



The Blueberry Jam Quarterly 2015  
**ANNUAL REPORT**  
 October \* November \* December

**2015 Annual Meeting  
 at Voyageur Brewing Co.**

Owners! Come show your support for your Cook County Whole Foods Co-op at the 2015 Annual Meeting. We will be voting to ratify the newly rewritten bylaws (page 9), and electing two new board members (bios on page 2). Catered by the deli, drink tokens given out to owners, and live music from local, Celtic group, Frozen Britches!



**Annual Meeting:**  
**October 27, 2015 / 6-8pm**  
**at the Voyageur Brewing Co.**  
 Appetizers, desserts,  
 and social hour: 6:00-6:30  
 Meeting: 6:30-7:00  
 Music: 7:00-8:00

**Featured:**

- ☼ Board Report *page 1*
- ☼ Declarations of Candidacy *page 2*
- ☼ State of the Co-op *page 3*
- ☼ Vegetarian Moussaka from Diana in the Deli *page 4*
- ☼ Better Business *page 6*
- ☼ Co-op Class Calendar *page 8*
- ☼ 2015 Proposed Bylaws *page 9*
- ☼ National Co-op Month Spotlight *page 12-13*

**Cook County Whole Foods Co-op**  
 20 East First Street / PO Box 813  
 Grand Marais, MN 55604  
**218-387-2503**  
**www.cookcounty.coop**

**Board Report**

By Barb Lavigne

It's time again for our annual meeting and time to let you all know what your Co-op's Board of Directors has been up to this year.

**Policy Governance**

We meet once a month (owners are always welcome). Our board uses a system called Policy Governance that enables us to monitor the performance of our store and our manager. Each month we review reports on one or more of the following subjects:

- +General Manager limitations
- +GM constraint
- +Financial condition and activities
- +Business planning and financial budgeting
- +Asset protection
- +Membership and equity benefits
- +Treatment of customers
- +Staff treatment and compensation
- +Communication and support to the board
- +Board logistical support
- +Emergency GM succession
- +The Board's code of conduct
- +Accountability of the GM
- +GM performance

In addition we frequently discuss and monitor our progress toward the following "Ends" of our Co-op.

As a result of all the Cook County Whole Foods Co-op does, we will be:

1. A successful, cooperative grocery that is a trusted source of affordable, healthy, local, and sustainable products and services for all;
2. A leader in environmentally sustainable practices;



**August Rains:** Jackson Nickolay keeps up moral after a downpour.

3. A source of employment that provides meaningful work and fair compensation;
4. A welcoming and friendly gathering place where the community has a sense of belonging;
5. A trusted resource for information on food, wellness and the value of cooperative principles.

**Defining Local**

Last November, we decided on a definition of "local". We considered the Federal government's definition, considered other co-op's definitions, looked at a map, thought about the products we regularly purchase, and decided that a day's drive (400 miles) seemed a reasonable distance to use as our "local" definition.

There are many small farms and producers within the 400 mile radius that operate within a high level of sustainability. That said, everyone agreed that our efforts should be to buy from as close to home as possible. Cook County growers do not yet produce the quantities of produce the Co-op needs, but we continue to seek out ways to support our local providers.

*continued on page 2*





**Lorrie D. Oswald**

Speaking broadly as I declare my candidacy, I wish to serve this community that I love living in. We all need to nourish ourselves in so many ways to continue growing as a strong community—I would like to work with the Co-op to help myself and others learn about and choose healthy, sustainable, well-packaged goods that we consume and surround ourselves with.

I've hoped to be involved with the Co-op since we purchased property here in Grand Marais a number of years ago. I've been shopping at the Co-op for many years and was always struck by the abundance of product, the warm greetings from employees, and the energy that exuded strength of character and engagement with this community. Now that I'm living here year-round, I'm ready to make a strong and energetic commitment to the Co-op. My Background has been in publishing, marketing, and advertising. I have energy, capacity, and extraordinary interest in the Co-op!



**Inger Andress**

It is part of my passion to enhance a culture of community within the workplace as a leadership advisor. The Cook County Whole Foods Co-op has begun to bring the culture of community about not only within the workplace, but also amongst the Cook County Community at large. It would be an honor to continue moving into this direction and encouraging the mindset needed to thrive in a community that shares and cares for another!



**Kathryn L. Bolstad**

I am running for my second term on the Cook County Co-op Board. As a returning board member, I would hope to continue to add input and a strong feeling for the value of a food co-op in the community.

My belief has always been, and continues to be, that purchasing and consuming organic and wholesome food is one of the best medical insurance policies one could ever buy; therefore, being able to assist in the decisions needed to provide a good sound direction for our Co-op is very meaningful for me. Being a former educator, coach, and executive director of a regional Symphony Orchestra, I feel that my organizational, planning, and people skills will continue to be a benefit to the Co-op board.

*Board Report, continued from page 1*

Our General Manager suggested tracking Cook County sales and instituted that practice last year. We monitor Cook County sales yearly as a way of tracking our progress toward more Cook County purchases. All the produce, and many other products in the store, are labeled so our customers know specifically where their food is coming from. Shoppers may have their own, personal definition of local, and we here at the Co-op support everyone's right to make informed decisions that are in accord with their values regarding food and food origins.

**Bylaws**

Our Co-op's bylaws were last revised in 2009. In reviewing them this year it came to our attention that some sections were not in compliance with Minnesota Cooperative Statutes so we decided to give them an overhaul. The ownership will vote on the change at our annual meeting. You can take a look at both the old and new bylaws on the Co-op's website. The proposed bylaws are printed here, in our Annual Report Newsletter.

**Looking Ahead**

The Cook County Whole Foods Co-op will celebrate its 40th anniversary in 2016. As a way of celebrating, part of the Board's work this year will be looking at our past. We would like to collect and preserve as much of our history as we can. If you have pictures or recollections you'd like to share please let us know. We are so fortunate to have this wonderful store in such a small and remote community. It's easy to take it for granted but our history reminds us of how far we've come and motivates us to continue to serve the needs of our community.



