



FRANKLIN COMMUNITY CO-OP



SPRING 2019

FREE



The voice of our Co-op, published quarterly during the year. We welcome recipes, classifieds, event announcements, letters to the editor, and articles from our members. Submissions are due the 15th of the month prior to the next publication date. The New Beet comes out in September, December, March, and June.

Articles about health and nutrition are for informational purposes only. We recommend that you consult a health care professional for medical advice.

Opinions expressed in this publication are those of the writers and not necessarily the views and/or policies of Franklin Community Co-op.

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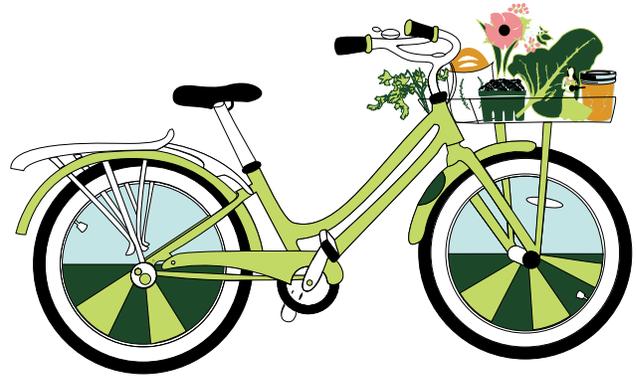
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FRANKLIN COMMUNITY CO-OP

Franklin Community Co-op Management Team:

John Williams · General Manager
Kim Nyiri · Perishables/Meat/Cheese Manager
Michael Shersnow · Bakery Manager
Chris Opalenik · Prepared Foods Manager
Bryan Gillig · Produce Manager
David Russell · Finance Manager
Rowan Oberski · IT Manager
Sarah Kanabay · Outreach and Communications Manager
Gretchen Tucker · Human Resources Manager
Sherry Burrows · Customer Service Manager
Alec Goodwin · McCusker's Market Store Manager

In keeping with our policy to “report periodically” to member-owners about the Board’s decisions and activities, here’s another quarterly report. Also included is information from our March 3rd Annual Meeting.

GFM EXPANSION

Exploration of options to expand Green Fields Market does continue, though we’re frustrated we don’t yet have specific news to report. General Manager John Williams regularly updates the Board on these efforts, and he gave an overview of the options being considered at the Annual Meeting. We’re still in the initial (Feasibility) stage of the process: planning and site search. Stage 2 will involve preparing for improvements once a site is secured. The Board & GM continue to be alert and sensitive to finding ways ownership can be informed of and included in the process; this will include forums about the five-year pro forma budget and about store design. Stay tuned.

DIVERSITY & INCLUSION

We held several events related to this category:

- The snowstorm-delayed kickoff of the FCC’s diversity and inclusion program -- an innovative pilot project -- was worth the wait. Nationally recognized consultant LaDonna Sanders Redmond facilitated a sharing and learning process for staff and Board. Participants will next complete the Intercultural Development Inventory (IDI), a 50-item tool to assess intercultural competence -- “how we deal with difference”. Individualized feedback and coaching with LaDonna on our IDI results will be followed by more group work in future months.
- At the Annual Meeting, Jade Barker and Patricia Cumbie, authors of “Everyone Welcome? Personal narratives about race and food co-ops”, gave an inspiring and heartfelt presentation. You can find a free download of their 50+ page project at: library.cdsconsulting.coop/everyone-welcome-personal-narratives/
- In keeping with this focus on diversity and inclusion, the Board reaffirmed our intention to add “food justice (inclusive of race and class)”

to the Ends policy. This initiative was guided by owner input during the 2017 Multi-Year Plan process. We’ll announce additional opportunities for member participation in making such an Ends policy adjustment.

STRATEGIC CONVERSATIONS

In the past three months we’ve had two ‘strategic conversations’ at Board meetings, one on Member Engagement and another regarding Industry Trends. These lengthy agenda items are designed to enhance Board education and reflection about topics important to the long-range success of our cooperative.

ENDS MONITORING

General Manager John Williams presented his detailed report on how FCC is doing with regard to our aspirational Ends policies -- goals that we never fully ‘accomplish’, but continually strive to achieve. He will include some of this material in the FCC Annual Report, which will soon be available to ownership.

GM EVALUATION

One vital function of the Board on behalf of member-owners is the annual confidential evaluation of our General Manager, which we recently completed. Per policy governance, the GM is the only employee that the Board supervises; he/she is “the Board’s sole official connection to the operational organization, its achievements, and conduct.” Policy also directs us to tie the GM evaluation directly to the functioning of the co-op as a whole: “The Board will view General Manager performance as identical to organizational performance.”

ANNUAL MEETING

Though the number in attendance was less than usual, member-owners present were actively engaged and offered many thoughtful questions and ideas for Board and GM guidance. One point raised from the wisdom of the small group discussions that resonated with others in the room was whether “the voting process is backwards”, with the majority of ballots being cast electronically before a chance for discussion at the meeting itself. This and all other input will be seriously consid-

ered and reported back to ownership.

VOTING RESULTS

Member-owners voted to approve the two bylaw amendments proposed by the Board and all five Board candidates were elected. The total vote count was 335.

BOARD COMPOSITION

Your Board of Directors -- those elected to represent your interests -- is experiencing significant turnover this year:

- The terms of Gary Seldon and Judy Draper ended this year, and Jon Shina opted to resign (due to obligations at his new job). At the February meeting the Board took a few moments to honor the service of these departing directors, and their service was appreciated at the Annual Meeting as well.
- Three new directors are joining the Board: Rachael Katz, Bob Sagor and Annie Winkler. All have recently attended Board meetings to get a feel for our process. The Board Development Committee is also making arrangements to schedule the annual Board orientation event in the near future to support the transition for these new Board members.

