

FREE

THE HARVEST HERALD

Spring 2016

BLUE HILL Co-OP

INVESTING IN YOUR CO-OP

Tom Reeve, Relocation Manager

THE BLUE HILL Co-op is a consumer-owned cooperative business, meaning that when you buy a membership, you are one of the owners. Member/ownership is an investment in the Co-op, the local farms and businesses we work with, and our community.

To finance the relocation project, we need both equity, supplied by investments from our member/owners, and debt, supplied by outside organizations and banks. Investments from the owners are important in that they show outside lenders that the member/owners support the business. It helps lenders feel that their loans are safe in our co-op. In turn, we are able to secure more money in loans, at better interest rates than without. The more we are able to raise from our owner/members, the better off we will be in the long run.

We can use a number of different types of equity to fund our expansion project. The first type of equity that we can use is the share that we pay to join the Co-op. Currently, this is an investment of \$200, payable over ten years. This money is held in an account and used to fund equipment, repairs, and other capital needs.

The next type of equity we have at our disposal is that retained from our profits. Profits from nonmember

purchases are automatically re-invested in the Co-op. A percentage of the profits generated from our co-op members, when approved by the Board of Directors,

is given back to you as patronage rebates. The remainder is re-invested. To date, the relocation efforts have been funded using this retained equity and from money that comes from the owner share investment.

The last type of equity we can use is to offer preferred shares in the Co-op. These are investments in the Co-op that pay a fixed annual dividend based on the terms of the investment. They do not come with any extra voting rights or privileges. As the name suggests, these shares are first to be paid a dividend during profitable years. More and more co-ops around the country are using this type of investment vehicle to fund expansions of their businesses. To be clear,

this article is not an offer to purchase a preferred share security, nor is it an invitation to make an offer to purchase a preferred share security. This is for informational purposes only.

Showing your support through an investment in our co-op is needed at this time to

ensure the expansion is able to happen. Starting this spring, we are asking our member/owners who have not fully paid their \$200 membership share to fully invest. Currently, approximately 12% of our active members are fully vested in the Co-op. It would be great if we could all fully invest, as it would show our confidence in the Co-op as a business and as a

**Currently,
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community institution.

Your investment in the Co-op is the first step to making this relocation project happen. Without your support, we will not be able to increase our purchases from our local farmers and vendors, offer a wider selection of healthy, wholesome products, or provide more stable, year-round jobs.

In a few weeks, you should receive a letter outlining the amount of money needed to fulfill your member/owner investment pledge. If you support the Co-op, its mission, and the relocation, please consider fulfilling this pledge by paying the remaining balance. If you have any questions, or would like to discuss other ways to support the Co-op, please contact me at relocation@bluehill.coop or 207-374-2165.



Tom Reeve, Relocation Manager

THE BLUE HILL Co-op is pleased to announce the hiring of Tom Reeve as the Development and Relocation Manager. Tom will be coordinating fundraising and all other aspects of the Co-op's move from its current location to South Street across from the Bay School.

**"I am thrilled to
help grow this amazing
organization,"**

Tom moved to Maine in April of 2013 and has spent that last two and a half years as the Development Director at the Mount Desert Island YMCA in Bar Harbor. Previously he lived in Indiana, working as a project manager for the State of Indiana, a restoration ecologist for a small consulting firm, and as an executive director of a small nonprofit. "Tom brings some great project management and fundraising experience to

the Co-op," says Aaron Dority, Vice President of the Co-op and Chair of the Relocation Committee. "Our board is excited to add him to the team and start the next phase of our relocation project."

"I am thrilled to help grow this amazing organization," says Tom. "Organizations like the Co-op are vital to small communities like Blue Hill. It is a great opportunity to be able to work with the board and members to make this vision become reality."

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Optimizing Your Health



David R. Walker, Wellness Manager

WHAT IS THE most important action we can take with regard to our health? Balancing stress levels is vital. Chronic stress causes high cortisol levels that decrease the body's allocation of resources to digestion and proper oxygenation of the brain. And this leads to degeneration.

Slow diaphragmatic breathing and using supplements such as Stress Care or Stress Guard will help your body decrease negative effects of stress. Stabilizing cortisol levels will also counteract inflammation which predisposes the body to cardiovascular disease, joint pain, arthritis, and Alzheimer's. Also related to stress and inflammation is blood sugar. Unstable blood sugar is

levels (which is extremely common) may lead to tight, aggravated joints, anxiety, poor calcium absorption, high cholesterol, heart arrhythmia, and other dis-ease. Chronic low levels of silica, also very common in our society, is less well known. Low silica levels show up first as less-than-vibrant hair, skin, and nails; long term silica deficiency may lead to chronic joint pain and debility and cognitive decline. Some plants, such as horsetail, have high levels of silica, but absorption of silica from this source is low.

Super Silica, by Positive Nutrition, provides a form of colloidal silica 200 times more absorbable than any other. Anecdotal stories shared by local customers and clients report pain relief and greater physical mobility. I spoke with one woman who had been on a merry-go-round of doctors and suffered chronic and debilitating pain. Soon after beginning a regimen of 60 drops of Super Silica in 60 ounces of water daily, she told me that within days she began healing and within a month, her visits to doctors decreased from twice weekly to occasionally, as needed. Her pain disappeared, skin became vibrant, and many other positive changes ensued that were life-changing for the better. Two to three drops of Super Silica can also be applied directly to skin in areas of pain. The combination of these two approaches is optimal and brings greatest benefit. Once silica levels have been brought to a healthy level, doses can be decreased. There are no known upper limits to silica ingestion. An interesting fact about silica is that it is the most common element found in the earth's crust. In the body, it is foundational to cellular communication, bone formation, and brain function. Silica supplementation removes aluminum from the brain, and aluminum is associated with brain function decline.

Also fundamental to systemic health is relative alkalinity levels of the so-called "clear liquids" of the body, which comprise some 80 percent of our bodies. The body maintains those levels because it is a life or death matter to do so. Overly acidic clear liquids will, according to naturopathic understanding, predispose the entire body to disease. Cancer cells, for example, become brittle in an alkaline environment, and are readily

Co-op sells pharmaceutical-grade test strips, that when placed in saliva for five minutes, will reveal alkalinity levels of the body's clear liquids. This should be done first thing in the morning or three hours after a meal.

Dietary changes that increase green foods, water, trace minerals, decrease refined carbohydrates and sugar, increase healthy proteins and fats such as Omega-3 rich fish oils, hemp, chia, and flax oils, and healthy saturated fats such as coconut oils, olive, butter, all will improve our health, especially with ample fermented foods to

Nutritional deficiencies cause imbalances that can result in disease

swept away by a healthy immune system. Artificial organ growth is accomplished only in an environment that has the alkaline level known to be optimal for human health.

Super Silica is in a base of Cell Power, sold in its pure form also by Positive Nutrition. Cell Power is a liquid that when combined in a ratio of 30 drops Cell Power to a minimum of 60 ounces distilled or purified water per day, will alkalize the body's clear liquids, in a matter of six weeks for most individuals. One gentleman reported that his gout vanished after three days on this regimen. Cell Power is an extremely high-energy clear liquid that can be applied as well in its pure form to problem moles, skin tags, and though no claims can be made as to its anti-carcinogenic properties, I will tell readers that one customer had a cancerous skin growth removed from her nose. When the same problem manifested on her cheek, she applied Cell Power directly, and over the course of weeks (one drop a day), the problem disappeared. She came in one day and excitedly related this to me, showing me the results. In conversations with the owner of Positive Nutrition, I have been told that if the alkalinity of the body's clear liquids is maintained at optimal levels for six months, the body will begin to heal chronic conditions such as arthritis and diabetes. The

help maintain a healthy gut. Sometimes the body needs a stronger force to push back into balance.

