

# KARMA CHRONICLE

EXCLUSIVE REPORT



BOARD MEMBERS REVEAL ALL!

Woman finds lost soup bowl  
returns to rightful owner for  
cash reward



Member labour brings good luck

*Also in this issue*

Bio-dynamics make shelf look great

Retail therapy for environmentalists

Committee decides to meet again

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### **Submissions**

Submissions are collected from the red box. Upcoming editorial deadlines are posted on the bulletin board and the box. All envelopes, articles and disks must be clearly marked with the author's name.

Submissions may also be sent by e-mail, to [karmachronicle@canada.com](mailto:karmachronicle@canada.com). Send your submission within the main body of the message. Please do not send attachments.

*The Chronicle* will publish any Karma-related material, subject to editorial policy guidelines. Letters to the editor must contain the writer's full name and telephone number, although names will be withheld at time of publication upon request. All published articles are eligible for work credits (letters to the editor and announcements are not).

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February/March 2003

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# EDITORIAL

In the last issue of the Chronicle, there were two articles specifically on member labour. Each one should be a red flag to **anyone** who shops at Karma.

John Bowers listed the (by now familiar) problems we face: fewer and fewer working members, more no-shows, and therefore more stress on hired staff. This is getting serious, folks: fewer than half of us are working members and the proportion continues to

was quite upset about these comments, which he called "elitist and isolationist." In this issue, there's letter from Micki Honkanen, who also refers to the divide between working and non-working members. Micki and John Viktorin feel that non-working members have an important place at Karma.

Betsy Carter's report to the AGM doesn't disagree with this view, but says, "Karma cannot sustain the amount of non-working

"IF KARMA IS GOING TO SURVIVE AS A MEMBER CO-OP, WE NEED A LARGER PROPORTION OF MEMBERS WHO PUT A HIGH PRIORITY ON WORKING FOR THE STORE. CHANGING THIS PROPORTION CANNOT INVOLVE THE KINDS OF MORAL JUDGEMENTS TO WHICH JOHN VIKTORIN HAS DRAWN OUR ATTENTION, BUT RATHER THE KIND OF CLEAR-EYED ANALYSIS BETSY'S REPORT REPRESENTS."

decline. The newly formed Member Labour Committee, of whom John is a member, seems to suffer from the same disease, for he reports that several members "are only able to make a short term commitment (of about six months or less) to this work" of increasing member labour commitment. How ironic. The Chronicle has a similar situation, with editors and designers coming and going all the time. The Member Labour Committee is going to try to come up with some recommendations that, once and for all, might turn things around. More on that in a moment.

But first, consider the next article, written by John Viktorin. He reported that during the discussion of the issue of member labour at the AGM there was considerable "animosity towards non-working members: They aren't like us; they just want cheap groceries; they don't share our ideas." John writes that he

members we currently have with either the amount of surcharge we add or with the labour of the existing working members." She recommends raising the work shift cash equivalent to something realistic (it is now at the ridiculous rate of \$7.50/hr.) She says the non-working surcharge be raised "moderately to reflect the true cost of the loss of labour and the increased demands that the volume of non-working members are putting on the store...." She also writes that we should put a temporary halt to accepting more non-working members.

I hope Betsy's assessment – that we can't go on like this – as well as her recommendations are taken very seriously by the Member Labour Committee. If Karma is going to survive as a member co-op, we need a larger proportion of members who put a high priority on working for the store. Changing this

proportion cannot involve the kinds of moral judgements to which John Viktorin has drawn our attention, but rather the kind of clear-eyed analysis Betsy's report represents.

In her argument for the role of non-working members, Micki contrasts two priorities: "protecting the integrity of our store's community [and] fulfilling our responsibility to the broader global community." The latter priority involves finding a "large consumer base" that will support buying policies of the store, such as Mountain Equipment Co-op. Finding this large consumer base need not mean more non-working members. The Park Slope Food Co-op in Brooklyn has 8000 members, every one of them working in specialized squads of four to eight members. (I'll leave a copy of their newsletter, The Linewriters' Gazette, next to

the Chronicle's box in the Members' Room at the store.)

