


**Middlebury Co-op  
Newsletter**

Open 7 Days A Week, 8 to 7  
 Nine Washington Street  
 Middlebury, VT

**March  
2016**


## Too Much?

Reiner Winkler

Imagine you sit down for lunch, a large warm delicious burrito in front of you, just the way you like it, the beans gently spiced, some corn, some rice, some cheese not too much not too little, the salsa not too mild not too spicy, and a dollop of sour cream on top. You take a sharp serrated knife and slice off a quarter of your burrito. Then you take that quarter piece and throw it away.

It seems crazy to throw out a quarter of a perfectly good meal. And yet, this is exactly what happens day after day. American families throw out approximately 25 percent of the food and beverages they buy, that comes to about \$ 2,000 worth of all the food they buy in a year. As it takes a lot of energy to deliver your food from the field to the table, food waste contributes a huge amount to energy waste. The large amounts of unconsumed food that ends up in the landfills produces methane emissions, which contribute to the greenhouse effect.



Read more 

**Food Waste continued from page 1**

Here is the bigger picture: Food production uses up 10 percent of the U.S. energy budget (that's a lot!), 50 percent of U.S. land, and 80 percent of our fresh water. Yet, somewhere on the way from farm to table, 40 percent of our food is lost. That is 20 pounds per person per month!

Food is lost during growth and production; handling, storage, and processing; during distribution and retail; and, finally, at the consumer level.

**At the farm**, losses are greatest for fresh produce, which can be damaged by weather, pests, and disease. Losses can also be the result of economics. Market prices may be low at the time of harvest, so that growers



leave some of their crops in the field as the cost of harvesting and transportation may be too high to be covered by the gains of sales. Food safety scares can contribute to major food losses, as can labor shortages. About 7 percent of U.S. planted fields are not harvested every year, which accounts for an estimated 6 billion pounds of fresh produce never leaving the field where it is grown.

Some food is lost during **processing**. Produce, grains, and meat products may be removed because of appearance — food may be blemished, of the “wrong” size, color, or weight. According to reports, a large tomato-packing house in mid-season may fill a dump truck with 22,000 pounds of discarded tomatoes every 40 minutes. The tomatoes end up in the landfill. 20 to 50 percent of citrus fruit, stone fruit and grapes are declared unmarketable because of appearance alone. Most of this fruit is perfectly edible.

A lot of nutrition is lost when food is trimmed. A recent consumer trend is a preference for pre-cut, wrapped produce. When squash or carrots, for example, are peeled and cut, often more edible food is lost than at the consumer level. Blemished food is rejected. Trimmed produce requires more packaging and spoils more quickly. It also needs to be dated, which can cause refusal by customers when the date has gone by or is close to expiration date.



The next stage of our foods' journey is its **transportation**. In spite of our sophisticated methods of transporting our food and keeping it fresh, about 12 percent of fruits and vegetables,

4 percent meat, and nearly 10 percent seafood are lost during transportation due to improper handling and inconsistent refrigeration. A major distribution problem is caused by rejected shipments. If a second customer cannot easily be found, multiple cases of broccoli or grapes may end up in the landfill. Many distribution centers do their best to get rejected produce to the food shelf, but

this does not always work out. Even food banks reject food if they cannot handle the amount.

There are major losses at the **retail level**. Supermarket losses average approximately 12 percent for fresh fruit and 10 percent for vegetables. Some produce such as mustard greens or eggplant can reach much higher numbers for losses. Meat and seafood losses can also be significant.

Supermarkets (and food co-ops and others) tend to display their foods in fully stocked displays to promote a feel of abundance. If these displays are not monitored carefully, food may be lost because of poor rotation or over-handling. Many customers prefer stores where they find quality produce, where color, shape, and size of an apple, for example, is “just right”. Produce that does not fit this expectation, is therefore often culled by retail staff.