Dr. Ohhira, Ph.D. is a Japanese researcher devoted to studying the human gut and bacteria that seem to be most vital to its well-being. The Co-op now carries both Dr. Ohhira's original and professional grade probiotics. These are a very special kind of probiotic that are fermented from 3-5 years, producing highly resilient bacteria that are delivered to the human gut replete with a prebiotic matrix of organic compounds on which these bacteria can feed upon and propagate.

The story of a cat dear to me who was on her last legs at only 4 years old—severely emaciated, curled into herself, and not eating or drinking—provides what might be a profound example of the healing power of the right probiotics for some dire conditions. We had spent \$1,000 at the vets to no apparent gain, and as a last resort forced one of Dr. Ohhira's Professional Probiotics down poor Jule's throat. We left for a Thanksgiving night away, and when we returned, she was again eating and drinking and showing positive cat behavior. Within weeks, she gained all her weight back and is now thriving. Coincidence? Whereas ingesting most probiotics is akin to sprinkling grass seed on earth, I am told ingesting Dr. Ohhira's products is more like laying down sod. Happy Healing!



one of the greatest stressors on the body. Positive total-body (systemic) changes are what we should strive for to address such health issues. But how?

Natural or organic anti-inflammatory supplements like Zylamend or Turmeric can help to fight inflammation. Himalaya's GlucoCare may help to stabilize blood sugar and reduce the body's stress and inflammatory levels. This is very relevant for people suffering from hypoglycemia, or who are pre-diabetic. Diabetics throughout India and Asia and Europe use GlucoCare.

Nutritional deficiencies cause imbalances that can result in disease. For example, chronically low magnesium



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Aaron Dority, Vice President & Relocation Chair
Diane Bianco, Treasurer
Jerome Lawther
Shawn Fowler, Staff Representative
Edie Dunham
Susan Snider, Secretary
Mia Strong

BOARD MEETINGS

The Co-op Board meets on the third Tuesday of each month at 6:30pm in the Café. Board meetings are open to member/owners.

THE NEWSLETTER TEAM

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Sandy Cohen & Co-op Staff

LETTERS TO THE EDITOR

We welcome input. Please send a letter to: Letters to the Editor, Blue Hill Co-op, PO Box 1133, Blue Hill, ME 04614, or to info@bluehill.coop. Letters may be edited for style, not content, and should be brief. Please include your name, address, and phone number.

DISCLAIMER

The Blue Hill Co-op serves a diverse community. It is within the vision of this co-op to strive to embrace diversity and to meet as many needs as possible. Opinions and viewpoints shared within this newsletter are neither endorsed or disregarded. Editorial content is intended for informational purposes only, and is not intended to diagnose, prescribe, recommend or offer medical advice. Newsletter articles do not necessarily reflect the opinions of the board, staff, management, or Newsletter Team. Advertisements will be sold at the discretion of the Advertising Coordinator who reserves the right to refuse and edit submissions.

Strength In Numbers

Beth Dickens, Membership Coordinator



IT HAS BEEN a little over a year since I became the Membership Coordinator here at the Blue Hill Co-op. I can honestly say that I am no longer flying by the seat of my pants. It was slow going at first. I worked hard to make sense of our membership, and a few times I created much more work for myself than I needed. But, fast-forward a year and now I really know my stuff!

Part of that “stuff” involves our numbers. I can, with little effort (the click of a few buttons), tell you how many members are fully vested in the Co-op (175 as of today), tell when each of our members first joined the Co-op (I joined February 9, 2009), and how much equity a member has paid to date (I’m in for \$140 thus far, but plan on taking Tom’s advice and investing fully by the years end).

The exact number of members our co-op has at any given time is harder to formulate. For years the Co-op used a CATAPULT generated number. (CATAPULT is the operating system used by our registers.) How does CATAPULT arrive at these numbers? I don’t know the formula, but that’s the way it has always been done. At the same time I was

generating my own Co-op member list, to be used primarily for mailing election ballots and newsletters. I noticed almost immediately that my numbers did not match those formulated by the computer. So I’d go back and check my work, but again no match.

Every three months I generate a new current member list. Our I.T. guy, Bernie, gives me a list of all our Co-op membership accounts. Included in that list is every single member account we have ever created; including the ones that are closed, refunded,

Every three months I generate a new current member list

duplicate, past due, up-to date, and brand new. I sort that list out by the equity due dates. If an accounts next equity payment was due a year ago, let’s say March of 2015, and it has not been paid, the account is inactive. If equity was due last month and has still not been paid, that account is also considered inactive. If equity was due yesterday and has yet to be paid, then again, that account is inactive. If the equity is due tomorrow, that account is still active because the due date has not passed.

Equity that is overdue by a year is an easy call to make. It’s definitely inactive. But, those accounts that are overdue by a month, or a few weeks or days, this is where the numbers gets blurry. A member

could; be away on vacation, be sick, have a car that’s broken down, or not like traveling when the weather is poor. In these instances their equity will most likely be paid and their accounts brought up to date on their next trip to the Co-op. I optimistically choose to include these accounts in my figures.

That means that if your equity was due from a month ago today or is not due until sometime in the next year (or later, if you paid ahead) you make the list. (I hope I haven’t lost you.) Lastly, I add to that list our members who are fully vest and therefore no longer subject to equity payments, and low and behold we get our number! I ran the latest list on January 14th and got 1424 active accounts. Add to that the 15 newly joined members signed up since then and our current number is 1439 members. The member numbers obtained this way have typically been lower than the CATAPULT generated numbers, but I believe them to be more accurate. So, these are the figures we will be reporting from here on out.

I caution against focusing too much on the numbers from one quarter to the next. The fact that some of our members are seasonal, and some are only here for one summer and don’t return the next, can make for some variation. How we do from one year to the next is a better indicator of our membership strength.

As always, I am more than happy to meet with anyone who has questions about their membership. I can be found, at the Co-op, Monday through Friday from 8:00am-2:00pm.



SLOWMONEY MAINE

Kari Luehman, Administrative Assistant, Slow Money Maine

Slow Money Maine (SMM) is a growing and thriving network of over 1400 individuals seeking to build and strengthen the local food economy from the ground up. The network has investors and borrowers, but also intentionally attracts a wide mix of individuals who wish to engage in this movement through more than just the contribution of financial capital.

Slow Money was started nationally by Woody Tasch, and more than 20 chapters now exist nationally and internationally. Often confused with the Slow Food movement, Slow Money also works to enrich local places, by catalyzing capital, connecting investors to the places where they live and fostering growth toward a new economy of connection and accountability to the land and each other.