We were fortunate to have enough strong candidates come forward this year to fill the open seats. However, we fell short of having a contested election. The importance of having a contested election is not for the purpose of competition per se, but rather so ownership has a truly democratic choice about who will represent them. There were additional potential candidates who for various reasons decided not to run this year. Here's hoping the time will be right for them -- and perhaps for you -- to step forward next year to fulfill this crucial and satisfying service on behalf of ownership and our co-op.

MARILYN ANDREWS

Sadly, we lost another icon of our cooperative, Marilyn Andrews, who passed away in late January. Marilyn's contributions and dedication to the co-op -- and her steady commitment to its ideals -- spanned the decades of FCC's existence. At both the February Board meeting and the Annual

Meeting, we paused to appreciate and hold a moment of silence for our dear comrade. We were lucky to have her and sorry to lose her, though her legacy will carry on.

ANNUAL MEETING

What is a co-op? I've been spending a lot of time pondering this simple question.

A lot of the answers are contained in the Cooperative Principles and Values that you can see below, and which are included in our Ends policy. These underlie and are woven into all that we do.

COOPERATIVE PRINCIPLES

1. Voluntary and open membership
2. Democratic member control
3. Member economic participation
4. Autonomy and independence
5. Education, training and information
6. Cooperation amongst cooperatives
7. Concern for community

COOPERATIVE VALUES

| | |
|---------------------|-----------------------|
| self-help | solidarity |
| self-responsibility | honesty |
| democracy | openness |
| equality | social responsibility |
| equity | caring for others |

A cooperative is jointly-owned and democratically-controlled.

A co-op is primarily sustained by members' investment and patronage. Its purpose is to meet owners' common economic, social, and cultural needs and aspirations.

So the co-op is both a place to buy food and a concept to embody these ideals. Our co-op strengthens the fabric of our communities and local economy by being a reliable supplier of goods and services, a responsible employer, and a steward of sustainable agriculture.

One way to differentiate a cooperative from other forms of business? -- ask these fundamental questions: "Who owns it? Who controls it? Who

benefits from it?"

Putting together our individual investments, FCC has become an economic engine for Franklin County. Extending these principles and values into the community -- through impressive staff initiatives and worker-member volunteer hours at non-profits -- we are also a force for social good.

Guided by these values, we strive to achieve not just equality but also equity -- fairness of access and outcome.

We have a triple bottom line: people, planet, and a sustaining amount of profit. Even our money is recycled -- spent as locally as possible, in the form of wages, payments to local suppliers, and investment in other cooperative businesses. Significant profits are to be divided amongst employees, owners and reinvestment back in the business.

I think the spirit of our collective endeavor is captured by a statement I heard just the other day: "The opposite of poverty isn't wealth, it's justice."

I've been delving into all these ways of thinking of a co-op in the context of our hopes to expand Green Fields Market, our flagship store.

Many in our community only associate "the co-op" with particular types of products and a distinctive 'earthy-crunchy' atmosphere. The deeper "cooperative difference" -- the collective ownership model, these underlying values and principles, the commitment to the economic and social health of Franklin County -- are not as obvious, and can be a bit harder to understand and appreciate.

Expansion of Green Fields Market -- though it's taking longer than we hoped (John will speak to that) -- could be a unique opportunity to spread the word about what a sustainable and transformative force this economic model can be. More basically, it's a wonderful chance to highlight the store as a great place to shop for good food and to gather for a sense of community.

Owners have indicated a strong preference to keep the store in downtown Greenfield. Increasing our

presence on Main St. is one more demonstration of our profound impact on the community, as a downtown anchor store. Expanding will only increase both our visibility and our positive impact.

The broad message I'm offering obviously needs to be backed up by solid facts and figures. For those, we'll look to Board Treasurer Jeanne Douillard and our General Manager John Williams.

But before passing the mic, I want to pose a few questions for all of us to ponder:

- How can we be co-op ambassadors, spreading the word about the special nature of the cooperative model?
- How can we convey these wonderful underlying principles and values?
- And in keeping with the message we'll be hearing from Jade & Pat, how can we be more welcoming to those in our community who don't yet feel like they belong at the co-op, who we don't see there? How can we invite and support more people to check us out, to become shoppers and owners themselves?

I look forward to hearing your ideas about ways we can broaden our circle in the community, to strengthen and re-invigorate our wonderful org. ♦

FROM THE TREASURER · SPRING 2019 JEANNE DOUILLARD, BOD TREASURER

At Sunday's Annual Meeting, the Board Treasurer mentioned that the FY2018 Treasurer's Report would be included in the next New Beet publication. Because many of the slides contain proprietary fiscal information, and because this publication goes to non-members as well as members, it has been decided that the Treasurer's Report and powerpoint slides will be posted to the "Member Forum" on our website. Please look for it there. Thank you.
-Jeanne Douillard, BOD Treasurer

Staff Vignette

By Hazel Dawkins, Member

Tadea Klein

"When I was looking for a job, I knew people who'd worked at Franklin Community Co-operative [FCC] and liked it, so I knew it was a good place," Tadea Klein explains.

"Before that, I had odd jobs--at a farm in Connecticut, as an assistant seamstress and as a house cleaner. In 2017, I was hired at Green Fields Market as a substitute cashier. Flexible hours were important so that I could continue my activities at Double Edge Theatre. Also, because I'm autistic, I need colleagues and bosses who are willing to work with my personality quirks. Loud noises and crowded areas are difficult for me, and the nuances of social interaction can be hard for me to comprehend. My type of autism is described as high functioning and I can pass as normal but still there are situations I must deal with each day. I was upfront with the co-op and they said, 'No problem.'" These days, Tadea, who is on the list to be cross-trained, is at Green Fields Market four days a week for two mid-morning shifts and two evening shifts.