Customers expect to find abundant choices of ready-to-eat-food at delis and retail stores even when they come shopping just before the store closes. Large amounts of rotisserie chickens are often thrown away for this reason. Ready-made food makes up a large portion of food lost at convenience stores, which discard approximately 25 percent of their food products!

Fresh bread is only fresh bread while it's fresh. The loss of baked goods in retail stores is significant. Another contributor to food losses is the expiration date printed on food products labels. The expiration date is often completely arbitrary. Some cheeses, for example, may often be coded for 10 days from their packaging date. Under proper storage conditions, they could last much longer and even get better with age. The quality of the cheese very much depends on its condition when it arrived at the retail store. How much time did it spend at the distributor's warehouse? How long was a French brie held up at the border? Was it kept under proper refrigeration?

*At the Co-op we have relatively little food waste. In the Produce department, food is rotated and closely monitored. The Cheese department makes sure that cheese is handled well so that mold is avoided as much as possible. In the Dairy department, in order to avoid expired product, we do our best not to over-purchase. Whatever left-overs we do end up with at the end of the day, we either give to the local food shelves or make good use of it. Some food is given away for composting or animal feed. Even food spills often end up at a colleague's chicken coop. As a cooperative, we are not bound by food contracts with large commercial food companies that may require us to accept specific product quantities. We do our best to purchase what we can handle. While it doesn't always work out perfectly, we usually manage to avoid major food losses. It must be said though, that some food losses are unavoidable.*

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## Interview with Co-op Staff Member James Landenberger



**Reiner Winkler:** James, what brought you to Middlebury Co-op?

**James Landenberger:** I went to Middlebury College and worked here during the summer. I liked the area. When there was a job opening at the Co-op, I applied and was hired. I had studied Philosophy, a very heady subject, and was glad to get involved with something more hands-on.

**RW:** Did you grow up with an interest in food, or did that come with the job?

**JL:** My dad liked to cook. We never talked about food being *local* or anything like that at home. We just had good healthy food.

**RW:** Do you like to cook yourself ?

**JL:** I don't cook much myself. I do more of the prep work, which I like. My girlfriend Emily does most of the

cooking. In fact, she comes up with many of the recipes we offer in the store and likes to try them out at home first. I like to make smoothies. We have smoothies practically every morning.

**RW:** What kind of smoothies?

**JL:** All kinds. I always use some of our homemade yogurt, some nut butter and frozen bananas. The I add citrus or greens or apples, whatever we happen to have on hand. For liquid I use cider or juice.

**RW:** Greens?

**JL:** Yes, kale or arugula mainly. We also like ginger in our smoothies. There really is not much we wouldn't use to blend into our smoothies.

**RW:** You are the Assistant Produce Department Manager. Tell us something about your work .

**JL:** I work opening and closing shifts. I receive and place some of the orders. The challenge in our department is that we are working with things that are constantly on their way to expire. Produce is very time sensitive. That makes our work tough but also exciting. We also constantly have to deal with changes. Prices and quality change daily. There can be surprises because of weather. You never really know what happens next. It's tricky because we don't want to change the price of broccoli every day back and forth. For the benefit of the customer we want to keep it somewhat constant. At the same time we cannot ignore the price changes.

**RW:** There is a lot of hard physical work in the Produce department. Someone once said the work is wet, cold, and heavy.

**JL:** Yes, there is a lot of lifting and moving product around. Some things are heavy or *very* heavy. We always have to remind ourselves to lift properly, otherwise we wouldn't be able to last long. We also spend a lot of time in the Cooler, which can be taxing. At the same time we work with fresh wonderful produce which is very gratifying.

**RW:** The Produce department is the first area the customers encounters when she enters the store.

**JL:** That's why we want everything

to look really good! Including the Weekly Sales display and the Demo Counter. It is part of our daily work to welcome whoever is conducting demos in the store. And of course, we deal with a lot of customer questions.