Making local loans has given us an avenue to support the production of quality Maine food

SMM’s unique network is coordinated by Bonnie Rukin who got inspired by a national gathering and decided to bring home the message and devote herself to the cause. The network has an 11 person Steering Committee and all are actively working in a myriad of ways to build a viable local and regional food system. One of the tenets that makes SMM appealing is that there is a place for everyone. Rukin is the contact person for those seeking peer-to-peer and foundation funding, which may involve larger amounts of money. In addition, two investment clubs associated with SMM, No Small Potatoes and Maine Organic Lenders (MOL), make generally smaller loans

to local farmers and processors. Technical

Assistance programs have organically grown out of an increasing need for further support. Rukin says “We are not only investing in these businesses, we’re staying with them to help them grow and to access resources for developing a farm or food business. We think of what we do as an energy flow network, which needs healthy human networks to keep that energy flowing – just as the human body is a system of flowing energy that relies on many different contributors.” Everyone who lives and eats in Maine is part of our food system.

2015 was a year of deepening and broadening SMM’s visibility, respect and collaborations with community partners. It was also a year of significant momentum in building healthy local food systems in both Maine and the New England region. It is heartening to feel this momentum and how, even with daunting aspects, it propels us forward in meaningful endeavors that are engaging a wider audience. There is increased interest in our work from all sectors and Slow Money Maine is eager to be responsive and effective in meeting ongoing and new needs among our constituents.

SMM gatherings happen four afternoons a year in Gardiner and we hold one day-long gathering in Belfast in November that focuses on a particular theme that is relevant and strong in the system. SMM has already helped several food producers in Hancock County, though Blue Hill is one of the areas of the state where we would like to be able to assist in a more consistent ongoing way. Our two small investments groups have been an amazing source of collaboration and are a perfect example of how Slow Money Maine is able to “convene...connect...catalyze”, which is essential to its long range mission. No Small Potatoes

(NSP), based out of Portland, has 20 members who pool their money to spread the risk of each loan. The group takes applications and makes lending decisions together after full discussions of the pros and cons of each potential loan in meeting the criteria of the club, along with site visits. It lends up to \$10,000 at 5 percent interest for three years, with some flexibility in terms. Maine Organic Lenders (MOL), based in mid coast Maine, makes low-cost loans of \$5,000 to \$25,000 to participants in the Maine food system. Applications for loans are reviewed on an ongoing basis as they are received. One or more members of the club then meet with the applicant to gather more information.

Our hope is that the third small investment club will

There is increased interest in our work from all sectors

spring up on the Blue Hill Peninsula! Emily and Bob Kohl describe their experience as follows. “Over the last 4 years we have

been excited to participate in a small investment club called Maine Organic Lenders, which provides peer to peer loans to farmers and food producers. Loans continue to be paid back, and as new opportunities have arisen, we have tripled the amount we had originally planned to invest in these local food endeavors. Making local loans has given us an avenue to support the production of the quality Maine food we want, as well as engage in the New Economy, which is relationship-based, as well as sustainable long term.”

If you are hearing about Slow Money Maine for the first time or have known about the network and been looking for a way to step in, contact us. We are creating a list of interested individuals so that we can convene a very informal informational gathering about the possible formation of a new small investment club. Take a moment to check out our website to learn more about what we do www.slowmoneymaine.org. Subscribe to our mailing list, join the facebook page, read through some of the stories of businesses utilizing our program, browse the list of presenters to see how many you know, and eat local! If you feel drawn to engage in any way, please contact me via email: info@slowmoneymaine.org.

RELOCATION UPDATE

Spring 2016

Tom Reeve, Relocation Manager

HELLO ALL. I hope you are not tired of reading my articles by now. So far we have covered who I am and investing in the Co-op. Now let's look at where we are with the relocation efforts.

Since I started in December, much of my time has been learning about the Co-op and the relocation efforts to date, and planning out the next three years. Yep. Sorry to say, but it will take approximately three years until the new storefront is completed.

This first year will be spent getting investments from the member/owners set up, finalizing the design, and securing outside funding. We will kick it all off with a drive to ask our member/owners to fully invest their \$200 ownership share in the Co-op. If you haven't

already done so, please see my article Investing in Your Co-op, for more information.

The second and third years will be spent preparing the site, building the store, and moving in. The specifics of this are ever changing, but the Relocation Committee and I will work hard to make this happen as quick and as efficiently as possible.

The Blue Hill Co-op is in a really good position for the relocation. The current store is near capacity in terms of sales and use. The efforts of the Board of Directors, the staff, and especially Mark these past five years have shown that we are internally ready for an expansion. There has also been a significant increase in membership every year for five years. The Co-op has a great staff, dedicated to the store and its members. The management has been working on addressing concerns over the salaries and benefits the Co-op offers. And through it all, the Co-op has remained financially sound and has continued to promote

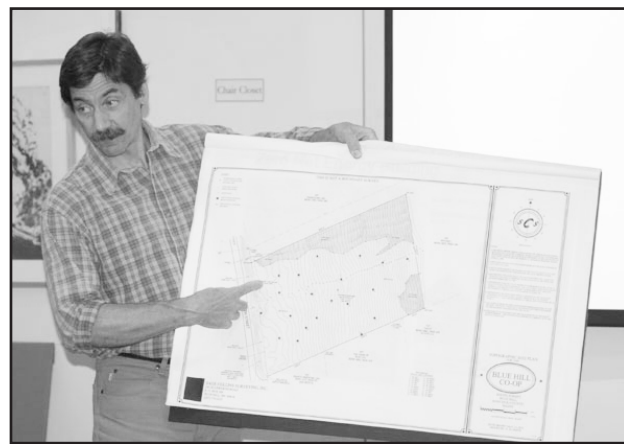


photo by Jennifer Osborn, Ellsworth American

healthy, wholesome, local food in our community.

As we move forward, I will be writing about the relocation efforts on our website and on Facebook every couple of weeks. There are a lot of moving parts and I will need a lot of help getting everything moving together. If you would like to volunteer on any aspect of the relocation effort, please contact me at relocation@bluehill.coop or 207-374-2165. Thanks.

New England Cheese



Robin Byrne, Cheese Buyer

I THINK MOST OF us like to support locally produced products, so I will point out the cheeses from New England that are available in the Co-op cheese case. Keep in mind that although

most of them are available year round, there are a few that might only show up during certain months. These are usually the goat cheeses, because they are produced on small family farms where milking and cheese making take a backseat during kidding season.

Maine:

Sonnental Dairy Farm- Smyrna, ME – Buggy Whip Extra Sharp Cheddar, Timoney Mountain Asiago, Dutchman's Gouda and Wagon Wheel Baby Swiss (all of these cheeses are raw milk)

Seal Cove Farm- Seal Cove, ME – Plain Goat Chèvre, Herbed Goat Chèvre and Goat Feta

York Hill Farm- New Sharon, ME – Fresh Plain Chèvre in tubs, Fresh Herbed Chèvre in tubs and Herbed Seasoned Rolled Chèvre

Lakin's Gorges Cheese- Rockland, ME – Basket Molded Ricotta, Cascadilla Bleu and Opus 42

Vermont:

Taylor Farm Cheese- Londonderry, VT - Farmstead Gouda and Maple Smoked Gouda

Blue Ledge Farm- Leicester, VT - La Luna aged raw milk goat cheese, 2X4 aged raw milk goat & cow cheese, Plain Fresh Chèvre in tubs and Maple Chèvre in tubs

Maplebrook Farm- Bennington, VT – Whole Milk Feta in tubs

Plymouth Artisan Cheese- Plymouth, VT – East Meadow mild cheddar, Original Cheddar, Smoked Cheddar and Hunter's Sharp Cheddar (all of these cheeses and raw milk)

Neighborly Farms- Randolph, VT – Raw milk Cheddar and Raw milk Sharp Cheddar

Blythedale Farm- Corinth, VT – Brie, Camembert, Grana and Gruyère

Massachusetts:

Great Hill Blue- Marion, MA – Raw milk Blue Cheese.