I don't think Karma should be this large, frankly. But I do think there are plenty more people in Toronto willing to be working members of this Co-op. Furthermore, I think we need to value our work at Karma more highly, and charge non-working members accordingly. If these members really think that a member-owned **and operated** food co-op is an important challenge to corporate dominance, then they will pay the money. In the long run, though, no amount of money can replace the sense of satisfaction of creating our own food policies, finding more and more small local producers to buy from, and cleaning our own floors. In a world where so much is being commodified, Karma is an invitation to move in the opposite direction.

# TO THE EDITOR

from Micki Honkanen (Chair, Food Issues Committee)

Last night, at Karma's AGM, members engaged in an impassioned discussion about member labour, and in particular about the role of non-working members within the co-op. I heard some moving accounts about how Karma has changed since the advent of the "non-working member" about fifteen years ago: some of the feeling of "community" has been lost; some members do not feel a sense of responsibility for the co-op; the collective sense that the co-op is "ours" has eroded. One member told me that many non-working members join the co-op so that they can wear it as a badge within their social circle. I wondered whether the Karma "brand" serves the same purpose that a logo from the Gap or Roots would serve in other circles.

At any rate, at the AGM I made the counter-argument that non-working members serve an important function within Karma, namely, they provide a large consumer base that helps us to address our "long-term goals" such as environmental sustainability, poverty-reduction, and so on. When I make this point, I'm thinking about the large-scale impact that a co-op like Mountain Equipment Co-op is able to have by subjecting its products to a rigorous set of environmental and social-justice standards, while actively pursuing an expanded customer base that erodes the sense of community within the store.

This debate poses a perplexing dilemma, namely, which should Karma prioritize: protecting the integrity of our store's community or fulfilling our responsibility to the broader global community? Since I am a PhD student studying politics at York, this problem naturally made me think about capitalism. Some theorists write about how capitalism destroys communities. This can happen in so many ways: capitalism teaches us to see ourselves as "autonomous individuals" disconnected from each other; our employers extract ever more

concessions from us so that we don't have time to invest in our communities; our cities (particularly our suburbs) are built to encourage car-dependence and prevent genuine interaction with each other; our public spaces are being displaced; and the list goes on. Other writers talk about how capitalism destroys the relationship between the consumer and the processes by which products are produced. Looking at a package of chicken from Loblaws gives us no sense of the conditions under which the chicken was raised and slaughtered, the food and medicines that the animal was fed, the lives of the farmers that raised the chicken, and so on. This becomes particularly true as we look at the global capitalist web: when we buy products we are shielded from the exploitative labour conditions that exist in Mexico's maquiladores, for example.

In my mind, the debate at Karma about the role of non-working members is really a debate about how best to combat the insipid effects of capitalism. Do we combat capitalism by working to build and protect the local communities that it has destroyed? Or, do we focus on capitalism's global reach and work to counteract its negative social and environmental impact upon distant communities? Myself, I'm not convinced that there is any single "best" way to fight capitalism. Rather, I think that we need to make Karma a place that enables everyone to contribute to the battle in the best way that they can, drawing upon members' particular talents, skills, and interests, and also allowing them to participate according to their level of interest and willingness or ability to get involved. Some will work tirelessly to build Karma's small community; others will contribute only by spending their shopping dollar at Karma instead of Loblaws. Above all, let's keep ourselves focused on the fact that we all aiming at the same target and share the same goal.