**RW:** I know that March is not really the time to talk about local foods but... is there any local produce at all these days?

**JL:** March is the time when we're coming out of the darkest and coldest time of the year. Local produce in Vermont is almost unheard of this month. Sometimes we can still get some local beets or carrots. We will most likely have apples, apple cider, and oyster mushrooms. It will probably be April before we'll see the first tender local greens. I kind of like it that there is a seasonality about foods. Strawberries only for a very short time during the course of the year makes them very special.

**RW:** What are some produce items that you especially care for ?

**JL:** Fruits... I like berries and melons when in season. I also like kumquats and persimmons. When it comes to veggies, I love kale, winter squash, and parsnips.

**RW:** Yes to parsnips! I recently rediscovered this wonderful food!

**JL:** I love the mix of bitter and sweet.

**RW:** James, I understand you like building things out of scrap wood.

**JL:** I salvage wood from pallets. I have built a number of display items for the Produce department, the *Fair Trade* sign for example. I have also been making shoe molds.

**RW:** Show molds?

**JL:** Molds for making shoes, sizes 4 through 12. I am really interested in making shoes. I did make the shoes I'm wearing. [James points to the pair of remarkably well made smooth leather shoes he's wearing]. I also built a sewing machine out of pallet scraps, but it still needs some work. I am kind of obsessed with sewing machines. Think they are fascinating... hand cranking sewing machines. And I built a treadle powered sander... and our own cider press.

**RW:** I hear you are deeply immersed in helping build your own house. Are you a carpenter?

**JL:** No, but I'm learning. I'm looking for advice, while I'm also following my intuition. I built the curtain

wall outside the timber frame of the house. And we're building the roof frame ourselves. It's quite a process: estimating how much wood is needed, ordering and buying the right kind of wood. It's funny how outside work I also end up ordering and receiving.

**RW:** What is your view on our Co-op expansion?

**JL:** I am excited about it! I'd like to see more local meat, an expanded Deli kitchen and a larger seating area. The expansion may actually not affect us as much in Produce; but we witness lots of customers not being able to browse and catch up with friends. It's too tight. We want customers to be able to linger, meet with friends and neighbors, take their time. Our store is not about getting in and out quickly, just to get your groceries. It's a place to mingle and be comfortable.

**RW:** Thank you, James!

During the week of January 28 — February 3,  
Co-op customers rounded up at the registers  
and raised \$1,148.86 for the Addison County Parent Child Center!  
The Co-op matched this amount and sent a check for \$2,297.72.

*Thank you so much for your support !!*





## Staff Interview: Caroline Usher



**Reiner Winkler:** Caroline, you are one of our main cheese cutters. How do you cut all those cheeses that come in so many different sizes, shapes, and textures?

**Caroline Usher:** I use what we call a *cheese wire*. It's an aluminum arm with a strong wire attached, which cuts through the cheese.

**RW:** Even the hard cheeses?

**CU:** Yes. If you are careful, you can cut through the rind. On occasion, the wire breaks and needs to be replaced. But on the whole this simple device works really well. Blue cheeses can be messy to deal with. You first pierce the foil with a sharp knife, then continue with the cheese wire. Very hard aged cheeses like Parmesan or aged Gouda are left out overnight to soften them up a bit.

**RW:** How many cheeses do you cut on a given day?

**CU:** Maybe 10 or 12. In between there is cleaning up and reorganizing the cheese case, helping customers and taking care of the dairy cooler. The dairy cooler needs a lot of attention, especially during lunch time and in the evening. We also receive several deliveries every day, that need checking in; some are large, some small.

**RW:** Tell us about your weekly cheese demo in the store.

**CU:** Every Thursday, between 11-1 or 3-5 in the afternoon, I demo an assortment of cheeses, usually three different kinds. I pair them with fruit or nuts or crackers, keeping in mind some of the dietary needs of our customers. I use gluten free products such as *Maine* gluten free crisps, for example... I really like those!