Take a look around the cheese case and if you haven't tasted any of these fine New England produced cheeses, I urge you to try some. They may just become regulars in your home!



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Still Crazy After All These Years

Jim Picariello, *President, Board of Directors*

I’VE RECENTLY HAD the honor of being voted in as Board President, which is personally significant since I will be serving during the Co-op’s relocation. You see, after it was determined that the Co-op had completely (physically and financially) outgrown its own storefront, I helped launch the original, desperately-needed Relocation Committee... 12 years ago.

It’s been five years since the Board boldly stepped up to put into motion what would become a well-thought-out relocation plan. And I’m sure you’ve heard us talk about how the new store will offer better prices, more local products, ample parking, a great café, and the list goes on. It’s going to be great.

Keep in mind, as much as we will miss our old store... we actually won’t. You think you will, but you won’t. Just like you don’t miss rotary telephones or the original facebook interface. Don’t believe me?

Let me tell you a story about the Blue Hill Co-op -- circa 2003 -- when I started as Co-Manager. The aisles were so narrow (how narrow were they?) two people could not stand back-to-back without their noses touching the shelves. You could not see what was on the bottom shelf unless you bent over side-ways, or kneeled on the floor. These are not exaggerations.

The placement of grocery items in the store was entirely random. The stocking of shelves were primarily done by working-members, who had inherited their items to stock from previous working-members, who had shelved their randomly assigned items in the same area, simply out of convenience: soup next to peanut butter next to ketchup next to baking chocolate. And no one questioned any of this.

Having felt like I had walked into Alice’s Wonderland, the Co-op worked with a Co-op grocery consultant to redesign the entire layout of the store, including placing products in such a way which might end up resembling, oh... I don’t know... a grocery store? And we pulled it off!

And customers complained. Seriously, you have no idea. Our customers had spent years (YEARS!) learning where all of the items were located in our quaint store. Initially, with the new improved layout, our shoppers (at least while in the Co-op) found it hard to understand that vinegars belong next to the oils, which belong next to the salad dressing, etc.

This revolutionary-yet-ordinary-change left many people upset and confused and lost... for three whole weeks. And then they loved it. They could push their shopping cart without

having to force an oncoming customer all the way back down the aisle. Our store had more room and without having to add a single new product, the Co-op sold 20% more stuff, just because people could see what we sold and they didn’t need to evacuate the store from claustrophobia.

I invite you to find someone who’s been a Co-op member for more than 15 years and ask them if they miss the good old days when it was hard work just to shop for food at the Co-op. I suspect they might have forgotten about all that.

Of course our manager, Mark, has continued to masterfully refine the store’s layout, making the Co-op even more comfortable and pleasant to be in. Yet shopping in our own store is sometimes still a struggle, in ways which we might not be consciously aware, because we are all used to it.

Fifteen years from now, someone might ask you what the old Co-op was like. Since you will have been accustomed to the new store, you will probably tell them it was slightly bigger than a walk-in closet. A closet without available parking spaces during the summer.

In the future, the memory of our store might seem romantic, just like when some of us had to survive on ramen, sleep on an old futon, and struggle living in our first, cheap apartment. Those may have been the good ole’ days... but I doubt any of us would want to go back.

cleaners and aerosol paints, is a central nervous system depressant and can cause damage to the kidneys and liver².

Oxalic acid is added to abrasive cleansers, toilet bowl cleaners and metal polishes. It is caustic and corrosive to skin.



photo courtesy of www.today.com

Phosphates are added to dishwashing and laundry detergents as a water softener. Phosphates are not removed by sewage treatment systems and are released into the environment through wastewater. Phosphates contribute to algae overgrowth and suffocation of aquatic life.

Sodium hydroxide, or lye, is in most oven, bathroom, toilet bowl and drain cleaners. It is a corrosive poison and hazardous waste.

Sodium lauryl sulfate/sodium laureth sulfate is a common surfactant and detergent used in a large number of products such as shampoos and conditioners, body washes and soaps,

Natural Cleaner Recipes

With minimal effort, you can make your own cleaning products from inexpensive and common household ingredients. Essential oils are an optional way to add fragrance to homemade cleaning products, but many oils also have anti-fungal and antibacterial qualities. Tea tree, lavender, eucalyptus and peppermint are all good options.

Alice’s Wonder Spray™

Use this recipe for sink, tub, toilet, tile and floors.

¼ cup white vinegar
2 teaspoons borax
32 ounces hot water
¼ cup liquid dish soap (added last)
20 drops essential oil (optional)
Dissolve borax in hot water (otherwise the spray will be grainy). Add the borax and water and the vinegar to a 32-ounce spray bottle. Add the liquid dish soap and essential oil, if desired. Shake ingredients to mix.

Scouring Powder

1 cup baking soda
¼ cup borax
20 drops of essential oil (optional)
Mix baking soda and borax together in a bowl or plastic tub with optional essential oil. Store mixture in a container with a lid or put the powder in a shaker and shake onto the surface to be cleaned.

Drains

For slow drains, pour one cup each of baking soda and vinegar down the drain and put the stopper in. Wait 15 minutes and flush drain with boiling water. Repeat if necessary.

Glass Cleaner

Add ¼ cup of vinegar to one quart warm water in a spray bottle. Spray windows, rub with a clean rag and dry with newspapers. Your local co-op carries many quality cleaning products as well that are made with nontoxic and biodegradable ingredients, and not tested on animals.

toothpaste and cosmetics. It is an irritant and environmental pollutant.

Triclosan is an antibacterial agent found in antibacterial soaps, detergents and plastics. Although evidence suggests it is a persistent chemical in our environment, long term health effects are still unknown³.

1 “Dioxins and Furans,” US Environmental Protection Agency (EPA), www.epa.gov/pbt/pubs/dioxins.htm
2 “Glycol Ethers,” US Environmental Protection Agency (EPA), www.epa.gov/ttn/atw/hlthef/glycolet.html
3 “Triclosan factsheet,” Center for Disease Control (CDC), http://www.cdc.gov/biomonitoring/Triclosan_FactSheet.htm

All About Natural Cleaners

As supported by National Co-operative Grocers

NATURAL CLEANERS ARE a great way to limit chemical exposure in your home. The U.S. Environmental Protection Agency (EPA) estimates that over 6 billion pounds of cleaning chemicals are used in the U.S. each year. These chemicals, most of them toxic and petroleum-based, have negative repercussions for our health and environment.

Some of the worst culprits are found right under our kitchen sinks. Conventional household cleaners, most of which rely on harsh petrochemicals, contribute to air and water pollution during manufacturing and disposal as well as while in use in our homes. What is more, exposure to these noxious chemicals has a range of effects on our health, from irritating eyes, nose and throat to a negative effect on your mood.

A cleaner environment, indoors and out

Luckily there are alternatives to petroleum based cleaners that are safer, cheaper and just as effective. Vegetable-based detergents containing acetic acid (vinegar) or citric acids (from citrus fruit) have been used successfully for centuries and are based on renewable resources. These ingredients also biodegrade quickly and are gentle on the environment.