Tadea has been with the Double Edge Theatre since 2009 as a costume designer and farmer-in-residence. She explains, *"I manage the garden--we grow herbs and veggies. The long-term goal is to be self-sustaining."* The theatre group, which her mother founded in Boston in the early 1980s, lost the theatre space they used; life in the city was also becoming prohibitively expensive. Rather than raise two daughters in Boston, the family moved to Ashfield where kind neighbors helped the family adjust to rural life. Double Edge Theatre has toured in Eastern Europe, Russia, Poland and South America. In the winter, they offer multiple performances, shows that are created over a period of several years. In the summer, they usually present one spectacle created over a period of several months and running for five or six weeks. A recent presentation was *"Leonora and Alejandro: La Maga y El Maestro,"* based on the meeting of the great surrealists, feminist Leonora Carrington and Alejandro Jodorowsky, the Jewish-Mexican filmmaker. Currently, they're working on a summer show based on Baron Munchausen. Tadea doesn't usually go on tour because she tends the garden. Tadea's mother named her daughter after her Polish grandfather, Tadeusz, to follow the Jewish tradition of naming children after relatives. *"My dad is from Latin America and after they married, Mom discovered that Tadea is also a Latin-American name."*

6th Annual Firebird 5K Race Against Addiction

by Sharin Alpert

Co-op worker Devon de Korver says,

"Persistence is the key motivator. Anything can be done with patience and persistence. You're going to be told no, but eventually if you persist it will pay off, even if it takes five years."

Devon is raising money to fund sober housing for recovering addicts. The Firebird 5K fundraiser was Devon's brainchild. She organized the first race in 2014, while still in sober housing herself. *"It all started when I was a resident at Beacon House,"* she explained. Seeing the need for money to support transitional housing for people in recovery, *"I hosted my first Firebird 5K. I partnered with the Greenfield Fire Department and the Recover Project,"* who are still active supporters. *"I'd never done it before. I was just winging it."*

Within five years, Firebird purchased their first house—a rundown structure on Cedar Street—with assistance from the Town of Greenfield and a grant for renovations from the Center for Community Recovery Innovations in Boston. The house is nearly ready.

Firebird will not operate the program themselves; the group is working closely with GAAHMA, a Gardner-based nonprofit operating transitional and sober housing programs. Once open, the house will make available case management and other services for residents. Another partner, SAGE Housing, Inc., a nonprofit from eastern Massachusetts, provides fiscal sponsorship for Firebird's activities.

Devon continued, *"Our goal isn't just one house. Our first project is for single women, who are under-served in this community. Next we'll start working on a property for men in recovery, then for families. Housing is one of the biggest hurdles for families in this town. This fundraiser is dedicated to changing the foundation of recovery by creating access to safe and sober transitional housing. All of the capital we raise will go to housing in Greenfield for people in recovery."*



2019 Firebird 5K Race Against Addiction
Saturday, June 8th, 2019,
9 a.m. – noon

Register:

<https://www.runreg.com/firebird5k>
or

Walk-up registration:

7:30 a.m. – 8:30 a.m.

Starts and ends at

Highland Park tennis courts

\$35 entry fee

(can be waived for those who can't afford it)

Follow online at:

<https://www.facebook.com/firebird5k>

The Firebird is an all-volunteer effort headed by Devon, with lots of help from the Greenfield Fire Department, the Recover Project, Beacon House, Two Rivers Recovery Center, and other community groups and individuals. Devon says volunteers "get great t-shirts and swag bags."

The event will include a keynote speech by MJ Adams, Greenfield's Community and Economic Development Director. The Greenfield Fire Department will provide a lead car for the racers and a fire truck will entertain the kids.

Community sponsors are an important part of the event's success. More than four months before the race, this year's sponsors already included:

AdCare

Baystate Franklin Medical Center

Behavioral Health Network (BHN)

CleanSlate

Franklin Community Co-op

Greenfield Cooperative Bank

Greenfield Gallery

Greenfield Savings Bank

Opioid Task Force of Franklin County

The Recorder

ServiceNet

Swift River Recovery Centers

All funds raised, including entrance fees and donations collected by runners and other volunteers, are used to develop and maintain sober housing in Greenfield. Contributions of materials and services are also welcome!

According to the Franklin County/North Quabbin Opioid Task Force, "The Firebird 5K Race Against Addiction is dedicated to changing the current view on treating addiction through the creation of strong foundations."

"I believe the best and strongest way to stay in recovery is to be accountable for your actions," Devon told me. "Accountability is the unsung hero in any of the trials or tribulations you might face. You can't change the past or control the future, but you can definitely be accountable for your own actions. That's what I've learned by doing all this. I'm accountable for Firebird and to do what I say I'm going to do. Accountability and persistence do pay off. It's a reality, not just a dream."

Devon has been a cashier at Green Fields Market for 4½ years. She believes her work with the Firebird helped her secure the job, and at the same time, she believes her job at the co-op enables her to continue her work with Firebird.

"The market has fueled my ability to do this nonprofit work. Everyone works together. I work the night shift because it frees up my days for meetings and organizing. The Co-op's flexibility and support have given me the platform to do this work. They've supported me; I'm a member of the family and they've had my back through this entire thing, and they continue to do so. To me, the co-op is way more than just a job."

◆



Daughter Margaret, left & Marilyn Andrews, right

The Legacy of Marilyn Andrews Fellow Co-op Member and Our Friend

Every now and then one is fortunate enough to have as a friend an exceptional and caring person like Marilyn Andrews. One of her passions was a commitment to building democratic cooperative structures. Marilyn was a founding member of our co-op and served on the Board of Directors from 1988 to 2005, acting as board president for the last seven years of that time.

One of Marilyn's abiding interests was building capacity for increased member participation in the co-op with the goal of self-government. Following her years as a board member, Marilyn turned her attention to her long-held interest of increasing member participation, out of which grew the Member Participation Circle. While some MPCers were board members, others were drawn by Marilyn's strength of purpose, leadership and vision.

In addition to creating MPC, Marilyn was instrumental in creating or fostering many other accomplishments. She designed "The Game", to



*Logo created
by Marilyn*

help us learn effective decision-making. Based on the work of Frances Moore Lappé, Marilyn helped us create a study guide that proved beneficial to the co-op. Under Marilyn's guidance, we hosted Candidate Forums and worked successfully to increase MPC presence at annual meetings.