**RW:** Sometimes you demo staff favorites... what would be your *own* favorite cheeses?

**CU:** I like the *Vermont Farmstead* Lillé... as long as it's nice and ripe. Or the goat's milk Florette. It's a soft very creamy Brie-like cheese, which doesn't taste goaty, it's just right. For a hard cheese I like the French Comté. And my choice for a blue cheese would be Bailey Blue Hazen.

**RW:** Caroline, you and your husband, Mark, own a farm. What kind of farm?

**CU:** We pasture about 50 sheep and keep some chickens. Later this year we are planning to add a few pigs. We also have bees. One of my favorite things is to harvest the honey and separate the honey from the comb with a hand-operated separator. It's a lot of fun!

**RW:** You also grow vegetables, I know. All that, coupled with full time jobs, is a lot of work!

**CU:** Yes, work on the farm can be demanding. You are always on call, whether it's freezing cold or very hot outside, whether you are sick or tired. You deal with the newly born and the dying and the dead. It's life! Years ago, I used to hand-milk our own goats. So I understand some of our cheese makers better. And cleaning out the barn makes cleaning the dairy

cooler seem easy. I like being in touch with the seasons. Most days I really love my work!

**RW:** You grew up near Manchester, England. You also traveled quite a bit.

**CU:** Mark is sometimes lecturing abroad, so I sometimes join him on his travels. We have gone to Beijing, for example. To see Tiananmen Square and the Forbidden City is really eye opening. Or in Mongolia, we spent time in a ger, a Mongolian yurt, drinking yak milk and eating all kinds of unusual foods. I love learning about other cultures and seeing how life can be lived quite differently from what we are used to.

**RW:** You also went to Africa.

**CU:** I spent two weeks in Malawi. There we were, my husband and I in a tiny straw hut, sitting on the dirt floor. Our hosts gave their heart out! People can be so generous, giving us their last skinny chicken, while they have close to nothing. We always bring maple syrup or chocolate as gifts on our travels.

**RW:** Caroline, what are your thoughts on Co-op expansion?

**CU:** I like it. We need more space for more products and to be able to provide better service. There are cheese makers in Ver-





mont we cannot accommodate because of our lack of space. Where would a Vermont cheese maker turn if not to a local co-op? Farmers' markets can be helpful, but there is a lot that co-ops have to offer as a retail place year round. Adjusting to

a new space can be a little scary but, I think, we can handle it. We want to keep our cozy atmosphere. That to me seems to be the main thing.

**RW:** Thank you, Caroline!

**Co-op Sustainability Series  
At the Hannaford Career Center  
From March 17—April 21**

**Thursday, March 17<sup>th</sup> 5:30-7:30**

**Healthy Cooking on a Tight Budget** with Elissa Castelli

**Thursday, March 24<sup>th</sup> 5:30-7:30**

**Make-Ahead Meals** with Elissa Castelli

**Thursday, March 31<sup>st</sup> 5:30-7:30**

**Spring Detox** with Holistic Health Coach Krissy Ruddy

**Thursday, April 7<sup>th</sup> 5:30-7:30**

**Anti-Inflammatory Foods** with Krissy Ruddy

**Thursday, April 14<sup>th</sup> 5:30-7:30**

**Seed Starting for Backyard Gardeners** with Emily Millard:

**Thursday, April 21<sup>st</sup> 5:30-7:30**

**Cooking with Spring Veggies** with Elissa Castelli:

For more information, or to register for classes, please contact Denise Senesac at the  
*Hannaford Career Center.*

*Call (802) 382-1004,*

*or email [dsenesac@pahcc.org](mailto:dsenesac@pahcc.org)*

Please register at least one week in advance. Classes are capped at 12 participants and will be filled on a first-come, first-served basis.

All classes are \$30 each.

Classes are *free of charge* for members of the MNFC *Food For All* participants.