To the right of this article, we’ve provided recipes for you to try making your own natural cleaning products at home, but your co-op also carries quality, ready-to-use natural cleaning products. Look for options that are made with nontoxic and biodegradable ingredients that are not tested on animals. Some brands offer a wide range of cleaners for the laundry, kitchen and bath.

Read the label

Learn to identify the worst environmental offenders and avoid them. A few of these ingredients are detailed below.

Ammonia, found in all-purpose cleaners, glass cleaners, laundry detergents and metal polishers, is toxic by all routes of exposure and is a hazardous waste.

Chlorine is found in bleach, dishwasher detergent, bathroom and toilet bowl cleaners. Chlorine products produce dioxins which are persistent organic pollutants (POPs) in our oceans and waterways. Dioxin builds up in the fatty tissue of fish and other marine life and is ingested when we consume large predatory fish like tuna. Dioxins are known carcinogens¹.

Glycol ethers, a category of ingredients commonly found in degreasers,

Amber Cochran, Café

A local gal, Amber graduated from GSA and then continued her education at Thomas College in Waterville. But after a few years of living in central Maine, Amber was ready to move back to this area to be closer to family. She spotted an advertisement seeking Café help at the Co-op and the position seemed perfect for her. She already had some cooking experience, having served as Café Manager at Barnes & Noble in Augusta.

Amber started working in the Café in October and quickly found her way around the friendly kitchen. She happily tends to a variety of tasks and particularly enjoys prep work. She is drawn to cooking with fresh, local food and is impressed at how much she has learned about different dietary choices since working in the Café.

At home in Surry, Amber enjoys painting and drawing and spends lots of time hiking with her dog. She is also a movie fanatic, often driving far afield to take in a film. Since all her family lives close by, she sees a lot of them, in particular her two young nephews. A long-term project Amber and her partner have taken on is the restoration of a 1979 Sunline camper. They have replaced and updated much of the interior and plan on taking the camper for a cross-country trip to Portland, Oregon next winter. Between now and then, however, there is money to be made for fixing up the vehicle and so you can expect to see Amber’s smiling face in the Café for some time to come.



Eileen Dunn-Kell, Café



When you have been working as a chef in Downeast Maine for as long as Eileen has, your work resumé reads like a history lesson of restaurants in the area. After growing up as one of eight children in a closely-knit Irish Catholic family in Bangor, Eileen found her way to the Blue Hill Peninsula. She started out helping in the kitchen at the legendary Left Bank Café, where she still remembers the recipe for their famous Pad Thai. She then cooked at a variety of now-defunct establishments such as Jonathan’s and Cleonice, and also spent nearly a decade cooking at the Lookout Inn in Brooklin. Eileen has also worked as a chef at several venues on Mount Desert Island where she also has served as personal chef to a handful of lucky clients. She has participated in countless private catering events and even cooked for a time on Isle au Haut.

When recently looking for another full-time position, Eileen found the Co-op Café to be a great fit with her whole grain, leafy green aesthetic. Eileen’s job in the Café allows her to be creative in what she prepares for her hungry patrons. She concocts soups, re-imagines pizza toppings and tries to balance flavors, colors and ingredients when deciding what the deli case could be filled with next. She loves the camaraderie of the small kitchen and the personalities of the Café crew, and praises how well organized and managed her workplace is. Eileen is currently living in Ellsworth with her trusted canine friend. She enjoys daily swims and practices yoga and tai chi.



Art in the Café

Thank you to all the artists that exhibited in our Café

DECEMBER

Brenda L. Haskell

I have made images on film, in my mind, or digitally as long as I can remember. At times pursued quite seriously and sometimes not at all. For me the experience of freezing immediacy in memory and, a reproducible form, is a humbling privilege. I have found when I am “in the zone” of making photographs, the pain from health related challenges disappears. All images are as taken with no edits.

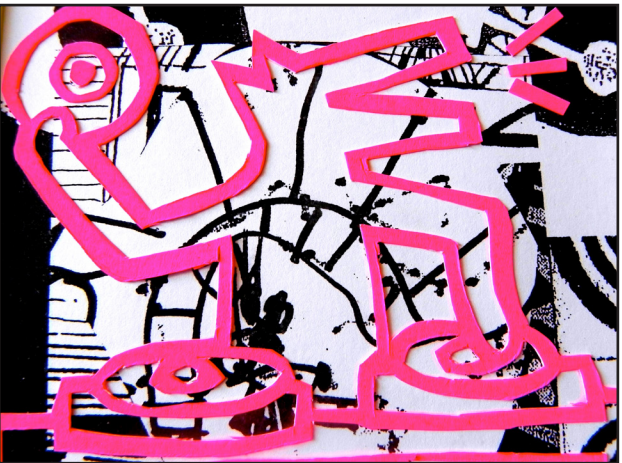


B. Haskell #1

JANUARY

Katy Helman

My work is all about excess and little about organics. Primarily a painter, over the last several years, I have informally explored textiles and collage. Some of those techniques have become embedded in my current work. A poor technician and the embodiment of “anti-precision”, the casual application of materials has become a hallmark of my work by necessity. Whether subtle or obvious, aspects of my daily life are always assimilated into my work. Much of my life takes place in a classroom, so the work often depicts the overlap of teaching art and making art. Many of my final pieces incorporate images or fragments of artwork produced and discarded by students, as well as poached from well-known artists and other sources. The prints were made by drawing with a router and painting back into the image.



Lexicon of Sustainability: Grass Farmer

FEBRUARY

Sedgwick Elementary School Students

For Mardi Gras Celebration, Sedgwick Elementary School art students made Voodoo dolls of the staff and faculty at the school. These dolls are made out of cloth and stuffing. Each student chose their subject and then cut the fabric, sewed the pieces together and drew on the material.

Grades: 2,3, 6 and 7 Art Teacher: Sarah Doremus



Spiral No. 1

CO-OP COMMUNITY EVENTS

Free to the public

March

8th- Talk: Intro to Beekeeping

5:00 pm Howard Room,
Blue Hill Public Library

19th- Table: Trail Run/Egg Hunt

9:00 -11:00 am Public Park, Blue Hill

25th- CSA Sign-up

11:00 am-1:00 pm

On the Front Porch at the Co-op

1-31st- 2016 Hancock County Food

Drive Donation Site in the Co-op

**TBA - Talk: Growing Rice in Maine
with Ben Rooney of Wild Folk Farm**

April

11th- Film: Just Eat It

6:00 pm Howard Room, Blue
Hill Public Library

18th- Talk: Well Water Quality

5:30 pm Howard Room, Blue
Hill Public Library

22nd- Talk: A New National Park for

Maine 6:30-7:30 pm Howard Room,
Blue Hill Public Library

May

25th- Talk: Native Bee's in Your Garden

6:30-800 pm Howard Room, Blue Hill
Public Library

June

3rd- Talk: Homeopathy, Basic

Principles & How to Apply Them with

Edee Howland 6:30 pm Howard Room,
Blue Hill Public Library

25th- Farm Tour: Quill's End Farm

1:00 pm, Penobscot

(Co-sponsored Blue Hill Heritage Trust)

July

11th- Farm Tour: Horsepower Farm

2:00 pm, Penobscot

(Co-sponsored Blue Hill Heritage Trust)

16th- Farm Tour: Four Season Farm

10:00 am, Brooksville

August

6th- Talk/Demo: Summer Orchard

Management with 5 Star Nursery

1:30-4:30 pm, Brooklin

7th- Farm Tour: Old Ackley Farm

10:00 am, Blue Hill

(Co-sponsored Blue Hill Heritage Trust)

September

7th- Farm Tour: King Hill Farm

3:30 pm Penobscot

(Co-sponsored Blue Hill Heritage Trust)

More events are added as opportunities arise. For times & locations of these and other events follow us on Facebook or join our email list.



