



## ***Balanced Budget Passes***

***Members approve Board nominations,  
vote to reduce discounts***

More than 40 Co-op members attended the December 3rd Semi-Annual Membership Meeting, voting to approve the slate of Advisors, change the membership policies, and approve the 2018 budget.

"I am really pleased with the new additions to the Board," said Janet Britt, chair of the Nominations Committee. "It's a dynamic group, and will strengthen the Board in key areas." Several Advisors had been appointed previously to fill mid-term vacancies and were then elected at the meeting. Others are new to the Board. "All share a love of the Co-op and a desire to see the Co-op succeed," said Britt. Newly elected Advisors are Heather Nobbe, Aila West, Edwin Schiele, Darlene King, Fern Bradley, Kathleen Quinn, and Charles Reiss.

Co-op members present also voted in favor of changing the membership policies in several key areas. Changes include a reduction of the working member discount, reduction in the super-worker discount, elimination of the Lifetime Membership option, and a requirement that all member workers show up to work their shifts free from the influence of alcohol and drugs. Click [here](#) to see the policy with revisions highlighted. **Changes in membership policies will go into effect on January 1, 2018.**

Finally, the membership voted to approve the 2018 budget. In addition to the reduction in working member discounts, it also includes an increase in bookkeeping expenses and a reduction in staff discounts. The budget shows a small surplus at the end of the year which, if realized, could help build Co-op reserves. "As of today, the Co-op has 9 days of reserves at hand," explained Acting Treasurer Charlie Reiss at the December 3rd meeting. "We should have 3 months of reserves."

*Wishing you and yours a peaceful holiday  
season!*

*From Your Co-op Staff and Board*



## ***Staff Announces Improvements to Working Membership Program***

The Co-op staff is very excited to announce that beginning in the new year, we will be offering new options for our working membership. In addition to our traditional work options, there will be five new "Operations Crews" forming.

These crews will be comprised of individuals trained to do one specific in-store task efficiently and confidently, instead of being trained in many different procedures all at once. The positions will be shorter in duration (approx. 2 two hour shifts/month), offering more flexibility. This model will also empower working members to take more ownership and responsibility over store operations.

Overall, we think this is the start of something great for the Co-op. More info will be announced mid-January. See you in the New Year!