# Corned Beef Chili

Ian Ross

I enjoy celebrating my Irish Heritage, especially around St. Patrick's Day. I grew up enjoying the Boiled Dinner meal several times each year. I have also enjoyed making and eating Chili for much of my life. I started making Chili's as a teenager. This recipe is the happy marriage of these two elements of my life. I hope you enjoy it as much as I do.

1 pound cooked corned beef, diced	3 15-ounce cans beans of your choice
1 small-medium Cabbage, sliced	2 28-ounce cans tomatoes, diced or whole
1 pound potatoes	3 tablespoons chili powder
6-8 carrots	2 bay leaves
1-2 tablespoons vegetable oil	salt to taste
1 large onion, diced	water, stock or broth as needed

Cook the corned beef, cabbage, potatoes, and carrots (either all together or separate) as if to make a boiled dinner. When done, drain the water and make sure all ingredients are diced.

In a large pot, cook onion in oil until tender and transparent. Add the corned beef and cook for a couple more minutes. Add Beans, Tomatoes, Chili powder, bay leaves, and salt. Simmer for at least 1 hour, adding the cabbage, potatoes, and carrots within the last 10-15 minutes. Add stock if needed.

Ian Ross is a member of our Co-op staff.



*For each petal on the shamrock  
This brings a wish your way -  
Good health, good luck, and happiness  
For today and every day.*

## Organic Valley Cooperative



*Organic Valley* is an independent cooperative of organic farmers based in La Farge, near La Crosse, Wisconsin. It was founded in 1988 and is now the largest organic farmer-owned cooperative in the world with over 1,800 farmer-owners across the United States, Canada, and Australia. *Organic Valley* markets its products in all 50 states of the U.S. and exports to 25 countries.

At Middlebury Co-op you'll find *Organic Valley* Milk, Heavy Cream, Lactose Free Milk, Sour Cream, Cottage Cheese, Cream Cheese, Sharp and Milk Cheddar, Muenster Cheese, and more.

During the week of **March 3 through March 9**,  
Co-op members will receive a **20% discount**  
on all *Organic Valley* products.

## Equal Exchange Coffee Company



*Equal Exchange* is a Fairtrade worker-owned, cooperative headquartered in West Bridgewater, Massachusetts. It distributes organic gourmet coffee, tea, sugar, bananas, avocados, cocoa, and chocolate bars produced by farmer cooperatives in Latin America, Africa and Asia. Founded in 1986, it is the oldest and largest Fair Trade coffee company in the United States.

At the Co-op, we carry Equal Exchange Bananas,  
Avocados, Chocolate, and lots of coffee!  
All organic... all Fair Trade!

During the week of **March 10 through March 17**,  
Co-op members will receive a **20% discount**  
on all *Equal Exchange* products.

## Tom's of Maine

*Tom's of Maine* is a brand name and manufacturer of natural-ingredients-only personal care products. The company's products are intentionally made without ingredients that are chemically derived, have a negative environmental impact, or are tested on animals. While most of its products are vegan, some contain propolis and/or beeswax sourced from bees.



*Tom's of Maine* was founded by Tom and Kate Chappell in 1970 with \$5,000. The company is based in Kennebunk, Maine, and is currently a division of multinational conglomerate Colgate-Palmolive. Tom's of Maine has approximately 150 employees.

At the Co-op, you'll find *Tom's* Toothpaste, Dental Floss, Deodorants, and more...

During the week of **March 18 through March 23**,  
Co-op members will receive a **20% discount**  
on all *Tom's of Maine* products.