Mise en Place: Clearing a Path to Happy Cooking

Kristyn LaPlante, *Café Manager*

HERE AT THE Blue Hill Co-op, kitchen space is at a premium. We don't have the room for lots of gadgets and extraneous equipment. Over the past three years our food sales and production have almost doubled. There never seems to be enough room. In my personal experience, I have lived with kitchens both gigantic and minuscule (and everywhere in between) over the course of my adult years. I don't think I have ever heard anyone complain about having too much storage space in the kitchen.

The kitchen is a space that serves many purposes. It houses our utensils, food, dishes and preparation equipment. It is often a place where socializing occurs, for some reason everyone wants to be in the kitchen. Most importantly it is a work space. As with any work space it should be easy to use and clean up. Everything in your kitchen should have a specific place to live. The places you choose for these things should be relative to when, where and how they are used. In professional kitchens, we use the term "mise en place". From the French, it translates to "put in place". Pots and sauté pans are stored near the stove where they are primarily used. Knives and cutting boards are kept by the prep areas, you get the idea. Before the preparation of any dish begins the space is clean and organized. The tools needed are gathered. The ingredients are prepared in the manner called for in the recipe. Then we begin to cook.

So, how do we achieve the state of "mise en place"? Let's start with counter tops and workspaces. Clear off those counters. You certainly won't feel like cooking if clearing workspace feels like a Herculean task in itself. Get rid of anything on the counters that has no practical application to your cooking in the kitchen. Cookbooks, although they do serve a purpose in the



kitchen, don't necessarily need to live on the kitchen counter. Here are a few examples of things that should not find a home in the kitchen: your mail, that cup filled with pens, medications and dietary supplements. Your supplements and medications should be stored in a cool, dark place (like a locked medicine cabinet) for safety, maximum efficacy and life span. Try to get out of the habit of charging electrical devices on the kitchen counter, it's a risky proposition, at best.

Now that the lives of your cell phones, iPads and supplements have been extended, let's get rid of some stuff. Toss out things that have become rusted over time. Rust is basically just Iron but the jury is still out regarding the safety of using rusty utensils and kitchen tools. The rust will also discolor your lovely food.

If an item is broken or not functioning properly, toss it. If you have duplicate items, keep your favorite and donate the others to your favorite charity. Don't buy gadgets that only do one thing. You'll often find that there is already a tool in your kitchen that can conquer the same task quite well. There are a few exceptions to this rule: your coffee maker, fire extinguisher, a good quality rice cooker (you can also

them into the underside of the cabinets and hang mugs and teacups in a space that is often unused.

Hang pots and pans from a pot rack. Use your walls. Put your knives on a knife magnet on the wall and get them out of the drawer. You are much less likely to cut yourself when you are pulling a knife off of a magnet than if you are rifling through a drawer of gadgets to grab one. Knives also stay sharp longer if they aren't swimming around with other metallic objects.

Despite the excess that most of us have in the kitchen, there is one important item that often gets overlooked. You should always have a charged fire extinguisher. If you have a fire extinguisher that needs to be charged, call your local fire department and they will advise you. It should live close to the stove, but not so close that you would risk a burn if there was a fire and you needed to get it. Make sure you teach everyone in the household how to use the fire extinguisher and it is light enough to be easily picked up. A multi-purpose class A-B-C fire extinguisher is generally best for the home kitchen. America's Test Kitchen recommends the Kidde residential kitchen fire extinguisher that retails for about \$19.00.

Clearing out the excess and re-evaluating what works in the kitchen is a mind clearing experience. It will help to create an environment that makes it more enjoyable and relaxing to cook. If you are worried that you are too busy, just think of the time you'll save when you don't have to search high and low for your favorite peeler or that elusive spatula. Consider it part of your self-care. Enjoy your time in the kitchen and happy cooking.

Get rid of anything on the counters that has no practical application to your cooking in the kitchen

For more reading on these topics check out the following articles:

- From NPR's The Salt, "For a More Ordered Life, Organize like a Chef" <http://www.npr.org/sections/thesalt/2014/08/11/338850091/for-a-more-ordered-life-organize-like-a-chef>
- From the Food 52 Blog, "Toss these Kitchen Items, Feel Instantly Better" http://food52.com/blog/15579-toss-these-kitchen-items-feel-instantly-better?utm_source=Facebook&utm_medium=SocialMarketing&utm_campaign=Social

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Budget-wise, slightly funky,
vintage rooms, shared baths,
kitchen, and common areas.



Traditional Acupuncture

Vicki Cohn Pollard

Blue Hill



vicki@traditional-acupuncture.com

207/374-9963

	Q4 2015	Q4 2014	Q4 2013	Q4 2012	Q4 2011
Members*	1,419	1,234	1,135	1,035	950
Sales	\$654,010	\$606,611	\$588,817	\$506,179	\$476,987
Trans/Day	306	294	276	271	261

*Estimation
Dollars spent within 25 miles of Blue Hill

	Q4 2015	Q4 2014	Q4 2013	Q4 2012	Q4 2011
	\$286,956	\$272,935	\$261,609	\$218,316	\$196,571

Bestsellers (ranked by quantity sold)

	Q4 2015
Coffee (large)	1,419 cups
Coffee/Tea (small)	1,222 cups
Muffin	1,132 muffins
Lacinato Kale	754 bags
Hass Avocado	676 avocados
Bananas	329 lbs.
Oranges	551 oranges

Local Items Sold	Q4 2015
Tinder Hearth Bread	594 loaves
Penobscot Bay Press	397 newspapers
Four Season Farm Eggs	340 dozen
Local Carrots Loose	315 lbs.
King Hill Farm Carrots	309 3# bags
Five Star Nursery Apples	248 lbs.

Locally Sourced Flour

Sold in Bulk

377 POUNDS

from
Morgan Mills
Maine Grains
Fiddler’s Green Farm

Slow Medicine & Palliative Care

Catherine Princell MS RN, Working Member

By working creatively, and in ways yet unthought-of, the lobby of the dying and the gravely ill could become a healing force in society.
-Ivan Illich, author of Medical Nemesis, The Exploration of Health

ATUL GAWANDE IN his book *Being Mortal* recounts that the only time he can remember reviewing mortality in medical school was an hour long discussion on *The Death of Ivan Ilyich* by Leo Tolstoy. As I read his book, my mind became full of questions. What is well-being and how do we cope with age and the changes to our physical presence on a day to day basis? We are often so busy just making it from one day to the next, that the subtle changes our bodies experience are missed, until they become something either painful or debilitating. Do we take the time to think about what choices we can make that can help to ease the inevitable irreversible decline as we age? Have we accepted that decline in the first place? Have we ever thought about how we want the end of our life to be? Is it safe to talk about with our family and friends?

Is it a topic we discuss with our health care team? When should this process begin?