# DID WE PUSH YOUR BUTTONS?

*write us!*

## THE KARMA CHRONICLE

Deadline for submissions to the next issue: Monday, March 17

See inside cover for submission guidelines,  
[chronicle@karmacoop.org](mailto:chronicle@karmacoop.org) or the red box in the store

# NOTES FROM THE STORE

By Sarah Fairley

As many Karma members are probably aware, I have been serving as Interim General Manager since the end of October. It has been a very busy and challenging time for me. Thank you to all who have expressed their support to me. Hopefully, by the time this issue of the Chronicle is printed, Karma will have a full-fledged General Manager at the helm. For now, however, in lieu of a General Manager's Report, here are a few "notes from the store".

## Store Hours

In recent months there has been a dramatic increase in the number of members who have been shopping outside of store hours. Karma's hours of operation are printed on the back of the Chronicle. Members are encouraged to keep the Chronicle handy so that they will not have the frustrating experience of being turned away because the store is closed. Furthermore, Karma's closing time reflects the time at which members should have their shopping finished and their groceries paid for. When members are still shopping or lining up to pay for their groceries after the store closes, working members are forced to stay late and staff are prevented from starting their lengthy closing routines.

## The Effect of Drought on Food Prices

The drought in Alberta and Saskatchewan is finally starting to have an effect on product

availability and prices here in Ontario. There is a wheat shortage world wide, and prices on all wheat based products are expected to rise in the near future. Prices have already risen on many of our bread products. Flax seed has also been affected. Many of Karma's favourite flax products have been out of stock at our suppliers and flax products that are available have risen in price.

## Shop More at Karma!

Last year was a great year for Karma. We had record sales and expected growth to continue through this year. Sadly, things haven't worked out this way. For reasons that are not yet understood, sales for this year have been consistently below last year's sales. The fact that we had budgeted for further growth makes this drop in sales all that much more concerning.

We may not yet know what caused this drop in sales, but we do know one way that members can support Karma through this challenging time – shop. I am not suggesting that members buy more, but rather that members can support their co-op by making a conscious effort to do as much of their shopping at Karma as they possibly can. Any suggestions that members may have about the reasons for this drop in sales would be very much welcome. Just ask to speak to the General Manager.

# THE GREAT GIFT CERTIFICATE DRAW

*Sign up for clean up and your name will be entered in a draw for a*

*\$20 Karma gift certificate!*

Karma would like to reach its goal of three clean-up people for every regular clean up shift. Having three people makes clean up more social and less hectic. While two members can do the work, three members make it more of a team. Our goal is to have a trio of co-operative revolutionaries improving our store every night.

This unique trial gift certificate program is to encourage newer members to try clean up while encouraging members already on the clean up teams to keep signing up for those shifts. In October Satya won, and in November Martin won. Both are from the Weeknight Clean-Up Team. December's winner, Scott, was from the Weekend Clean-Up team. All members who have won gift certificates will be notified.

We all benefit when everyone works together, so give clean up a try. For more info, email [Betsy ec925@usa.net](mailto:Betsy_ec925@usa.net) or call 416 516 4984. Clean up starts 15 minutes before the store closes and goes for approximately two hours.

**Betsy Carter, Member Labour Coordinator**

# BIODYNAMIC PRODUCTS

# AT KARMA

By Andrea Dawber

Karma carries many products from farms that have been certified “biodynamic” by Demetre Canada, which is a member of Demetre International. This organization has 18 other countries as members and participates with another 15 countries that use Demetre certifiers. To quote the Demetre website ([www.demetrecanada.com](http://www.demetrecanada.com)),

*Biodynamic farming is the oldest form of organic agricultural renewal. It has its foundation in the philosophy outlined by Dr. Steiner known as Anthroposophy. The biodynamic approach was born out of the concern of many farmers in the early part of the twentieth century, who came to Steiner with questions related to waning crop and seed vitality. Dr. Steiner eventually offered a series of eight lectures, in 1924, entitled "Spiritual foundations for the renewal Agriculture". The biodynamic farming method is originally based on these lectures held within the context of the Anthroposophical world perspective.*