**Annual Meeting  
 at Voyager Brewing Co.  
 October 27, 2015/ 6pm to 8pm  
 Appetizers & desserts, Free Drink Tokens,  
 & Live Music by Frozen Britches!**

For owners and their household members

## State of the Co-op and Patronage Rebates

By Jennifer Stoltz, General Manager

Cook County Whole Foods Co-op had another successful year. Sales continue to increase in our new store which meant we were able to give raises to all staff members. We also introduced a Smart Buy Program where we lowered prices on a number of basic items throughout the store to make shopping more affordable. An average of 10 pieces of fruit and vegetables a day were given to Co-op Explorers. This is a program to promote healthy eating for kids 12 and under. "Round Up at the Register" donations resulted in \$2,600 in donations to the Cook County Food Shelf and the Senior Center Lunch Program. The Co-op helped fund and participated in the Green Dollar Survey which explored how much food is being sold in Cook County, and to determine what the demand might be for future growth in Cook County Food production. We started measuring our energy consumption along with other metrics so we can set goals for future energy reduction. After years of planning and working on the Co-op expansion, it's nice to work on other projects that benefit our staff, owners and community.

Since the Co-op was profitable this year, we will be giving money back to our owners in the form of a patronage rebate.

Here's how patronage rebates work:

When a co-op has a profitable year, the board of directors has the discretion to distribute a portion of the profit to our owners. By law, rebates can only come from money that co-op owners spent at our store. It is allocated to each owner in proportion to his or her purchases at our Co-op.

Cook County Whole Foods Co-op's total sales for fiscal year 2014-2015 were \$3,572,856. Owner purchases accounted for 75% of those sales, which is a great rate of owner participation for co-ops! So 75% of our net income is available for the rebates. The board of directors looks at our financial performance each year, considers the co-op's needs for the future and decides what portion of the surplus to pay out or retain. This year the board decided to pay out 50% of the surplus as cash and retain 50% as Class B stock. The Class B stock is held in your name as part of your investment in the future of our co-op.

We plan to have rebate checks ready by early December and will hand them out at the registers for two weeks before mailing them

out to owners. Please let us know if your address has changed since your last piece of mail from the Cook County Whole Foods Co-op. You are free to cash your rebate check, or you can choose to endorse it and return it to us to support one of three local projects:

- 1) the Local Growers Fund
- 2) the Cook County Food Shelf
- 3) to Invest in Solar Panels for the Co-op

Some owners may not receive a check if: 1) your rebate amount is less than \$5.00. In that case the amount (called non-cash rebates) will be credited toward the amount you owe in Class A stock or Class B stock if you are already fully invested. 2) You made no purchases in the last fiscal year. 3) If you joined the Co-op after June 30, 2015, you won't be eligible for a patronage rebate until the close of the next fiscal year ending June 30, 2016.

### 2014 Financial Report

Comparative Balance Sheet	FY 2014*	FY 2013
	June 30, 2015	June 30, 2014
<b>ASSETS</b>		
Current Assets	\$ 676,111	\$ 537,961
Property/Building/Equipment	\$ 2,186,867	\$ 2,298,470
Other Assets	\$ (23,671)	\$ (24,253)
<b>TOTAL ASSETS</b>	<b>\$ 2,839,307</b>	<b>\$ 2,812,178</b>
<b>Liabilities &amp; Equity</b>		
<b>Liabilities</b>		
Current Liabilities	\$ 191,573	\$ 163,358
Long Term Liabilities	\$ 1,847,813	\$ 1,927,762
<b>Total Liabilities</b>	<b>\$ 2,039,387</b>	<b>\$ 2,091,120</b>
<b>Equity</b>		
Member Equity	\$ 422,659	\$ 418,688
Capital Reserve Fund	\$ 54,014	\$ 44,177
Earnings/Assets/Income	\$ 323,246	\$ 258,193
<b>Total Equity</b>	<b>\$ 799,920</b>	<b>\$ 721,058</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$ 2,839,307</b>	<b>\$ 2,812,178</b>
<b>Comparative Income Statement</b>		
	FY 2014*	FY 2013
Sales	\$ 3,572,856	\$ 3,173,003
Less Cost of Goods Sold	\$ (2,214,944)	\$ (1,927,934)
<b>NET SALES</b>	<b>\$ 1,357,912</b>	<b>\$ 1,245,069</b>
Operating Expenses	\$ (1,263,489)	\$ (1,069,727)
Other Income/Expense	\$ (29,370)	\$ (80,594)
<b>NET INCOME</b>	<b>\$ 65,053</b>	<b>\$ 94,748</b>

\*Fiscal Year 2014 preliminary data

### EQUITY FACTS

Ownership in the Cook County Whole Foods Co-op is voluntary. Pursuant to our bylaws, you may request a refund of your equity account balance. Refunds will be made within 90 days of a written request if replacement funds are available at that time as determined by the Co-op Board of Directors. If your ownership account expires and you do not request a refund, your account balance will be added to the Co-op's capital fund after two years of inactivity.



# CO-OP CALENDAR

## TASTE OF AUTUMN IN BULGARIA: VEGETARIAN MOUSSAKA WITH ZUCCHINI FROM DIANA DIMITROVA, DELI MANAGER

Along the Mediterranean Sea, nothing says fall like a big pot of moussaka. This dish features two important Bulgarian ingredients: zucchini and yogurt. Zucchini comes into season in the fall in Bulgaria, and yogurt is a very important element in Bulgarian history and cuisine. It's even where the yogurt culture, i. bulgaricus, came from.

Diana recommends baking this dish in a clay pot for the best flavour and most traditional spirit of this hearty dish.



### Ingredients:

- 4 potatoes, diced
- 4 medium zucchinis, diced
- 2 small yellow onions, diced
- 8 oz. feta cheese, crumbled
- 4 eggs
- 1/2 cup sunflower oil
- 2 tblsp. all-purpose flour
- 32 oz. plain yogurt
- 2 carrots, diced
- 2 red bell peppers, diced
- 2 tsp. fresh dill
- 1 tsp. minced garlic

### Directions:

Preheat oven to 400 degrees. Grease a 9x13 medium-deep pan, or a clay pot of similar size.

1. Dice all vegetables; mix in 2 of the eggs and crumbled feta cheese. Add the sunflower oil, then salt and pepper to taste.
2. Bake at 400 degrees Fahrenheit- about 60 minutes, or until the potatoes and zucchini are soft.
3. In a bowl, mix the yogurt, 2 eggs, fresh dill, garlic, and flour.
4. Spread the yogurt mix over the potatoes and veggies; bake until golden spots appear on the yogurt topping, or until the top feels firm.
5. Serve hot, pair with your favorite, fresh salad.