Often we wait far too long and then decisions that come in a time of stress may not be

in our best interest or may put our family and friends in a very difficult position. They may also make us become dependent on our health care team without giving them a clear description of what we really want. Of course we don't want to die, or say goodbye to those that we love. But the mortality rate remains at 100% and it is reality that eighty-year old bodies and brains don't bounce back the way young ones do, no matter how much technology is deployed! According to Atul Gawande, being mortal is about the struggle to cope

Being mortal is about the struggle to cope with the constraints of our biology

that is how do we learn to do this better not only for ourselves but our children and grandchildren? According to Katy Butler, author of *Knocking on Heaven's Door, The Path to a Better Way of Death*, anyone who attempts to open public conversation about re-humanizing modern death must be prepared to weather charges of medical rationing, promoting “death panels” and discriminating against the aged, demented or disabled.

Slow medicine is practiced by a small, but growing subculture. Dr. Dennis McCullough is a pioneer and spokesperson for the cause and author of the book *My Mother, Your Mother: Embracing Slow Medicine, The Compassionate Approach to Caring for Your Aging Loved Ones*. Slow Medicine is to health care what Slow Food is to fast food - a movement to balance the existing over-emphasis on fast processes that reduce quality. Slow medicine is a philosophy and set of practices that believes in a conservative medical approach to both acute and chronic care. Part of this

work is through public education to help people make better choices. Slow Medicine means taking the time to talk to, examine and even re-examine patients with a broader focus and with more information; offering palliative and comfort-giving treatment. Slow medicine encourages less aggressive care at the end of life. This medicine is specifically not intended to save lives or to restore youthful vigor, but to ease the inevitable decline as we age.

An example of the power of a grassroots Slow Medicine lobby occurred in New York, where it promoted a bill for Compassion and Choices that

with the constraints of our biology, with the limits set by genes and cells and flesh and bone. As my mind became more focused, I began doing research and came upon the topic of Slow Medicine. I also spent more time looking into palliative care and how it is different from hospice care. One thought kept recurring and

Decisions that come in a time of stress may not be in our best interest

first have to come to terms with our hopes and fears and the ability to have frank discussions with our health care team, family and friends.

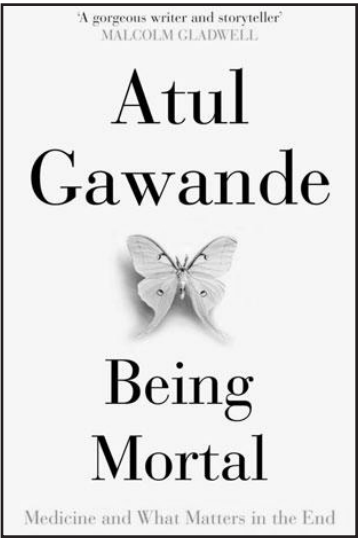
Palliative care is a multi-disciplinary

approach to medical care for people with serious illnesses. It focuses on providing patients with relief from the symptoms, pain, physical stress, and mental stress of a serious illness—whatever the diagnosis. The goal of such therapy is to improve quality of life for both the patient and the family. Say “palliative care” and most people imagine cancer patients being made comfortable in an end-of-life hospice setting. But no, it’s not the same as hospice. It doesn’t serve only the dying. Instead, it focuses more broadly on improving life and providing comfort to people of all ages with serious, chronic, and life-threatening illnesses. These may include cancer, congestive heart failure, kidney failure, chronic obstructive pulmonary disease, heart failure, AIDS, and Alzheimer’s, among others. The goal is to exist within the parameters of the disease in the best way possible and not to introduce unnecessary treatments that will not only increase the cost, but the suffering as well.

Eihei Dogen, the Buddhist teacher who revitalized Zen in Japan in the twelfth century had these words to say about dying: “In birth there is nothing but birth and in death there is nothing but death. Accordingly when birth comes, become and manifest birth, and when death comes, become and manifest death. Do not avoid them or desire them.”

We live in a time of more options and also the power to make better choices and it is never too early to begin this process.

Catherine Princell is employed by The Blue Hill Memorial Hospital as a Quality and Population Health Specialist.



The 80/20 Rule

Mark Deeny, General Manager

IF YOU HAVE had the pleasure (?) of attending business training seminars, or if those pithy little postings on facebook catch your eye, you may have come across some form of the 80/20 rule. The topic can vary, but it generally goes something like this: “80% of the outcomes can be attributed to 20% of the causes.” Or, in relation to retail operations; “80% of sales come from 20% of your products.” And, “80% of sales come from 20% of your customers.”

Yet another management axiom goes like this: “Spend 80% of your time looking forward into the future, and 20% of your time looking back at the past.”

Personally, I find this last goal difficult to reach. My natural tendency is to spend time compiling the performance numbers and then dissecting them to see where we might be doing well and where we should be concerned. It seems that we seldom spend enough time looking forward, planning and setting up systems that will function well over time. Thankfully, we are a Cooperative enterprise and the Board of Directors spends most all of its’ time looking into the future and planning.

Looking Back

I have often wondered if these adages are true. The fact that a phrase is often repeated or rhymes nicely does not ensure accuracy. With that in mind, let’s take a look at the 2015 sales figures and see what really happened.

“80% of sales come from 20% of our products.” This proved to be almost exactly true. The Co-op sold 7,671 unique items in 2015. Of that total, 20% or 1,534 items made up 80% of our total sales!

Lesson: Co-op merchandise buyers should focus on the best sellers and not let the fringe items soak up their time. Our extensive selection is part of what attracts customers, but it’s the fast moving items that keep our customers satisfied and pays the bills.

“80% of sales come from 20% of our customers.” Nope. At least not to that extent. In 2015, 64% of



total Co-op sales came from our nearly 1,500 member/owners. This percentage has increased significantly since 2012 as more of our customers become member/owners. Of member/owner sales, the ratio is more like 70/30 in that 70% of member/owner sales came from 30% of the membership.

Lesson: I like to think that this bodes well for the Co-op’s future because our base of

support is wider and more diverse than conventional wisdom might lead us to expect.

Looking Forward

When planning the Co-op’s future, the relocation effort tends to drive the conversation and affects many strategic decisions. This is necessary because the scope and complexity of relocation requires a multifaceted approach.

Based upon advice from other co-ops that have undertaken similar expansion efforts and the advice of experienced consultants, the Co-op has been and will continue to be building the internal readiness needed

to pull off a major project.

What is internal readiness? This may be best answered in the form of rhetorical questions. Do we have a strong full Board of Directors

to lead the effort? Is the staff deep, experienced and capable? Does the Co-op have well established policies and systems in place? Can we put together an attractive marketing campaign and communicate our goals to the local community in a fashion that inspires confidence?

At the Board level

The Board would like to add a couple more Directors this spring in an ongoing effort to increase the size and expertise of this governing body. The present Board of 8 Directors functions quite well, and is four times larger than the Board of two that existed for a time in 2010. Four Directors have more than 3 years of experience on the Board, and all Directors are actively engaged. The Board has and will continue to seek relevant training while steadily working towards improving the Co-op’s governing

documents, policies and structure.

At the staff level

The most obvious staffing change made in preparation for relocation was the hiring of a full time Relocation Project Manager. Tom Reeve was hired in December of 2015 and is already deep into planning mode. Please see his article on page 4 of this issue of the Harvest Herald for more information.

Within the Co-op Staff, we have been and will continue to chase two primary internal readiness goals.