*Biodynamics is fundamentally distinguished from standard organic practice by its requirement to use specially designed herbal, mineral and manure preparations that homeopathically stimulate soil fertility and increase plant vigour. Input regulations are also generally stricter, for example with regard to nitrogen fertilization, composting methods, and mineral supplementation. Whole farm self-sufficiency is regarded as ideal, particularly with regard to soil fertility. Animals are required to sustain the fertility cycle, and bovines are regarded as*

*optimal. Animal husbandry practices focus not only on health, comfort and green fodder access, but also on conditions that promote the animal's instinctual behaviour. To facilitate this the animal's natural body form is preserved and promoted (i.e. no de-horning of cows for instance or de-beaking of birds etc.)*

This summer, my interest in this kind of agriculture led me to visit Michael and Dorethea Schmidt's Glencolten Farm in Durham, famous for its raw milk controversy with the government. I was delighted and in awe to see his new breed of cows, shining, radiant, healthy – and with horns! Astoundingly, the Schmidts' annual veterinary bill was \$500 for all the cows, bulls, pigs, sheep, chickens, ducks, horses, etc.

The farm is also a place where culture and cultivation meet, another legacy of Steiner's. That night, the opera Eurydice and Orpheus was performed in the barn, directed by the Vienna State Orchestra Conductor with a symphony composed of students from New York City's Julliard School who were camping on the farm. I encourage anyone interested to check out the website ([www.silvaq.com/symphonybarn](http://www.silvaq.com/symphonybarn)), attend one of the **Symphony in the Barn** musical events or arrange a farm tour next summer.

Glencolten Farm's low vet bill is an indication of the economic as well as the ecological viability of biodynamic farming. Karma's Produce Manager, Michael Armstrong, observes this as well: “The more successful farms in Ontario and Quebec are biodynamic...and maybe

more biodynamic farming will be seen soon.” In the winter, I notice that Karma mostly carries Demetre certified organic carrots from Quebec. “They show up earlier and last longer than other organically produced vegetables,” notes Michael.

Last summer, Laura Sabourin's Feast of Fields vineyards' Sovereign Cornation grapes came to Karma's produce table. Karma's dairy section is full of biodynamic choices from Ontarbio, which was launched by a co-operative of biodynamic farmers. Pinehedge yoghurts and kefir in the returnable glass jars are Demetre certified and so are the Saugeen County products. Karma also carries certified butter, milk, and several different kinds of cheeses.

Karma carries biodynamic health and beauty products by Weleda. Some household favourites for my family include the Sage deodorant, the minty salt toothpaste, Arnica massage oil, rosemary shampoo, and the Iris body lotion. Weleda is renowned for its high quality health and beauty products and for producing homeopathic remedies and anthroposophical medicines. In Germany over 60% of all cancer patients use the Weleda mistletoe preparations, Iscar and Iscador. (Over 100 years ago, Dr. Steiner, who also founded anthroposophical medicine, first recommended mistletoe to treat cancer.) The flowers for essential oils, creams, shampoos and toothpaste are picked at their peak, with loving care and by hand, according to biodynamic gardening methods. Weleda grows all its own ingredients, which are Demetre certified,

since the vitality of the plant determines the quality of a medicine or health product made from it. To find out more, check the Weleda web site <http://usa.weleda.com/ingredients/biodynamics.asp>. The cornerstone to all biodynamic farming and gardening is the vitality of the soil, and so the soil health defines plant health and the quality of Weleda products and practices.

See also the August-September, 2002 Chronicle article “An Introduction to Biodynamics: How to Grow Health by Building the Soil” by Ehrenfried Pfeiffer.

# SAVING FOR THE FUTURE

By Lis Soderberg

Contrary to widely held belief, being an activist type does not mean that you have to be a regular on picket lines, make your own tofu, or keep a can of spray paint handy lest you come across some unfortunate soul wearing a fur coat. You don't have to live in a tree like Julia Butterfly Hill, or weave your clothing on a handmade loom from hemp harvested from your co-op farm. These options are definitely not for everyone.