### October

#### Owner Appreciation Day

Monday, October 5, 2015, all day (9am-7pm)

#### Wellness Wednesday

Wednesday, October 21, 2015, all day (9am-7pm)

#### Board Meeting\*

Tuesday, October 20, 2015, 5:30pm-7:30pm

#### Annual Meeting

Tuesday, October 27, 2015, 6pm-8pm

### November

#### Owner Appreciation Day

Thursday, November 5, 2015, all day (9am-7pm)

#### Wellness Wednesday

Wednesday, November 18, 2015, all day (9am-7pm)

#### Thanksgiving: Co-op is Closed.

Thursday, November 26, 2015

### December

#### Holiday Open House

Thursday, December 3, 2015, 4pm-6pm

#### Owner Appreciation Day

Saturday, December 5, 2015, all day (9am-7pm)

#### Wellness Wednesday

Wednesday, December 16, 2015, all day (9am-7pm)

**The Co-op will be closed on Friday, December 25 and Friday, January 1, 2016.**

On 12/24 and 12/31 we close at 4pm.

\*Board Meetings for Nov. & Dec. TBD

for more event info, visit our website [www.cookcounty.coop](http://www.cookcounty.coop)



Owner, Nicholas Wharton, wins the Honest Tea Folding Bike Sweepstakes in August.



Savanna Rose, six pounds 14.5 ounces, 20 inches long, first child born to Amy (cashier) and Brandon Seitz arrived on Amy's birthday, August 27, 2015.



## CHICKEN TIKKI MASALA

FROM OUR CO-OP PARTNERS

Highly regarded as the national dish of England, this British style curry dish is made from chunks of chicken marinated overnight in spices and yogurt, then served in a tomato curry sauce over rice.

### Ingredients:

- 2 tbsp. vegetable oil
- 2 lb. boneless chicken breasts or thighs, cut into 1-inch pieces

### Marinade:

- |                               |                                     |
|-------------------------------|-------------------------------------|
| -1 cup plain yogurt           | -1 tsp. cinnamon                    |
| -Juice of half a lemon        | -1 tsp. salt                        |
| -1 tsp. fresh ginger, chopped | -2 tsp. freshly ground black pepper |
| -1 teaspoon ground cumin      |                                     |
| -1 tsp. cayenne               |                                     |

### Tikka Masala Sauce:

- |  |                           |
|--|---------------------------|
| -3 tbsp. vegetable oil                   | -1 tsp. ground cumin      |
| -1 medium onion, diced                   | -1 tsp. sweet paprika     |
| -1 serrano pepper, diced                 | -1 tsp. ground coriander  |
| -2 tbsp. garlic, peeled and minced       | -1/2 tsp. salt            |
| -2 tbsp. fresh ginger, peeled and minced | 1 tbsp. tomato paste      |
| -1 tsp. garam masala                     | 1 cup tomato sauce, plain |
|  | 1 cup heavy cream         |

### Preparation:

To marinate the chicken: In a large glass or metal bowl, combine all marinade ingredients. Add chicken and toss to coat. Cover and refrigerate overnight.

For the sauce: In a 6-quart saucepan, heat 3 tablespoons vegetable oil and sauté the onions for 5 minutes over medium heat, until soft and translucent. Add the garlic, ginger, serrano pepper, garam masala, cumin, paprika, coriander, and salt and sauté 3 minutes more. Add tomato paste and cream and simmer for 15 minutes.

For the chicken: While the sauce simmers, heat 2 tablespoons vegetable oil in a heavy skillet over medium heat. Add the marinated chicken, sautéing until browned on all sides.

Add cooked chicken to the sauce and stir to combine.

Serving Suggestion:

Serve over basmati rice.

## THE CO-OP WELCOMES NEW MEMBERS:

Jen Aarnamo, Kenneth Albrecht, Carmen Anderson, Louise Antoniazzi, Jane Asay, Rita Beckman, Mike Belzer, Lucien Bisson, Lynda Bohlsen, Laura Bunkowski, Jeff Cadwell, Jeanne Calloway, Brent Carlson-lee, Kim Chase, Patty Clark, Coldwater Foundation, Nicole Craycraft, Jill Dewitt, Kevin Distad, Carrie Dlutkowski, Ruth Drake, Jeffrey Drew, Carol Drost, Susan Everait, Sarah Fagerman, Karen Fedie, Dan Fowlds, Betsy Glennon, Ann Griffie, Paula Haapanen, Cathy Hahn, Margaret Hess, Mary Hicken, Joy Hippensteele, Amy Hubbard & Geoff Keyhoe, Marlys Johnson, Barbara Kemeny, Andrea Larsen, Karen Leverson, Mary Lodin, Will Loew-Blosser, Lisa Lomcar, Wendy Macgillieray, Gayle Magee, Francine Martin, Jennie Martin, Melanie Mathieson, Pam McDougal & Carl Smit, George Milkovich, Drea Morrigan, Marie Mueller, David D. Nelson, Blaine Nelson, Sandee Nezhad, Jody Nonnemacher, Denis Norman, Trina O'Leary, Danette Parr, Kara Pearson, Nancy Piersel, Dawn & Tim Prior, Donato Sacino, Ruth Saunders, Reed Schmidt, Susan & Bill Shelley, Dan Skokan, Paul Stone, Nichole Tate Roberts, Chuck Viren, Seamus Walsh, Tony Walzer, Majel White, Sarah Wilson, and Sandra Zinn.

## FULL EQUITY SHARES:

Andrea Abel & John Robinsons, Ginny & Steve Anderson, Jean Anderson, Jeanne Calloway, Brent Carlson-lee, Barbara Collins, Sarah Fagerman, Helen & Charles Faust, Sarah Hamilton, Scott Hawkins, Margaret Hess, Garry Hooghkirk, Marlys Johnson, David & Laura Kolstad, Mike Kunshier, Nan Lightner, George Milkovich, David D. Nelson, Jody Nonnemacher, Danette Parr, Dawn & Tim Prior, Sue & Dan Riley, Jeanne & Bradlee Rysdahl, Barbara & Jerry Schliep, Susan & Bill Shelley, David & Ben Steckelberg, Tony Walzer, Kate Watson, Rob Wells & Kate Fitzgerald, Kathleen Westcott & Kiviok Hight, Dorothy Whipkey, Brian & Laura Wilson, and Sandra Zinn.

+74 New Members!

+32 Full Equity Shares!