The first, develop the capacity to create a broader base of support for the Co-op within the local community.

With this in mind, we’ve added or expanded two positions; Ownership Coordinator and Marketing Coordinator. Their primary task is to keep the Co-op membership engaged and growing. Together, they will work to keep the Co-op active within the local community and to improve the way in which we tell the story of our Co-op. We have found that the local community is often unaware or misinformed as to what we do here and how much impact we have economically.

The second part of this goal is to change the perception and reality of what it means to work at the Co-op. I have found that many applicants view the Co-op as a temporary place to work while they look for something better or more permanent. If the Co-op is to become a place where employees settle in and work without constantly looking for a better gig, we must offer an improved compensation package that includes a higher minimum wage, paid time off including sick days, and competitive benefits. The idea that someone should accept less pay because they work at a Co-op simply does not fly anymore. Please take a moment to read the “Co-op Raises Minimum Wage” article found below for more on this topic.

In many ways, the Blue Hill Co-op is well situated as we head towards an exciting future full of potential and opportunity. Please know that the Board of Directors, Management, and Staff have spent and will continue to spend significant time on planning and preparation for that future and acknowledge that there is work yet to be done in order to be successful.

Co-op Raises Minimum Wage

Mark Deeny, General Manager

AS OF JANUARY 31st, the Blue Hill Co-op has raised our minimum hourly wage for entry level employees from \$9.50 to \$11.00.

Why?

As a cooperatively owned enterprise with over 1,400 member/owners, we like to think that we are doing things differently. By stocking a large selection of organic and local food we encourage sustainable food systems and healthy eating. We do not simply chase a profit, we also chase less quantifiable goals such as the Cooperative values; self-help, self-responsibility, democracy, equality, equity and solidarity.

While the day to day operations of the Co-op can become very businesslike and not all that different from any other retail establishment, it is important to remember that if we are going to market the Cooperative difference as a reason for people to shop here and become members, we best walk the walk whenever possible.

It is with that thought in mind that the Co-op raises the minimum wage to \$11.00 per hour.

Many business operators would say that the best way to address the needed increase in the minimum

The Co-op raises the minimum wage to \$11.00 per hour

wage would be for the Federal or State government to increase the legal requirements. If the legal mandate were increased and all local businesses complied, local residents would have more spending money and businesses like the Co-op would likely see increased sales that could be used to help pay the costs associated with paying their entry level employees more. But, it seems unlikely that this will happen anytime

soon given the current state of affairs in Augusta and Washington DC.

Why \$11.00 per hour?

The Co-op should offer a minimum wage that could suffice as a living for a single childless adult who works 40 hours per week. The current operation and certainly any future expanded operation requires skilled and dedicated employees who stick around long enough to become well skilled at their jobs.

A livable wage calculation tool provided by the National Cooperative Grocers and Cooperative Development Services was used to determine that a livable wage for a single adult in Blue Hill is \$11.03 per hour. The calculation takes into consideration the cost of rent, heat, transportation, medical expenses, food, and more for Hancock County residents. It also factors in the value of our benefits program, employee



discount, paid time off, and so on.

This change will help the Co-op attract more quality applicants, especially in the difficult summer months when jobs are plentiful and landscaping & cleaning jobs pay upwards of \$20 per hour. Also, it may encourage entry level employees to stay at the Co-op longer and form a deep back bench of future buyers and managers.

The Co-op generally has 2-4 employees working at minimum wage. In making this change, several other employees with similar wages or responsibilities will also received a raise. The estimated annual cost of this change is \$10,370 or 0.4% of Co-op Revenue (Sales).



Your Two Cents...

I notice the Café moving to more and more prepackaged food. This is a big disappointment to me - it is not really as good as what is prepared in-house.

Thank you for the compliment regarding our Café made products! What you are noticing is our response to a perpetual problem of running out of food every day. With the exception of some dessert items, the products from away are not replacing our homemade food but are being offered in addition to them. Café sales have increase by more than 40% since 2011, and our little kitchen is producing more food than ever before. In the past we simply left the case half empty in the late afternoon & evening while we made cookies and desserts. Now, we use the evening hours to prep ingredients for the following day so we can produce more specials, sandwiches and salads. When we sell out of our house-made items, we fill in with prepared offerings from away.

We would love to hear reviews of the specific items from away to ensure that the products that we offer taste good.

-Mark, General Manager & Kristyn, Café Manager

We love love love tempeh reuben day!

Thank you, glad you like it!

-Mark, General Manager

Slices of Pizza prices should be much more reasonable.

The price of our pizza is driven by the cost of the ingredients. The crust is made of Maine grain and Organic oat flour. The olive oil and all toppings are Organic. Quite often the toppings are also local. These facts do raise the price, but our members want Organic & Local.

-Mark, General Manager

STAY CONNECTED



Mark Deeny,
General Manager

Winter Hours:
7am - 7pm Monday-Saturday
8am-6pm Sunday

Summer Hours:
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ISLAND BAKES

For the love of cooking

I STARTED MY BLOG to share my joy and love of cooking in hope that others would be inspired to try new things in the kitchen. Some recipes are my own that I have tweaked over time, and others are recipes that are a personal favorite that I can't resist sharing. I started cooking my freshman year in college, and am mostly self-taught with a few tips from the wonderful Kyra Alex (my mentor and friend). My biggest joy is having people enjoy the food that I make, so in return I hope you can enjoy the recipes shared! Visit my website island-bakes.com for more recipes or find me on facebook.

Grilled Chicken with Kale Slaw

Servings: About 4-6



Photo Courtesy of Lydia MacDonald

For the chicken

2 Tablespoons olive oil
4 boneless, skinless chicken breasts
1 1/2 teaspoons kosher salt
1 teaspoon pepper
1 teaspoon ground cumin
1 teaspoon chili powder
zest of 1 lemon

For the dressing

1/2 cup greek, or whole milk yogurt
1/4 cup mayonnaise
1 Tablespoon rice vinegar
1/2 Tablespoon lime zest
1/4 teaspoon granulated garlic
1 clove garlic, minced or crushed
2 teaspoons Dijon mustard
1 teaspoon salt
1/2 teaspoon pepper

For the greens

1 bunch kale, rinsed, stemmed and chopped
2-4 teaspoons olive oil
1/2 head green cabbage, finely chopped
1 apple, julienned
1 carrot, peeled and grated

Directions

Rub the chicken breasts with olive oil. In a small bowl, whisk together the salt, pepper, cumin, chili powder and lemon zest. Rub both sides of the chicken breasts evenly with all of the spice mixture. Preheat a grill or grill pan over medium-high heat. Cook the chicken for 10-15 minutes on each side, or until the internal temperature reaches at least 160°F. Transfer the cooked breasts to a cutting board and let cool for a few minutes before slicing.

For the dressing, whisk together all of the ingredients in a small bowl or liquid measuring cup. Set aside.

In a large bowl, massage the kale using your fingertips, with the 2 teaspoons oil, until the leaves have softened, 2-4 minutes. If that isn't enough oil, add 1-2 more teaspoons. Mix in the cabbage, apples and carrots. Pour the dressing over the top and toss until everything is coated. Place the sliced chicken breasts over the top and serve.

If you have a food blog, or know of someone locally who does, we are interested in sharing your recipes. Contact Beth Dickens at the Blue Hill Co-op.

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