacks, and graphs. [Note: Another forum on the same topic will be held later in the month but post-publication so more people have the opportunity to attend.] Folks responded well and I think it was a great start. As a Co-op staff member, it means a lot to work somewhere that workers' voices matter and we are encouraged to learn new things, share knowledge with one another, and have fun together. I am excited to see where this new initiative takes us.

WAGE SCALE: CHANGES AND GOALS

from the Co-op Human Resources Dept

In January 2020 the Maine minimum wage will be raised to \$12/hour. In preparation for this change the Co-op will be raising its starting wage in October from \$11.25 to \$12/hour. This is great news for workers as the living wage in Waldo County, according to the MIT Living Wage Calculator, is currently \$11.49. To combat wage compression (when new workers come in at or above what current workers make) and ensure staff are being treated equitably, all current staff members will also be receiving a wage increase.

The timing for when a worker gets their increase will depend on their job level with the vast majority of staff getting an increase in October and the rest getting an increase in March. This wage increase is similar to what happened last year when the minimum wage increased to \$11 but will be slightly more and will replace year increases that previously coincided with annual performance reviews. We don't want to stop with the state increases: It is the Co-op's goal in coming years to eventually have all staff making at least the livable wage put out by NCG (National Co-op Grocers) which is a more robust living wage scale than the one put out by MIT. **Providing a livable wage and good benefits are two important ways the Belfast Co-op can make an impact on its staff and our whole community.**



Thanks to a donation by Coast of Maine-staff helped load up soil for Capt. Albert Stevens School's garden. Malia Demers (right), CASS FoodCorps service member





love local day everyone saves 10% **ALL DAY** on all local items
@ Belfast CO+op
love • local • food

SAVE THE DATE
September 1-7
Owner Appreciation Week
all Co-op owners may take 10% off one transaction during the week

BOARD MEETINGS
September 26
October 24
6pm Social Time, 6:15pm Meeting
Unitarian Universalist Church of Belfast
37 Miller St.

CO+OP CALENDAR
9/01-07....**Owner Appreciation Week**
9/02.....Labor Day (store open)
9/04.....New Sales Cycle
9/11.....**Co-op class:**
discussion w/ Food for Maine's future
9/13.....**Belfast Art Walk**
9/14.....**Knife Sharpening Service**
by Ace Sharpening in Co-op Courtyard
9/18.....**New Sales Cycle**
9/20-22.....**MOFGA's Common Ground Country Fair**
9/25.....**Co-op Cooking class:**
Fall Soups w/ Lisa M- Co-op Deli
9/26.....**Co-op Board Meeting, 6pm**
at the Unitarian Universalist Church
9/27.....**Love Local Day**
9/27.....**Belfast Art Walk**
10/2.....**New Sales**
10/9.....**Co-op Class:**
CMBA Co-op Governance workshop
10/16.....**New Sales Cycle**
10/23.....**Co-op Class:**
Beer Brewing w/ Leo C - Co-op Beer Buyer
10/24.....**Co-op Board Meeting, 6pm**
at the Unitarian Universalist Church
10/25.....**Love Local Day**
10/25.....**Belfast Art Walk**
10/30.....**New Sales Cycle**
for more community info: ourtownbelfast.org



CARLA RENZI
CO-OP OWNERSHIP ADMINISTRATOR
questions?
carla@belfast.coop

4231 CURRENT OWNERS
347 NEW OWNERS IN 2019
JUNE - 55
JULY - 51
AS OF AUGUST 24TH - 43
79 FULLY VESTED OWNERS
AS OF AUGUST 24TH 2019
(Since the change in equity of 1/2019, owners may choose to pay full equity of \$200; no more annual installments and better financial health of the Co-op)