## Better Business By Kim Falter

Sometimes I dream of a world where businesses run according to the cooperative business model. What a utopia that would be. Business would be based on the wants and needs of its owners, employees would all make livable wages, and quality would be of the utmost importance. It would be a far cry from the current mainstream, capitalistic business model, wherein the sole pursuit is monetary gain.

The mainstream, capitalistic business model is, however, not the entire picture. There are some companies out there, working under a capitalist business model, who are doing right by the world. It's easy to see all those companies out there cutting corners at the expense of health, but what isn't always apparent are the practices of companies who have your best interests at heart. Companies that are showing great profits, but they are using that profit to build a business model that accounts for the quality of their employee's lives, local and global needs, and sustainability.



### Alaffia

**Mission Statement:** To create, inform and empower through its products and community projects aimed at alleviating poverty and preserving indigenous knowledge in West Africa.

#### **Better Business Practices:**

+Healthcare for women in Africa is scarce, so Alaffia founded the Maternal Health Project in Togo, West Africa. Their aim is to get women the pre- and post-natal care they need, as well as support for any special or urgent care. 3,558 births have been fully funded so far. They have also started the Alaffia Women's Clinic Project as a way for local health clinics to provide training

and information on everything from nutrition to preventing female mutilation practices.

+Children of West Africa often can't get to school because of a lack of adequate transportation. Alaffia has provided 6,300 bicycles to the children of Togo so they can get to and from school.

+Through its Reforestation Project, Alaffia has planted 42,625 trees to control the serious problem of erosion in West Africa.

+The sale of Alaffia products has provided 11,709 children with much needed school supplies through their School Supply Drive. Alaffia has also built 5 schools, installed new roofs, provided desks and built 1,250 school benches.

+Shea butter production has been passed down from generation to generation, from mother to daughter, for centuries in West Africa. With the demand on the world market for shea butter in recent years, Alaffia started the Alaffia Shea Butter Cooperative in Togo, West Africa. This cooperative provides gender equality while allowing access to education opportunities.

**Products:** Oh, and they make products too! Currently at the Co-op, we carry the Everyday Shea and Everyday Coconut line of products, as well as those beautiful baskets. Alaffia offers discounted prices to all cooperative grocery stores on their Everyday lines, so you are getting a very nice product, free of chemicals so rampant in body care products, for a very reasonable price. Also, their Everyday Shea Unscented Shampoo, Conditioner and Lotion are all part of our Smart Buy Program, so an even better price for everyone!

### Gaia Herbs

**Mission Statement:** Our mission is to create and nurture healthy connections between plants and people. We do that through finding and maintaining strong global relationships in addition to championing personal and environmental sustainability here at home, on our own organic farm.

#### **Better Business Practices:**

+Gaia Herbs source some of their Maca from the island of Vanuatu in Indonesia. When it was destroyed by a cyclone this March, Gaia helped to rebuild farms and homes.

+Gaia sources their Turmeric in Costa Rica, so it is there that they support the CIRENAS organization that works to support preservation of remote Costa Rican coastline.

+In Kenya, Gaia works to give the Masai girls of the region the support they need, be it school or a rescue shelter.

+They support organic farming practices, renewable wind energy and naturopathic doctors both in the U.S. and globally.

+Gaia has partnered with the Glade-iator Program which helps protect the Everglades.

+Gaia contributes to the Osha Sustainability Project which is an effort to responsibly harvest wild crafted herbs.

+At home in North Carolina, Gaia fuels their tractors and trucks with cooking oil collected from local restaurants.

+They donate thousands of pounds of food from their organic farm to the local food shelf every year.



### Gaia Farm

A living laboratory, the Gaia Farm is certified organic every year, a demonstration of their respect for plants and their connection to your health.

**Products:** Gaia has a one-of-a-kind *Meet your Herbs!* Program. On the back of every bottle of herbs you purchase from Gaia is an ID number. When entered in to their website, you are taken directly to the farm from which that herb was grown. You can also view a certificate of purity, integrity and potency of product as well as up-to-date information on your herb purchase, its history, and how it works in your body.

### Maggie's Organics

**Mission Statement:** Maggie's Organics was founded in 1992 based upon the premise that clothing and accessories should be comfortable, durable and affordable, and should be produced in such a way that respects and protects our planet's resources and the lives of those who make the products. Maggie's mission has been to raise awareness about the harmful impacts of cotton, but more importantly to lead the way to a more sustainable industry and product.

### **Better Business Practices:**

+Maggie's purchase their organic cotton from over 2000 cooperative farmers in Nicaragua, where they have long-standing relationships.

+They go above and beyond when it comes to Fair Trade. Farmers are prepaid for their crops at wages far above "fair trade"

prices. This way Maggie's shares in any of the losses that may be suffered.

+Maggie's founded the NGO Jubilee House Community which works to develop a variety of cottonseed that would be revitalizing to the soil and the industry.

+Although most of the cotton is sourced outside the U.S., every pair of Maggie's socks has been knitted, dyed and finished in North Carolina.

+Full Transparency. All of their products adhere to USDA Organic Rule standards, are 3rd party tested to verify label claims, and all certificates are published annually-for every product-via their website.

### **Products:** Socks!

Sometimes it seems easy to trade in your values for a value. It is important to note, though, that many of the products we choose to carry at the Co-op come from companies who are trying to make the world a better place by emphasizing quality in all aspects of production. The sale of these products support healthy, sustainable farming practices, and provide livable wages for employees—all while supporting the local and global communities involved in production. It's a happy and healthy way of doing business, and worth your support. Happy shopping!

**YOU'RE INVITED**  
**HOLIDAY**  
**OPEN HOUSE**  
**Thursday, December 3**  
Stop by anytime between  
**4:00 - 6:00 p.m.**  
Visit with friends and  
enjoy some traditional  
holiday treats.



# CLASS CALENDAR

Call, email, or come in and visit the info desk to sign-up! Please pay in advance if you can-- if the class is cancelled for some reason, you will be fully refunded.

218.387.2503 / reed@cookcounty.coop

## **The Making of Vinegars**

Friday, October 16, 1pm-3pm

with *Cindy Hale, of Clover Valley Farms*

Cindy Hale of Clover Valley Farms & Vinegary will give a quick introduction to the different type of vinegars (i.e. white distilled, Balsamic, Wine and Cider Vinegars, etc.), how they are made and their different characteristics. She will then lead you through the steps of creating your own homemade fruit vinegars. You bring some kind of wine (i.e. red or white grape, fruit, homemade or commercial) in a quart-sized canning jar. She will provide the bacterial "mother" and an easy to follow procedure for culturing your own homemade and healthful vinegars. Free in-store tasting after the class from 4-7pm!