Marilyn was a vibrant and creative person who generously shared her vision of our Co-op and the world. How fortunate we are that Marilyn has left us a legacy that continues to strengthen and enrich our Co-op.

**-Judy Phillips and Rice Flanders for the
Member Participation Circle**

**Joanne Bernot, Judy Phillips, Lori Gordon,
Sandy Brown, Shel Ball, Stephan Gordon** ◆

Farm to Freezer: Risi e Bisi,

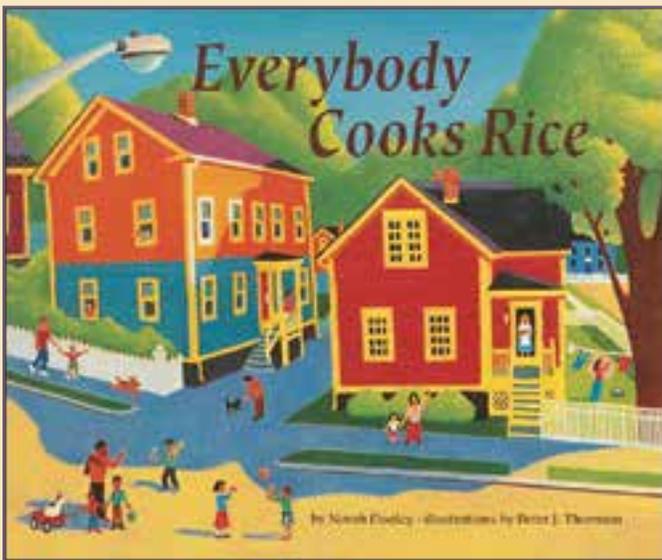
A Family Favorite

By Suzette Snow-Cobb

One of our family's favorite recipes is Risi e bisi, an Italian dish made with rice, parmesan cheese, and peas. We learned to make this dish when our children were young from our friend, the author Norah Dooley. She includes the recipe in her children's book *Everybody Cooks Rice*. The story is set in a neighborhood at dinnertime where in each home a meal is prepared using rice. A variety of cultural dishes are introduced and stories demonstrate why they are family favorites. While the recipes have

particular spices, or vegetable and meat combinations, all are pretty easy to prepare!

Our co-op sells ingredients for simple, nutritious, creative, and family-favorite meals. By including Northeast-grown vegetables during winter months, you can help family farmers thrive and have quality ingredients. Neighboring Food Co-op Association (NFCA) Blueberries, Organic Edamame, Organic Green Beans, non-GMO Sweet Corn and Green Peas are available year-round and easy to use in your favorite recipe and available only at your food co-op!



Great-Grandmother's Risi e Bisi **From *Everybody Cooks Rice* recipes**

Ingredients:

- 2 cubes vegetable or chicken bouillon
- 4 c. water
- 1 clove garlic, peeled and finely chopped
- 1 small onion, peeled and finely chopped
- 3 T. olive oil
- 2 c. uncooked rice
- 2 c. fresh or frozen green peas
- 1/2 to 1 c. grated Parmesan cheese
- 1/2 tsp. ground nutmeg

Directions:

Use a pot with a tight cover.

- 1. In a bowl, dissolve bouillon in 2 cups of water, then add the rest of the water. Set aside.*
- 2. Over medium heat, cook garlic and onion in olive oil until the onion is transparent. Don't let the garlic brown.*
- 3. Turn off the heat right away and pour in the rice.*
- 4. Stir in the 4 cups of water with dissolved bouillon and cook on highest heat until the mixture boils. Lower heat and do not remove lid. Cook for 25 minutes.*
- 5. If using frozen peas, soak them in warm water. When rice is cooked, add peas, stir in Parmesan cheese, and sprinkle with nutmeg.*

The vision of the Neighboring Food Co-op Association is of a thriving co-operative economy, rooted in a healthy, just and sustainable food system and a vibrant community of co-operative enterprises. Bringing Northeast grown fruits and vegetables is a part of this sustainable food system, supporting family farmers all year long. For more Farm to Freezer information and recipes visit: www.nfca.coop/farmtofreezer

Check out *Everybody Cooks Rice* for more recipes and stories about food, available at the library!

Membership Participation Circle

In keeping with our mission to inform members about issues relevant to our co-op, MPCircle is hosting a forum on May 15th to learn more about mixed membership co-ops; a new model of co-op coming on the scene. These co-ops are worker- and consumer-owned co-operatives, owned and managed equally by both the workers and consumers.



Save the date: May 15th for the Multi-Stakeholder Cooperatives Forum

Here is an initial look at Multi-Stakeholder Cooperatives with excerpts* from the preeminent work on the subject.

SOLIDARITY as a Business Model
A Multi-Stakeholder
Cooperatives Manual (MSCM)
Primary author Margaret Lund

A publication of the Cooperative Development
Center Kent State University (www.oeockent.org)

"Co-ops reflect the triumph and struggle of democracy. . . . Disagreement and conflict are as much a part of democracy as the power of collective action.

Managing disagreement and resolving conflict in a productive fashion are part of crafting an effective democracy.

While everyone knows the consequences of destructive conflict, the advantages of constructively managed conflict include greater understanding, enlightenment, and consensus. "

-Bob Greene and Heather Berthoud, Berthoud/Greene

"...the central organizing principle of a multi-stakeholder cooperative is also often more broad than the kind of mission statement needed to capture the interests of only a single stakeholder group, and will generally reflect the interdependence of interests of the multiple partners."

MSCM pg 1

"Multi-stakeholder cooperatives involve ("... a broader community in a cooperative venture..." MSCM pg 1

"...the definition—members of two or more parties joining together to travel a common path..."