## SunRidge Farms

From their own website:

*For 30 years, family owned SunRidge Farms™ has been producing high quality foods that reflect our commitment to a healthier lifestyle. This commitment extends to the environment, the supply chain, and our community. We source the best possible ingredients from the very best suppliers who share our desire to promote sustainability, improved living conditions, and reduced environmental impact. As one of the industry leaders in bulk foods, we've led the way in demonstrating the value to both the retailer and the consumer of purchasing foods in bulk including better costs and less waste. In order to reduce our carbon footprint we've made our candy facility completely solar powered and our*

*distribution fleet of trucks runs on bio-diesel. We also offer \$5 per day to our team members who bike to work.*

We carry lots of *SunRidge Farms* products at the Co-op, including chocolate covered ginger, chocolate apricots, chocolate pretzels, chocolate almonds, and other delicious snacks.

During the week of **March 24 through March 30**,  
Co-op members will receive a **20% discount**  
on all *SunRidge Farms* products.



## Henry & Lisa's

*Henry & Lisa* are all about natural premium quality seafood. They launched *EcoFish* in 1999, trying to make sure that all their seafood was coming from environmentally sustainable fisheries. *Henry & Lisa* seafood is available in over 3,500 grocery or natural food stores. At the Co-op, you'll find Wild Alaskan Salmon, Wild Alaskan Cod, Ecofish Fillet and Pollock Nuggets.

During the week of **March 31 through April 6**,  
Co-op members will receive a **20% discount**  
on all *Henry & Lisa's* products.

*The state of interbeing is a vulnerable state.  
It is the vulnerability of the naive altruist,  
of the trusting lover, of the unguarded sharer.  
To enter it, one must leave behind  
the seeming shelter of a control-based life,  
protected by walls of cynicism, judgment, and blame.*

Charles Eisenstein, *The More Beautiful  
World Our Hearts Know Is Possible*

**Food Waste continued from page 3**

Yogurt is typically perfectly good beyond its expiration date. So is much of the milk. “Best by...” does not mean that on the printed day the food item miraculously turns sour. Most stores typically pull their dairy, meat, and other products several days before the printed expiration date. Countless dumpsters in the U.S. are filled day after day with perfectly good yogurt, hummus, milk, orange juice, and countless other nutritious foods because it is illegal to sell them. Food shelves, by law, may not accept expired food products.

*Date labels are all about peak freshness, they usually have little to do with food safety.*

Retail stores will also pull food from the shelves when it no longer looks good or does not sell fast enough. Every year thousands of new products appear on our supermarkets’ shelves. Only some of them “make it.” Many new food experiments end up in the landfill.

**Food services** such as restaurant, cafeteria, fast food stores and caterers reportedly lose 4-10 percent of their food purchased. Large portions and the all out effort to offer every item on the menu are a major causes of food waste. On average, diners leave 17 percent of meals uneaten. Most customers choose not to take leftovers home. The portion size has increased tremendously over the last 30 years. They can be eight times larger than FDA standard serving sizes! Pizza slices have grown by 70 percent in calories, the average chicken caesar salad doubled in calories, and the average chocolate chip cookie quadrupled. In the United States we produce more food calories per day than we need. Food advertising makes every effort that as many of those extra calories sell, whether it’s good for us or not. As a result much food is wasted.

*Roughly 133 billion pounds of food go uneaten each year in the U.S., according to the U.S. Department of Agriculture.*

Consumers like choice. But when menus offer a large variety of options, inventory management becomes more difficult and often leads to waste. Large buffets are especially wasteful because by law leftovers cannot be re-used or donated. Fast food restaurants often have to adhere to additional guidelines which makes for loss of food. For example, *McDonald’s* fries must be thrown out after 7 minutes and burgers after 20 minutes. These time limits cause approximately 10 percent of all fast food to be discarded. Small community restaurants often find creative means to deal with food leftovers.

American **households** on average throw out a quarter of all their food. Most of these foods are perishable produce; but also milk, dairy, sea food, meat, and cereals are discarded.

There is a lot of food available in supermarkets and other food stores that is cheap. Cheap food has encouraged consumer behavior that often undervalues food and treats it as a cheap commodity. “I can easily afford to buy more,” is the mindset. Why save leftovers when something new will be available tomorrow? This attitude was not always as widespread as it is today. In the 1970s, 50 percent less food was wasted.