\$10 Owners / \$20 Non-owners

## **Intro to the Gluten Free Life**

Sunday, November 1, 12pm-2:30pm

with *Hartley Newell-Acero, M.A. & C. Ht.*

Want to be, or just have to be, gluten free? Daunted by what to eat and what not to? Do you have meal-planning anxiety? Come to this intro class! We will be tasting a wide variety of gluten free products the Co-op carries and some home-cooked foods from Co-op ingredients. We will discuss fun meal planning ideas and the wonders and pitfalls of going gluten free. Bring a notebook and an adventuresome tummy!

\$5 Owners / \$10 Non-owners

## **Fika Coffee Tasting**

Saturday, November 7, 10am-12pm

with *Joshua Lindstrom, Fika Founder*

This will be a hands-on class as we explore some of the different descriptors of coffee: strong, weak, bitter, bright, sweet, etc. We will also discuss our own experiences with coffee and how that shapes our experience. We'll end the class with a good, ol' fashioned Fika. So bring a friend or a neighbor and come ready to drink some coffee.

\$5 Owners / \$10 Non-owners

## **Explore the World of Gourmet Fruit Vinegars**

Sunday, November 15, 6pm-8pm

with *Cindy Hale of Clover Valley Farms*

Cindy Hale of Clover Valley Farms & Vinegary will lead you on a 5-7 course tour exploring ways that you can use culinary fruit vinegars to enhance the flavor, enjoyment and healthfulness of foods & beverages. Your taste buds will be titillated in this two hour class which will include appetizers, beverages, salad, small entrée and dessert, all using different kinds of fruit vinegars. You will leave with a recipes and ideas for your own kitchen and inspiration to spare. All items served will be gluten-free.

\$20 Owners / \$25 Non-owners

## **Do-It-Yourself Holiday Gift Basket Making**

Tuesday, November 17, 6pm-7pm

with *Kim Falter, Wellness Coordinator*

Learn how to make your own spa gift basket for a special homemade gift this holiday season. Get ready to be hands-on as we prepare items such as body scrubs and foot soaks to indulge that special someone. You will leave the class with recipe cards, small homemade products and ideas for putting together your own personalized gift basket.

\$10 Owners / \$15 Non-owners

## **The Importance of Water**

Saturday, December 5, 10am-12pm

with *Joshua Lindstrom, Fika Founder*

Coffee is made up of 98.75% water. Needless to say the water we choose to brew with plays a huge role in our cup of coffee.

We will explore and discuss the difference in water and the effects it has on our cup of coffee. The hope of the class will be to give you a clear approach to making the best cup of coffee with the water you have available. We will be sampling coffee brewed in an array of differently sourced and treated waters.

\$5 Owners / \$10 Non-owners



## PROPOSED BYLAWS OF COOK COUNTY WHOLE FOODS COOPERATIVE

### Article I: Organization

- 1.1 **Name.** The name of the organization shall be Cook County Whole Foods Cooperative (“the Cooperative”).
- 1.2 **Purpose.** The Cooperative shall engage in a marketing and mercantile business for the purpose of providing its owners and patrons on a cooperative basis with such products and services as the owners may require, or for any other lawful purpose authorized by the owners of the Cooperative.

### Article II: Membership

- 2.1 **Eligibility.** Any person, household, firm, cooperative, nonprofit corporation or other corporation is eligible to apply for membership in accordance with the terms established by the Board of Directors (the “Board”).
- 2.2 **Non-discrimination.** Membership shall be open without regard to any characteristic that does not directly pertain to a person’s eligibility.
- 2.3 **Admission.** Any eligible applicant may be admitted to membership in the Cooperative upon submitting an application and investing equity in an amount and on such terms as determined by the Board. The Board shall review applications for membership. Upon the Board’s approval of an application, and payment of the applicable equity investment in the capital stock of the Cooperative, the applicant shall be a member of the Cooperative (each member referred to as an “Owner” and members collectively as “Owners”). Each new Owner shall have access to the Cooperative’s Articles of Incorporation and Bylaws.
- 2.4 **Rights.** Each Owner shall have one vote in the affairs of the Cooperative requiring Owner approval. Corporate or household Owners shall designate one person to vote on its behalf. Owners have the right to elect the Board, to attend meetings of the Board, to receive notice of and attend Owner meetings, to petition as described in these Bylaws, and to approve amendments to these Bylaws. The rights of membership shall apply only to Owners in good standing. All rights and responsibilities of the Owners are subject to these Bylaws as they may be amended from time to time, and to policies and decisions of the Cooperative or the Board.
- 2.5 **Responsibilities.** Owners shall keep current in equity investments due to the Cooperative, shall keep the Cooperative informed of any changes in name or current address, and shall abide by these Bylaws and the policies and decisions of the Cooperative or the Board. An Owner who upholds these responsibilities is considered an Owner in good standing.
- 2.6 **Termination of Membership.** An Owner may terminate such Owner’s membership voluntarily at any time by written notice, which may be electronically submitted, to the Cooperative. The Board may terminate membership involuntarily for cause after the Owner is provided fair notice of the reasons for proposed termination and has an opportunity to respond in person or in writing. Cause may include intentional or repeated violation of any provision of these Bylaws or policies; actions that will impede the Cooperative from accomplishing its purposes, actions, or threats that adversely affect the interests of the Cooperative or its Owners; willful obstruction of any lawful purpose or activity of the Cooperative; or breach of any contract with the Cooperative. If an Owner fails to provide a current address to the Cooperative for a period of two (2) years or longer, the Owner may be deemed to have voluntarily terminated such Owner’s membership.
- 2.7 **Return of Equity.** Upon the termination of an Owner’s membership for any reason, the Cooperative shall purchase such Owner’s shares of capital stock in the Cooperative by tendering to the Owner (or such Owner’s heir or successors as applicable) the lesser of the par value or the book value, together with any cash portion of a patronage dividend due or unpaid, less any indebtedness owed by the Owner to the Cooperative. The Cooperative’s repurchase of an Owner’s shares of capital stock shall be subject to the Board’s reasonable discretion to determine the terms of repurchase. In any event, upon termination of an Owner’s membership in the Cooperative, the Owner’s voting shares of capital stock shall be canceled and such Owner shall no longer have voting rights in the Cooperative.
- 2.8 **Unclaimed Property.** If an Owner voluntarily or involuntarily terminates ownership in the Cooperative and fails to inform the Cooperative of such Owner’s mailing address, then the Owner’s equity and any patronage dividend allocated such Owner will be forfeited to the Cooperative. The right of an Owner to unclaimed property held by the Cooperative is extinguished when the Cooperative disburses the property to a tax-exempt organization if: (i) the Cooperative mails notice that payment is available to the last known



address of the Owner shown on the records of the Cooperative; or (ii) if the address is unknown, the Cooperative publishes notice in its official publication.