"Consciously choosing to focus on commonalities rather than differences ..." MSCM pg 2

"Solidarity (multi-stakeholder) cooperatives represent a re-articulation of the linkages between economic and social spheres in an environment where the global economy and new technologies call for a potentially unlimited mobility of capital, labour and knowledge.

The local roots of solidarity cooperatives, which are owned and operated by local actors for the benefit of their members, represent an obstacle to this de-localization and maintain the balance between local socio-economic needs and the challenges and opportunities presented by the local economic system."- Jean-Pierre Girard, Canadian expert on multi-stakeholder cooperatives MSCM pg 3

"The Boisaco case study... provides a compelling example of such a situation with a successful cooperative solution. In this case, the people of the town of Sacré-Coeur, Quebec joined together with foresters and millworkers to save a failing lumber mill which had already gone through bankruptcy three times.

Ownership of the new co-op was divided equally amongst the three groups. Now, 25 years later, what has happened is that the community was not only able to save this single production facility, but the co-op has since gone on to create several more successful subsidiaries, securing over 600 new jobs for this remote village of 2,100 people. Even in the worst of economic times, there is full employment in the town of Sacré-Coeur because of the direct and indirect jobs created by the cooperative and the full-employment philosophy under which it operates." MSCM pg 4

"Transaction" vs. "Transformation"

"Another way to understand the multi-stakeholder cooperative model is to consider the different time horizon inherent in the solidarity approach. While a traditional price-driven business model (whether cooperative or not) may be seen as primarily transactional, the multi-stakeholder cooperative enterprise is often focused on being more transformational. " MSCM pg 5

"...When the perception of the absence of certain desirable qualities is coupled with the confidence that

The complete *Solidarity as a Business Model - A Multi-Stakeholder Cooperatives Manual* is available at:
<https://community-wealth.org/content/solidarity-business-model-multi-stakeholder-cooperatives-manual>

it is possible for constituents to build a better way themselves, a fruitful ground for multi-stakeholder cooperatives is born. Multi-stakeholder cooperators are not interested in single transaction or even season of transactions, but rather in building a long term relationship based upon on a stable foundation of fair pricing, fair wages and fair treatment for all parties. It requires all members to look beyond their immediate

short-term interests and join with their business partners to envision a system where everyone's interests will be met in different ways over the short-term and the long." MSCM pg 5

STAY TUNED !!! THIS IS OUR CO-OP. JOIN US,
1st WEDNESDAYS at 5:30pm at Green Fields Market.

Staff Vignette

By Hazel Dawkins, Member

Wiley Davis



Wiley Davis started working at Franklin Community Cooperative (FCC) in February 2017 as a clerk in Green Fields Market's grocery & perishables department. In August of that year, he became manager of the wellness department. After five months, he returned to grocery & perishables. Eventually, Wiley returned to the wellness department as the supplement buyer. His intent is to research and purchase quality products and help shoppers access and understand them.

When not at Green Fields Market, Wiley works as a clinical herbalist. His Apothecary practice offers low-cost care to underserved communities. He also rock climbs, learns and teaches about first aid, loves to read, and hangs out with his loved ones and two dogs--a pit terrier Schnauzer mix and a whippet Boxer mix. Wiley studies botany, cultivates plants, and enjoys being outdoors and observing plants in their natural habitat.

Wiley shared a recipe called Keep the Flame Burning: Fiery Cider. Fire cider, a traditional herbal remedy taken to support the immune system, is warming, antimicrobial, aromatic, opening and supportive to the cardiovascular, lymphatic and immune systems. It can help ward off colds and flus and, in smaller amounts, be taken as a spicy bitter to get the digestive system going. There are many creative recipes and viewpoints about fire cider, so check out others for inspiration, and experiment with your own favorite herbs and plants!

Keep the Flame Burning: Fiery Cider

Combine these ingredients in a half gallon Mason jar (or split evenly for two quart jars).

Ingredients:

*1/2 c. garlic, chopped
1 onion, diced
2 sprigs rosemary
1/2 c. ginger, chopped
1/2 c. horseradish, diced
1/4 c. turmeric, chopped
2 habanero peppers (adjust for preference)
1 orange, zested and squeezed
2 T. cinnamon powder
1 T. cardamom
2/3 c. elderflowers (flowering part before elder trees produce berries. Elderflowers are optional, but work wonders for congestion and promote expectoration, aid fevers that won't break and are astringent for gastrointestinal and urinary tracts!)*

Directions:

With a ratio of 1/2 c. honey to every 2 c. raw apple cider vinegar, pour over the ingredients until the blend reaches the top of your jar. Make sure all plant matter is fully submerged. Shake well and daily. Taste in 2 weeks and see if it's ready! Strain and bottle for easy future use or let it keep macerating in the vinegar and honey for an even stronger taste.

PS. My fiery cider tends to be spicier and all-around more punchy than some folks like. The measurements listed are rough guesses--if you find that you'd like yours to be different in strength, divide it among more jars and add more vinegar and honey.

Staff Vignette

By Hazel Dawkins, Member

Steve Cobb

"Many people suffer from chronic malnutrition. We offer organic vegetables and natural meats to provide basic nutrition with mineral and nutritive value"

Steve Cobb, now the Kitchen Supervisor at Green Fields Market (GFM), explains. *"For basic health, you need a strong mineral base. In the past, people living in agricultural societies had the common sense to eat local foods. These days, food co-ops and the natural health movement focus on using science to recapture human wisdom based on the experience of millennia."*

Steve started part-time at GFM in 2000 as a prep cook. His responsibilities included the salads and recipes for the Grab n'Go case. He continued part-time until undertaking the study and practice of homeopathy. *"For close to two decades I've been researching alternative medicine and reading about nourishing traditions—what is the basis for health on the nutrition side? That's what has informed my work and resonated for me, both as a culinary and healing artist."* One way to help is to make really good soup for people. *"It's a touchstone, the heart of food."* Creating the three soups Franklin Community Cooperative (FCC) offers daily has become Steve's passion at work.