While lack of awareness about food waste is one issue, another one is confusion over label dates. Milk, for example, is often poured down the drain because the label says it's out of date. But milk typically lasts several more days after its expiration date. So do yogurt and other dairy products. If a product is bad, you would know it by its sour smell.

Much food becomes spoiled because it is stored out of sight in the refrigerator (sometimes not discovered for weeks!) — some of it may have been purchased because it was “on sale”, or promoted in some other way in the retail store. Food loss often occurs because of poor planning. Furthermore, many of us have become used to preparing too much food in order to fill the plates whose surface areas have increased by 36 percent since 1960. Do we really experience more pleasure when our plates are bigger? Or have we become victims of a marketing push to buy and consume more?

In light of 49 million Americans not knowing whether they will have enough food on the table tomorrow (1 household out of 7 goes hungry), losing 40 percent of our food seems wrong. If we could reduce food waste by just 15 percent, we would be able to feed 25 million additional people! In her paper “Wasted: How America is losing up to 40 percent of its food from farm to fork to landfill”, Author Dana Gunders of the *Natural Resources Defense Council* points out a number of solutions to do better, including changes in the supply-chain operation, enhanced market incentives, increased public awareness and adjustments in consumer behavior.

*The United States spends about 1 billion dollars a year just to dispose of food waste. Food leftovers are the single-largest component of the waste stream by weight. Food waste includes uneaten food and food preparation scraps from residences of households, commercial establishments like restaurants, institutional sources like school cafeterias, and industrial sources like factory lunchrooms. Landfills are the largest human-related source of methane in the U.S., accounting for 35 percent of all methane emission.*

**Source:** *Society of St. Andrews*

Read more

As consumers, here are some suggestions  
for what we can do to waste less food.

- ◆ Shop wisely. Shop for only a week or whatever makes sense to you and your family. Be careful when purchasing promotion items. They can be wonderful bargains... but not if you don't need them.
- ◆ Consider preparing smaller portions at home if leftovers are not always consumed.
- ◆ Eat mostly at home, cook for self and family.
- ◆ Learn to enjoy leftovers.
- ◆ Check through your refrigerator routinely and use up foods that might go bad if left.
- ◆ Keep in mind that most *use by* and *best by* dates are manufacturers' or retailers' suggestions for peak quality. They do not necessarily indicate food safety. (Only infant formula is federally regulated.) Compost or throw out food if it is spoiled. But use your senses, including your common sense, to find out.
- ◆ Enjoy your food. Treasure your food!

**Sources:**

*Wasted: How America is losing up to 40 percent of its food from farm to fork to landfill*, by Dany Gunders, Natural Resources Defense Council

[www.endhunger.org](http://www.endhunger.org)

*Just Eat It: A food Waste Story*, by filmmaker Grant Baldwin

*I recognize the right and duty of this generation to develop  
and use the nature resources of our land; but I do not recog-  
nize the right to waste them, or to rob, through wasteful use,  
the generations that come after us.*

— Theodore Roosevelt





## ~ FROM THE BOARD ~

### Run for the Board of Directors

Kate Gridley

It's very **local** election time! Consider running for MNFC's Board of Directors. Spring is upon us and among other things it is the time when the Middlebury Natural Food Co-op member-owners have an opportunity to participate more fully in the overall wellbeing of the Co-op.

We invite all member-owners to consider running for open seats on the Board of Directors. The voting takes place during the month of May. Elected winners are announced at the MNFC Annual Meeting, and new board members begin their term at the June Board of Directors Meeting. There are three open seats this election season. Please see the information for potential candidates below.