2.9 **Non-transferability.** Membership rights and Owner equity may not be transferred in any manner without the prior written approval of the Board.

**Article III: Owner Meetings**

3.1 **Annual Meeting.** An annual meeting of the Owners shall be held each year at a time and place to be determined by the Board. The purpose of such meetings shall be to hear reports on operations and finances, to review issues that vitally affect the Cooperative, to elect Directors whose terms are ending, and to transact such other business as may properly come before the meeting.

3.2 **Special Meetings.** Special meetings of the Owners may be called by the Board, either by a majority vote of the Board or in response to a written petition of twenty percent (20%) of the Owners. Notice of special meetings shall be issued to the Owners. In the case of a petition, notice of the special meeting will be issued within ten (10) days after a presentation of the petition to the Board. Such meeting must be held by thirty (30) days after the date of presentation of the petition. No business shall be conducted at that special meeting except that specified in the notice of meeting. Decisions made at any special meeting are advisory only.

3.3 **Notice of Meetings.** The secretary shall provide Owners notice of the date, time, place, and purpose of each meeting of the Owners by publication in a magazine or newsletter regularly published by or on behalf of the Cooperative and circulated generally among its Owners at least two (2) weeks before the date of the meeting, or by mailing (by U.S. mail) to each Owner at such Owner’s last known address not less than fifteen (15) days prior to the date of the meeting. After mailing special or regular Owner meeting notices, the secretary shall execute a certificate containing a correct copy of the mailed or published notice, the date of the notice, and a statement that the notice was mailed or published in accordance with Minnesota law. This notice shall be made a part of the record of the Owner meeting.

3.4 **Voting.** The Board may authorize voting by mail and/or by electronic means on all matters that the Owners are entitled to vote. The secretary shall provide Owners with notice of the vote by publication in a magazine or newsletter regularly published by or on behalf of the Cooperative and circulated generally among its Owners at least two (2) weeks before the end of the voting period, or by mailing (by U.S. mail) to each Owner at such Owner’s last known address, not less than fifteen (15) days prior to the end of the voting period. Unless otherwise stated in the Articles of Incorporation, or these Bylaws, or required by law, all questions shall be decided by a vote of a majority of the Owners voting thereon. Proxy voting is not allowed.

3.5 **Quorum.** At any meeting of the Owners, or for any vote of the Owners, a quorum necessary for decision-making shall be 10% of the total number of Owners, except that when membership exceeds 500 Owners, then 50 Owners shall constitute a quorum.

**ARTICLE IV: Board of Directors**

4.1 **Number, Eligibility and Powers.** The Board shall be composed of seven (7) Directors, elected by the Owners annually as prescribed by the Board. Every Director shall be an Owner in good standing of the Cooperative. Only one individual from a household or corporation shall be eligible to be elected to the Board at a time. Except for matters for which Owner voting is required, the Board shall have full power to govern the Cooperative, including, but not limited to, hiring management and evaluating its performance, establishing compensation (if any) for the Board, and assuring that the mission of the Cooperative is carried out.

4.2 **Terms and Elections.** Elections shall occur annually in a manner prescribed by the Board. Directors shall serve a term of three (3) years and shall serve staggered terms so that approximately one-third (1/3) of the Board is elected each year. No Director may serve more than three (3) consecutive terms.

4.3 **Vacancies.** The Board may fill any vacancy in the Board by appointing another Owner to serve on the Board until the next regular or special meeting of the Owners. At such next regular or special meeting, the Owners must elect an Owner to serve the unexpired term of the vacant Director.

4.4 **Removal.** A Director may be removed by decision of two-thirds (2/3) of the remaining Directors for conduct contrary to the Cooperative or failure to follow Board policies. Owners may remove a Director at an Owner’s meeting for cause related to the duties of the position and fill the vacancy caused by such removal.

4.5 **Board Meetings.** The Board shall hold regular and special meetings at such time and place the Board determines appropriate. The

secretary shall provide notice to each Director of the time and place of all meetings sent by U.S. mail or communicated electronically. Meetings shall be open to all Owners, unless the Board decides to go into executive session regarding confidential or proprietary matters, including (i) discussions of personnel matters, compensation issues, labor negotiations, billing and credit information, or an issue that may tend to prejudice the reputation of an individual; (ii) discussions of threatened or pending litigation, issues subject to an attorney-client privilege, or other legal information, the knowledge of which may have an adverse effect on the Cooperative's legal position; or (iii) discussions or disclosures of information that, if discussed in an open meeting, would result in impairment of the Cooperative's competitive or financial position, interfere with a business opportunity, or reveal proprietary information.

- 4.6 **Action Without a Meeting.** Any action required or permitted to be taken at a meeting of the Board may be taken by written action affirmed by all of the Directors, which may be communicated electronically. The action is effective when affirmed by all of the Directors, unless a different effective date is provided in the action.
- 4.7 **Quorum.** A quorum of the Board shall consist of a majority of the Directors. A majority vote of a quorum of the Board shall decide all questions except where a greater vote is required by the Articles of Incorporation, these Bylaws or law.
- 4.8 **Conflicts of Interest.** Directors shall have an ongoing obligation to disclose their actual or potential conflicts of interest in any matter under consideration by the Board. Directors having such a conflict shall absent themselves from discussion and decision of the matter unless otherwise determined by the Board. No employee of the Cooperative may serve on the Board.
- 4.9 **Officers.** The Board shall elect a president, a vice president, a secretary, a treasurer, and any additional officers the Board deems necessary for the effective conduct of Board business. Owners may remove an officer at an Owner meeting for cause related to the duties of the position of the officer and fill the vacancy caused by the removal.
- 4.10 **Indemnification.** The Cooperative shall indemnify and reimburse each present, past and future Director for any claim or liability (including expenses and attorney's fees actually and reasonably incurred in connection therewith) to which such person may become subject by reason of being a Director. Such indemnification shall be made only if it is determined by the Board that the Director acted in good faith in the reasonable belief that his or her action was in the best interests of the Cooperative, or as otherwise allowed by law.