"Our reputation for good soup has grown and so has business. We started off making one 10-gallon pot of soup, but we've doubled that! My goal is to fill two huge pots with goodness." To impart rich flavor and nutrition, Steve always starts with the classic French mirepoix: two parts onions to one part each of celery and carrots.

"An integrated health-food store is vital. On the prepared food side of the store, we offer basic nutrition. Then, because we're malnourished due to the earth's decline, it's important to have the other side of the store for supplements in concentrated form to counter chronic malnutrition. Concentrated herbs and minerals

support the body's natural healing power—these days, this is increased by the basics of nutrition plus necessary supplementation."

Steve fortifies the meat soup, which is mostly chicken, by adding chicken stock made in the kitchen. *"It's no mistake that chicken soup is considered the Jewish mother's panacea for colds and whatever ails you—it has a mineral and nutritive base that's ideal for health. People yearn for natural health,"* Steve adds. *"But entering a natural health food store can be a bit like the experience of a newborn, what psychologist William James described as 'feeling it all as one great blooming, buzzing confusion.' We need to help our customers make sense of it all."*

When he's not at FCC, Steve practices homeopathy, which includes both dynamic medicine and counseling his clients in nutrition and health regimens. He and his partner, Suzette Snow-Cobb, a former longtime manager at FCC, live in a beautiful old brick building (which they now co-own in an LLC) on Avenue A in Turners Falls with their two cats, Luna and Paulo. Their three sons, Tristan, Avery and Micah, grew up there and then moved on to college and later to work in D.C. and California. Suzette and Steve have lived on Avenue A since 1995 and love their local community. They've participated in the cultural renaissance of Great Falls. They helped establish two community gardens, The Montague Reporter newspaper, and the Skate Park. Enthusiastic patrons of the local arts, they attend numerous events at the Voo, the Shea Theatre, Loot and Discovery Center, to name a few. Gardening and riding the bike path during warmer months are among their favorite activities.

Nature Notes

Kathleen O'Rourke, naturalist/herbalist

■ **Detox and nourish** your body this spring the way our ancestors did. Learn about early greens and then search fields, lawns, gardens and woods. Goutweed (an invasive) grows abundantly as the last of the snow melts. Dandelion greens, chickweed, garlic mustard and violet leaves are all good picking and eating before lettuce is ready to harvest. Have a wild green salad every night; just be sure to harvest from clean places and know what you're picking.

■ Horsetail and stinging nettles are two plants that must be harvested only in the spring. Both herbs may irritate the kidneys, but my longtime experience is that they're fine if gathered from pristine areas before the end of June (nettles before any flowering). As they mature, they get a little gritty and may contain irritants. Horsetail is great for bones, and nettles is known to help allergies and arthritis; they both contain lots of minerals that provide energy and nourish hair, skin, and nails. Make fresh vodka tinctures from each herb, or an infusion in water, and save some nettles to steam, then enjoy eating this beautiful green.

■ Provide homes for birds in safe places, but please be sure to thoroughly clean their houses so diseases do not spread. We wash our hands frequently to help avoid contracting or passing along germs that might make us sick, but our little feathered friends carry viral and fungal infections on their feet and beaks. So it's important to keep feeders clean, as well. Wash them carefully after taking them down in March.

■ Bears will be roaming about, looking for fast and easy food to regain weight and nourishment after a long winter, and there may be cubs relying on Mama Bear, so she'll go after any available food (and they have great memories)! A bear habituated to human sources of food can quickly become a problem, not only for you, but also for the neighborhood, and bears are too often killed to protect humans. Remember, a fed bear is a dead bear! Wild animals are safest when they are left alone to be their wild selves.

Staff Vignette

By Hazel Dawkins, Member

Gretchen Tucker

"I wanted a job where I could help people and empower them in a good, service-oriented way. When I worked in restaurants, I saw a lot of illegal and unethical behavior. I realized Human Resources [HR] was the way to help," Gretchen Tucker explains.

"Before HR, my work history was diverse. One job was handling admissions at the Hallmark Institute of Photography but mostly I was in food service, including waitressing, cooking, and bartending."

Although Gretchen began at Franklin Community Cooperative (FCC) as a full-time HR Assistant in 2013, she was employed through Harmon Personnel Services. In March 2014, she became FCC's full-time HR Generalist. By 2016, Gretchen was the HR Manager. In that capacity, she handles payroll (with David Russell), staff benefits, employee relations and hiring. *"I encourage staff to come and talk with me so we can work in an ethical way. In the corporate world, HR is designed to protect management from employees. Here, it is completely different,"* Gretchen adds.

A classically trained soprano, Gretchen has sung opera and musical theatre for 20 years and sang in the Catholic churches for ten years. A musical living historian, she lectures on music as well as singing in a wide variety of styles, from 1940s jazz to the songs of WWII. *"I love to dress up and sing and perform different characters. It is touching when I connect with people through music and acting, especially when my work moves them emotionally--veterans in particular respond to my work."*



5G, Pollinators and a Love Letter from Big Pharma to Big Wireless

By Jonathan Mirin

It's easy to forget how lucky we are that the co-op stocks a wide variety of bulk herbs, natural supplements, and bee products that can improve our health and well-being. Why lucky? Pharmaceutical approaches to chronic illness tend to focus on alleviating specific symptoms without necessarily improving overall health. But the other reason we're lucky is that the bulk herbs department, as well as our produce department, depend on pollinators.

Pollinators are under threat, and not just from pesticides. Wireless radiation from cell towers, wi-fi, and the like also threaten insect populations. The planned deployment of 5G (the "next generation" of cellular technology) will exponentially increase radiation to which pollinators and humans are exposed.

The Federal Communication Commission, collaborating with the telecom industry and legislators who receive significant donations from that industry, issued an order limiting local control over where cell antennas are placed so they can hang 5G "small cell" antennas from light and utility poles, near schools, inside "fake" trash cans, and other locations. This will result in approximately one new antenna every two blocks throughout the nation.. In our local hill towns, cell towers are typically placed relatively far from residences.