**Board of Directors Applications are available at the Co-op  
or online at [middleburycoop.com/coop/Board](http://middleburycoop.com/coop/Board)**

#### **Dear Potential Board Candidate,**

Thank you for your interest in serving on the Middlebury Natural Foods Co-op's Board of Directors. The election packet provides you with an overview of Board functions and responsibilities to help you make your decision about running for the Board. Please contact Kate Gridley ([kmgridley@gmail.com](mailto:kmgridley@gmail.com)) or any member of the Board for further information.

#### **Board of Directors**

The Board of Directors is the legal representative of the member-owners of the Middlebury Natural Foods Co-op and thus is responsible for the overall wellbeing of the Co-op. The Board exercises its responsibilities through its relationship with the General Manager, whom it hires and monitors. It is made up of 11 directors and one non-voting staff representative. Each term of office is three years, and terms are staggered so no more than four terms expire each year. There are no term limits.

#### **Powers and Duties**

- Provide linkage between the Board and member-owners.
- Create policies that are consistent with cooperative principals and MNF Ends. (Policy Governance-see below)
- Monitor management performance on implementing policy.
- Work to perpetuate the cooperative.  
(Operations are the sole responsibility of the General Manager.)

### **Qualifications of Candidates**

- Be or become a member of the Co-op in good standing.
- Express yourself in a clear, concise manner.
- Work in a group and support decisions made by consensus.
- Devote the time necessary to accomplish Board objectives and fulfill your term.
- Communicate electronically using email and the Board's web-based information sharing program.
- Understand financial statements or be willing to learn through instruction.

### **Expectations for Directors**



- Make a three-year commitment to the Board of Directors.
- Attend two Board orientation sessions and a training for cooperative boards in the first two years of your term. This is a one day session typically held in Brattleboro on a Saturday in January. (MNFC pays for travel expenses).
- Have familiarity with and adherence to the Co-op's by-laws and Board policies.
- Prepare for and attend monthly Board meetings (6:30-8:30pm, usually on the fourth Wednesday of the month at the Co-op), sub-committee meetings, a day-long annual retreat (early February), the Co-op's Annual Meeting (early June) and Co-op community events. Time commitment averages 3-4 hours per month.
- Take responsibility for Board duties and work together with understanding, mutual support and respect to make decisions that will enhance the viability of the Co-op.
- Keep information and materials confidential when appropriate.

### **Policy Governance**

The Board of Directors of MNFC operates using the model of Policy Governance. This model of leadership results in the General Manager making all operational decisions. Rather, the Board focuses its attention on the strategic direction of the Co-op, engaging with member-owners and monitoring management performance. Policies are developed by the Board outlining how the Board functions, how authority is delegated to management, what limitations management may have and to define Ends toward which management works. Management then reports to the Board in written monitoring reports as to compliance or non-compliance with these policies.

### **Compensation**

In recognition of the time and commitment required to prepare for and attend meetings, required trainings and events, directors receive a stipend of \$ 600/year plus a 10% discount on all purchases (except alcohol) at the Co-op.

Committee chairs and Executive Officers receive additional stipends.

Please return your application by e-mail to Kate Gridley:  
kmgridley@gmail.com

Or mail to:

Kate Gridley, c/o Middlebury Natural Foods Co-op,  
1 Washington Street, Middlebury, Vermont 05753

**Your application must be received by Tuesday, March 22, 2016**

## ~ FROM THE BOARD ~

Our **next Board Meeting** will be held **March 23**, in the Co-op Meeting Room. Members are welcome to attend or bring questions or concerns to the meeting. The first five minutes of each meeting are dedicated to member comments. Please let the Board know if are coming by e-mailing Tam Stewart at [stewart.tam@gmail.com](mailto:stewart.tam@gmail.com). Thank you.



### *Middlebury Co-op Newsletter*

A Monthly Publication of the  
Middlebury Natural Foods Cooperative  
1 Washington Street, Middlebury, Vermont 05753

Editor - Reiner Winkler  
Printed at *The Little Pressroom*, Middlebury,  
Vermont.

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