#### ARTICLE V: Patronage Dividends

- 5.1 **Allocations to the Owners.** The Cooperative shall allocate and distribute to the Owners the net profit from business done with them in such a manner as to qualify them as patronage dividends consistent with cooperative principles, applicable state and federal laws, and generally accepted accounting principles. The Board shall determine when and how such allocations and distributions will be made.
- 5.2 **Owner Tax Consent.** By obtaining or retaining membership in the Cooperative, each Owner consents to take into account, in the manner and to the extent required by federal and state tax law, any patronage dividend received from the Cooperative.

#### ARTICLE VI: Dissolution

- 6.1 **Asset Distribution.** The Cooperative may be dissolved upon a two-thirds (2/3) vote of a quorum of the Owners at a regular or special meeting of the Owners called and conducted in accordance with these Bylaws. Upon dissolution of the Cooperative, its assets shall be distributed in the following manner and order: (i) payment of all the debts and liabilities of the Cooperative according to their respective priorities; (ii) Owners shall then be paid the par value of their shares or credits with payment made in the order of preference stated in the Articles of Incorporation; and (iii) any remaining assets shall be distributed in a way that furthers the Cooperative's mission as determined by the Board.

#### ARTICLE VII: Amendments

- 7.1 **Amendments.** An amendment to these Bylaws may be proposed by decision of the Board or by petition of at least twenty percent (20%) of the Owners. These Bylaws may be amended at a regular or special members' meeting if: (i) the notice of the meeting contains a summary statement of the proposed amendment; (ii) a quorum is registered as being present, or represented by mail vote if authorized by the Board; and (iii) the amendment is approved by a majority of the votes cast.

## *Stronger Together: Perspectives from Fellow Co-ops in Other Corners*

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### **October Is Co-op Month – So, What’s The Big Deal?**

By Alison Grey Germain

Growing up in Bozeman, I always wondered what it meant to be a member of the co-op. Was this some sort of exclusive club and why did I have to pay to shop?

Semi-skeptically I purchased my \$35 membership (a one-time share purchase), and got my membership card. Fireworks didn’t illuminate the sky, staff didn’t erupt in song and there were no shiny prizes, but I did notice a pretty sweet Member Special on chocolate.

At that point, I decided to hit up the wine section, again looking for those Member Specials. They were all over the store, glorious little markers of superb savings just for me... and the other 18,000-plus members of our co-op.

Still, I decided that membership was starting to feel pretty good.

The more I shopped here, the more I realized how different the cooperative business model really was. I had always figured it operated the same way as any other business: with one all-knowing and dictating owner, some dutiful employees and unquestioning customers.

It could not have been any different. I learned our co-op is equally owned and operated by all of its members, an economic democracy of sorts. I was literally voting with my fork, or spoon for that matter. And eating was fun, so I could rejoice in this cause.

Since my days of operating lemonade stands and posting huge profit margins on my products (hey, I didn’t care about ripping off my customers), I had never considered business ownership as part of my future plans.

Now, as a part-owner, I had an equal say in the co-op’s operations and future, and that felt good. No one was forcing me to participate, but when I had a problem or suggestion, someone here might actually listen to me.

I had a choice about what I was purchasing and as a consumer, this was empowering.

The more I started to hang-out here, the more I realized that the staff and customers were also unique: this was a dynamic and diverse group of folks that had thoughts, opinions and ideas about the food they wanted to eat and the type of business they wanted to support. There was a conversation happening, and I liked it.

Still, when I didn’t feel like engaging in that conversation, or the greater good, I knew I could show up and find quality food that actually tasted good at a fair price. And, chances were, there would always be some tasty chocolates and wines on Member Special.

In honor of all of these wonderful things that differentiate the cooperative business model, October has been declared National Co-op Month. It gives nods to the more than 29,000 co-ops across the country, from natural food stores, to banks, manufacturers and everything in between. Local, trusted and serving you. What’s not to like?

*This article is courtesy of the Community Food Co-op in Bozeman, Montana. For more info about Community Food Co-op, or to view other articles from them, please visit [www.bozo.coop](http://www.bozo.coop).*



*Community Food Co-op, Bozeman, Montana*

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### **COOK COUNTY WHOLE FOODS CO-OP WELCOMES NEW EMPLOYEES:**

- + Susan Shelly, our New POS/IT Coordinator
- + Nichole Tate-Roberts, Produce
- + Trina O’Leary, Deli
- + Alexander (Sasha) Smith, Stocker

## For October, National Co-op Month: *Little Co-op On the Prairie*

By Reed Schmidt

My first, recallable Co-op memory was in Grand Forks, North Dakota, at the Amazing Grains Co-op. Likely, it was 1988, and I was about 4 years old humming some rendition of Ernie's bathtub ode to *Rubber Ducky*.

It is always the aroma that comes first, when I conjure that day. Something distinct—like benzoin and tumeric, bulk tea leaves, and fruit leather. Something healthful, something worldly, something mysterious and comforting.

Perhaps it is my treasure-hunter nature, but I was mesmerized by all the lovely things that lined the shelves of the small co-op, and as I got older I would spend whole shopping visits inspecting every product in every aisle— I'd open the bulk teas and indulge in aroma journeys; peek into the cooler and wonder at milk alternatives. My favorite was a little, silver bag of banana chocolate soy milk that I could stick a straw into while I munched on my bulk baggie of sesame sticks and a sticky, fistful of blueberry fruit leather.

The Grand Forks Amazing Grains Co-op started so much like our Cook County Whole Foods Co-op: by a few people ordering out of their house in the 1970s, later to pioneer a shoe-box sized store. In 1988, it was definitely a shoebox, and all the prime window real estate was devoted to a gated play area where kids could hang out while parents shopped. Wise, it occurs to me now, for with the narrow aisles and tiny space, a few kids on the loose probably created quite the scene. So we had the window, a giant bookshelf, and the most wonderful second-hand toys, which of course all smelled like bay leaf, fresh ground coriander, garam masala, and, the dusty scent of a dozen, old world grains.