But new antennas may be placed above your front yard, close to a bedroom window. Most local telecom by-laws, written in the early 90's, remain outdated and offer little guidance about how to respond to cell tower applications. hill town Health is a new organization working with towns to help update by-laws to reflect 5G as well as promoting wireless safety education. Shelburne updated their by-laws in 2018.

In addition to 5G antennae, SpaceX and other companies are planning to launch approximately 20,000 low-altitude satellites to cover the earth in wi-fi signals. The first eleven were launched this

year. The number of resulting rocket launches will significantly contribute to global warming. This is despite the U.S. government's study through the National Toxicology Program which found "clear evidence" that cell phone radiation causes cancer, consistent with studies dating back to the 1970s finding biological harms ranging from sleep disturbance, autism, neurological issues, attention/behavior issues, and Alzheimer's/dementia.

There are now more than a dozen bills introduced in MA designed to reduce our exposure to wireless radiation. Please consider contacting your State Reps and ask them to sign on to these bills as co-sponsors. You can find a link with more info at hilltown-health.org

Other sites with resources about the effects of EMF on wildlife and pollinators include: ehtrust.org and mdsafetech.org

Sometimes it seems like humor is the only appropriate response to absurd situations. Hence the love letter below from Big Pharma to Big Wireless.

Dear Big Wireless,

Ah, to be young again, young like you! Did you know that one human year = 6.6 trillion dollar-industry years? I want to thank you. You've probably heard what's been happening to me. Our reps are not as welcome in doctor's offices and hospitals as they used to be. Thirty five state attorney generals are suing. It's not an easy time. Of course, we're still raking it in, but not like you. Alright, maybe kinda like you. But what I really want to say how brilliant you are.

I know Big Tobacco invented the play-book, but they never played it so sweetly and with such aggressive, hooky panache. I mean, suing San Francisco just for putting a little warning label on the point of sale? Completely buying the FCC + 98% of the Congress and the Senate? Going full steam on 5G after the U.S. government's own study finding you're a carcinogen? You have confidence, I'll say that.. You believe in yourself. And everyone believes in magic. You know the song? "I believe in magic, in a young cell phone zombie's eyes."

Sorry, I got a little giddy. But what I'm really grateful for is how much money you're making us: Alzheimer's, ADHD, sleep problems . . . I mean the sleep meds alone translate into sizable holiday bonuses into 2050 and beyond. Your expert pervasiveness means it could be another TEN YEARS before U.S. MDs get trained to ask questions about wireless exposure when they see people with early-stage microwave sickness – oh, sorry, I know you don't like when people say "microwaves." Don't sue me! Aaaahhhhgghh!

Just kidding. What I mean to say is TEN YEARS before U.S. MDs get trained to make a differential diagnosis of electro-hypersensitivity, that delusional state where people are told they're imagining all the neurological issues that are in fact happening and that can only be addressed with "cognitive behavioral therapy," according to Wikipedia, THE ONLY SOURCE OF TRUE INFORMATION.

Speaking of which, do you still want to come over on the Fourth of July and roast baby pigs with Wikipedia? You said you would! 20,000 low altitude satellites? There will be nowhere else to go. Total global saturation. Bring it on, baby! Space is (literally) the perfect vacuum to beam your magical microwaves over the whole friggin' planet. I mean, if you get rid of the pollinators, all those people keeping themselves healthy with "bee products" (yuck!) will be that much more vulnerable. And how are the herbal freakos going to come up with the cash to pay Monsanto for their pollination chemical? Echinacea, echifinished-ya. It's going to be a glorious cascade of ripple effects. 5G. It sounds simple and sophisticated all at once.

Don't forget to call and write. Oh, I mean text. Or video chat. Or whatever you like to do. I know you do it all for us. You're like the air we breathe. The air of microwaves.

Love ya Big W.!

Eternally Yours, Big Pharma

Jonathan Mirin is a co-founders of hill town Health. ◆

Classifieds

Lower Falls House Concerts, Greenfield, MA

March 9th: Don White—folk singer, comedian, storyteller
April 5th: JP Cormier—Cape Breton singer-songwriter, guitarist, fiddler lfhconcerts@gmail.com for reservations, directions, info. lowerfalls-houseconcerts.jimdo.com
Potluck 6 pm, Concert 7pm.
Donation \$15-20 for musicians

Tall Girls Clothing Swap ~ 6' April 6th 3pm – 6pm

Ashfield, MA Give and get long pants, shirts, skirts, etc. For ladies 6 feet tall-ish and up who find it difficult to shop for clothing. LGBTQIA friendly. Free. www.facebook.com/wicked-tall/

Making Love While Farming: Field Guide to a Life of Passion and Purpose

Seeds of Solidarity founders Ricky Baruch and Deb Habib, releases in late March, published by worker-owned Levelers Press. Follow the tour, read praise and excerpts, at MakingLoveWhileFarming.org.

View Seeds of Solidarity 2019 calendar of workshops and events at seedsofsolidarity.org.

Highlights include Craft Your Own Life intensives for young people (funded in part by Common Good Greenfield) and a no-till gardening workshop (Seeds of Solidarity is featured in Organic No-Till Farming Revolution)

Spring & Summer CSA Farm Shares

including vibrant organic produce, flower bouquets, pastured eggs and meat, local mushrooms on sale now! Pickup at various locations including Red Fire Farm in Montague. Visit www.redfirefarm.com to learn more. Thanks!

Paw, Maw, & Claw

Pet care for when you can't be there. Pet sitting, dog walking and Critter Photography Book now for spring and summer vacations. Email: dmspaulding74@gmail.com or visit <https://www.facebook.com/PetCareWesternMass>

Freelance Photography

Need photos of your beautiful art/products for your website? Want to capture lasting memories of your special event? Need help creating promotion for your band or project? Want to digitize and clean up those old photos? I can help you! dmspaulding74@gmail.com

Join Natural Roots CSA in

Conway for delicious fresh vegetables, June-October. Many flexible share options! Farm store features our eggs, local meat, dairy, fruit & more. Support a horse-powered farm and enjoy our vibrant community. www.natural-roots.com or 369-4269.

Songs of freedom, justice, and joy—spring concerts!

We in the Amandla Chorus are in the process of changing our name while continuing to inspire people of all ages. Sat. 3/23 Edwards Church, N'hamp 7:30pm (featuring gospel singer Jane Sapp plus Eastern European music from Burikes). Sat. 5/18 All Souls Church, Gfd 7:30 pm featuring Tina and Her Pony. Info www.amandlachorus.org

March 9 and 23:

Piti Theatre's 10th annual SYRUP: One Sweet Performing Arts Festival, Shelburne Falls Spring forward with Piti's celebration of spring, sap and performance for family audiences at Shelburne-Buckland Community Center, 53 Main St. on



Saturday, March 9th starting with a Pancake Party at 11 am! Award winning physical comedian Alex the Jester as seen on PBS and off-Broadway headlines the Festival at 3:30 pm followed by Alex's teen/adult workshop Primal Talk: Non-Verbal Stuff Made Fun! Piti's much loved musical "Olde Coleraine" is at 2:30 and join us for pancakes, syrups, skits, and a CD release party from 11 - 2:30. Plus free Real Pickles and Red Sox raffle! Tix: \$12/\$10 students & seniors/\$5 children at ptco.org/syrup or 1-800-838-3006.

Day 2 of SYRUP, 3/23: Piti Theatre's Jonathan Mirin and clown-dancer Narieka Masala share their works-in-progress @ The Barn at 31 Water Street in Shelburne Falls. 2:30 pm: Masala's "Learning to Tango" followed by Mirin's comedic, autobiographical "Canary in the Goldmine" at 3 pm about his wife's developing a mysterious illness which turns out to be electro-sensitivity. And yes, there will still be syrup tasting! March 23rd is a free event for ages 15+ Reservations are recommended because The Barn at 31 Water Street is an intimate venue. Reserve by emailing: info@ptco.org. Complete festival info: www.ptco.org/syrup

April 18, 19, 20: Piti Theatre and Greenfield Public Library Present Superhero Camp! Have you ever heard of

Iguana Man? How about Bank Robber Catcher Girl? Tissue Boy? Neither have we. We made them up. Join Kay Lyons and Piti Theatre Company for three days of Super Hero Creation and Play Power Making as we develop and explore our own new superheros and hang out with our Super Friends. Then we will invite an audience to come watch the forces of Good and Evil battle each other as we take over the library and make our own Super Play. Free. Register at the library! Details at www.ptco.org and greenfieldpubliclibrary.org

Soul Centering

Soul-centered work helps you to create, connect and strengthen pathways to your deeper being. Each session is a unique, creative exploration, helping you to resolve long-standing energetic, emotional and mental patterns that limit your sense of vitality, and discover new sources of healing based in the love and mystical union with all that is. Groups in Leverett and Florence. Call for more info.

Soul Centered Writing Group:

Monthly, Mondays from 5:00-6:30 PM For those seeking deeper truth, wisdom and expression join others for spiritual writing. Next group 3/18 Ageless Wisdom Conversation Group starting soon-

Programs at Doors of Light in Leverett. Contact Diana at insacredlife@yahoo.com or 413.687-7748.

Wisdom Healing (Zhineng) Qigong classes and programs with Zayne Marston, teacher certified. Contact 413-624-9605, zayne9@gmail.com. Visit www.transformational-times.com/qigong.

Franklin County Community Development Corp seeking a Marketing Specialist. Please see our website <https://fccdc.org/job-openings/> for job description send resume and cover letter to resumes@fccdc.org by Feb 28. No phone calls please

COME JOIN US: The Bridge Of Flowers CO-WORKING Business Center has spaces available in Shelburne Falls! Choose from Cubicles, Workstations, Desks or Hotspots: "Co-Working" means affordable expenses and great connections in a shared workspace! We have openings at the Bridge of Flowers Co-Working Business Center overlooking the Deerfield River in the heart of Shelburne Falls. Great rates, with business class WiFi, Networked Multifunction Printer/Copier/Scanner, Fax, Conference Room, Kitchen and Security. All Utilities & Maintenance included! Join 25+ business people. MORE INFO at 413-489-0089 and view our short video at: <https://www.facebook.com/BridgeOfFlowersCoWorkingBusinessCenter>.

Borrow from a mediator's toolkit - Learn simple steps for dealing with fights or disagreements effectively, and gain skills and confidence in handling, and helping others manage, challenging situations. Three options coming up related to Basic Mediation Training offered through western Massachusetts The

Mediation & Training Collaborative (TMTC) - we'd love to have you join us:

I. Introduction to Mediation

Training - 2-hour FREE introduction for those wondering about becoming a mediator or taking more extensive training. Covers basic conflict resolution approaches and communication strategies, plus overview of mediator training and development, and discussion of possible next steps. (3/7/19 6-8 pm in Holyoke, MA)

2. 5-week Basic Mediation Training - 5-weeks of our basic training, focuses on core communication and conflict resolution skills mediators use. (Tuesdays, 4-9 pm in Holyoke, MA; 3/19/19 - 4/16/19)

3. 8-week Basic Mediation Training - the full 8-week option builds on the first five weeks, and adds knowledge and practice integrating those skills into a formal mediation process, with a certificate confirming that you have met Massachusetts court requirements for Basic Mediation Training. (Tuesdays, 4-9 pm in Holyoke, MA; 3/19/19-5/7/19)

Could you please help us spread the word, post this to lists you may be a part of, tell a friend, neighbor or family member? Full info on the trainings is available on our website <https://www.communityaction.us/tmtc-upcoming-trainings-events>, and you can register using this link: <https://goo.gl/forms/MIcR7D-NUHcqOIWtr2>.

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