Now that little Grand Forks co-op, much like ours, grew and moved into a larger and brighter space. I don't find much occasion to get back to Grand Forks anymore, but the Amazing Grains Co-op is a guaranteed stop for me when I do. If only I could go back in time to 1988 and tell the little me that, don't worry, one day you'll work in a co-op! I know his eyes would shine. For me, and I hope for you, cooperatives always have that something special. More than just the products, it must be the people. We are in it together, after all.



*Amazing Grains today, in Downtown Grand Forks, ND.*

### Need a Grocery Boost? Extra \$5 Coupon Available for Limited Income Households

Limited income doesn't mean you have to limit good food at your Cook County Whole Foods Co-op. If you are enrolled in any financial assistance program through federal or state government, it's a good bet you'll qualify for our limited income quarterly coupon.

Any owner can submit an application. Qualified owners will receive a \$5 credit to their account each quarter of the year that will go towards purchases of \$50 or more.

The coupon is private: it doesn't show up on our registers as a limited income coupon, only as a regular quarterly coupon. Even better, the limited income coupon is in addition to the regular, quarterly \$5 coupon you receive for just being a member! That's \$10 dollars a quarter!

The application is simple and nonobtrusive. We don't need you to give us copies of your taxes, or W-2s. Just check the Adjusted Gross Income chart on the application to see if you qualify.

Pick up an application in the rack at the info desk (no need to ask anybody for one if you don't want to), or fill one out online at:

[cookcounty.coop/need\\_based\\_coupon.php](http://cookcounty.coop/need_based_coupon.php)

Cook County Whole Foods Co-op: where everyone is welcome!





## Board of Directors

### Barb LaVigne - President

Term Expires 2016

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### Don Grant - Vice President

Term Expires 2016

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Term Expires 2017

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Term Expires 2015

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## THE BLUEBERRY JAM

Published by  
Cook County Whole Foods Co-op

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[www.cookcounty.coop](http://www.cookcounty.coop)

### Hours / September-June

Mon. – Sat. 9 a.m. – 7 p.m.

Sunday 10 a.m. – 6 p.m.

### Hours / July-August

Mon. – Sat. 8 a.m. – 8 p.m.

Sunday 9 a.m. – 7 p.m.

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Let us know if any of your account information changes, and we will update that right away!

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## Staff Picks



Hannah, employee of the month in July, picks **Pink Lady Apples** for their balanced flavor and refreshing crispness.



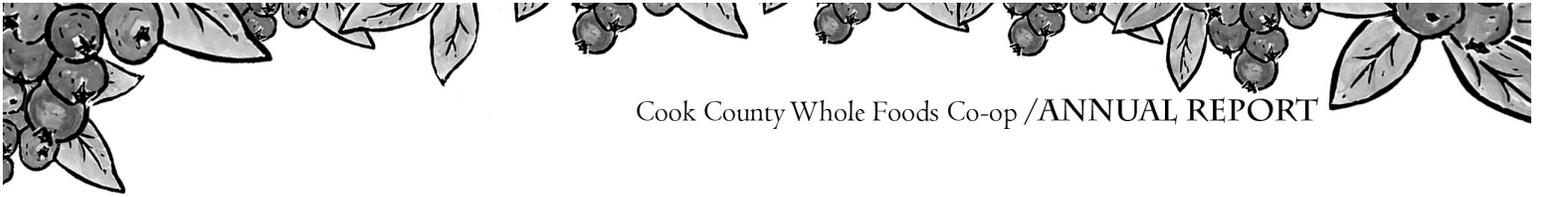
Jeffery, employee of the month in August, picks the deli's **Curry Chickpea Salad**, because it's just really, really good.

### Let Us Hear From You!

Do you have questions, comments or suggestions for the Co-op Board of Directors? Give us a call, email, leave a note, or come to a board meeting. Board meetings are the fourth Tuesday of each month and owners are always welcome. Notify the Board President in advance if you would like a topic to be added to the agenda.

New Bench at the Co-op! It's comfy, white oak, and made by Dave Prinsen. Come take a load off and enjoy the autumn weather!





**Then and Now:** Help Cook County Whole Foods Co-op Remember 40 years this coming 2016. Share your stories and photos: email them to [reed@cookcounty.coop](mailto:reed@cookcounty.coop), mail them into the store, or just drop them by at the info desk.

We can't wait to hear from you. Thanks for all you've done!

-Your Cook County Co-op



**Ballot on reverse side.**

**Ballots must be received by Tuesday, October 27, 2015.**

- 1) Bring your completed ballot to the Co-op.
- 2) Or bring it to the Co-op Annual Meeting:  
Tuesday, October 27, 2015 at Voyager Brewing Co.
- 3) Or mail it to: Cook County Whole Foods Co-op,  
P.O. Box 813, Grand Marais, MN 55604.

*Thank you for taking part in our Co-op!*

*Every voice counts.*

**Annual Meeting  
at Voyager Brewing Co.  
October 27, 2015  
6pm to 8pm**

*Appetizers & Desserts, Free Drink Tokens,  
& Live Music by Frozen Britches!*  
For owners and their household members



20 E. First Street  
P.O. Box 813  
Grand Marais, MN 55604

ADDRESS SERVICE REQUESTED

**Hours**

M-Sat. 9 a.m. – 7 p.m.  
Sunday 10 a.m. – 6 p.m.

**THE CO-OP IS CLOSED ON :**

Thanksgiving: Thursday, November 26,  
Christmas Day: Friday, December 25,  
New Year's Day: Friday, January 1  
**12/24 and 12/31 we close at 4pm.**

**Ballot for Proposed Bylaws and Board of Directors - October 2015**

**Cook County Whole Foods Co-op**

*There are two seats open, so please check **two names**. Candidate bios are on page 2.*

*For the Bylaws, check **yes or no** to pass the proposed Bylaws. Full Proposed Bylaws on page 9.*

**Vote for 2 Candidates:**

- Lorrie D. Oswald
- Kathryn L. Bolstad- *incumbent*
- Inger Andress
- Write in Candidate: \_\_\_\_\_
- Write in Candidate: \_\_\_\_\_

**⋮ Ratify Proposed Bylaws to  
⋮ replace existing Bylaws:**

- Yes
- No

Owner Number \_\_\_\_\_ **Required for valid ballot.** Your owner number is in the first line of your address.

**One ballot per ownership.**

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- 2) Or bring it to the Co-op Annual Meeting: Tuesday, October 27, 2015 at Voyager Brewing Co.
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