In fact, there are very simple ways that you can make a difference and do less harm – if not entirely no harm – during your lifetime. However, in most cases it does require some extra time and effort to go gently upon this good earth. So why should we go to the trouble? I wish I could simply say “because it’s the right thing to do,” but that is unfortunately not motivation enough for many people. Besides, even the best-intentioned of us do not always live up to our own standards. We’re only human, after all. (And many of us have an underdeveloped sense of altruism that has shrunk from protracted under-use.)

But I’m here to tell you that it’s actually possible to be a *self-serving* activist for environmental issues. Are you shocked? Morally offended? Let me explain.

Buying second-hand gives the planet a break while saving you money. Buying in bulk reduces packaging and saves you money. Walking whenever possible instead of driving to your various destinations is good for the earth and your body and saves you money. Making food from scratch instead of buying convenience foods reduces packaging, is creatively, sensually, and nutritionally rewarding, and—I think you know where I’m going with this.

It’s a fascinating irony that the stuff that usually costs the least money (although there are exceptions) also causes the least damage in the big picture. For instance, growing your own vegetables instead of buying imported

ones costs you – as well as the world – less. You have eliminated the energy used in shipping them to you from thousands of kilometres away. Furthermore, you have reduced the application of expensive fertilizers, pesticides, and the additives and/or special equipment needed to keep produce in shape for the long journey. A vegetarian or vegan diet costs significantly less than a meat-based one and eliminates the environmental damage inherent in global mass production of meat (especially beef). Driving a car with good gas mileage costs less and spews fewer pollutants into the air, and of course using public transit or a bicycle further increases the benefits/cost ratio.

On the other hand, buying cheap generic brands in bulk may save you money in the short term, but can have a big financial and environmental cost in the long run, such as in the case of laundry detergents, which often include toxic “filler” components that have nothing to do with cleaning your clothes. Dollar stores proliferate with unbelievably low-priced toys and gadgets, prompting the obvious question “How can they possibly make this so cheaply?” Take a look at where the item was made, and then do a little math while you think about who made it, what they probably got paid, how expensive it was to ship these from wherever in the world and how much oil was burned in the process, and who exactly profits from mass-producing these—need I say unnecessary?—things for our casual, careless use.

It doesn’t always cost less money to buy organic or sustainably harvested foods (or even locally produced goods, as illogical as that may sometimes seem). But a healthy body and a clean environment to live, work, eat, and breathe in means fewer medical bills overall (\$\$ again) and predicts a much better chance at a vibrant old age that doesn’t include a pill container with the days of the week on each little box. Why not think of the money that you’re now saving and spending on things which are better for you and the planet as a long-term investment for the future?

*The Everyday Activist is always looking for ideas and inspirations. Upcoming topics will include the E.A. kitchen, Packaging II, transportation and travel (including tourism, camping, etc.), gardening, toys, alternative energy, personal grooming, gifts and holidays, clothing and accessories, politics, home decor, renovations, cleaning, hobbies, finances and banking. If you have ideas or suggestions for any of these topics, please email them to [soderberg@goodmedia.com](mailto:soderberg@goodmedia.com).*

# NUTRITION NEWS YOU CAN USE: A VIEW OF FOOD IRRADIATION

By Justine Fields

Last week as I was searching the newspaper for the TV guide I found out about a public information session sponsored by Health Canada on food irradiation. As a nutritionist and consumer, I thought it was important for me to understand how food laws are created. So I went. And I learned a lot.

It works like this: organizations may petition Health Canada to change a food processing law, e.g., irradiating mangoes to promote longer shelf life. Those petitioning must send "science-based" support for their proposal. This support may be funded by the petitioners themselves. Then Health Canada consults with the public, by holding these so-called information sessions. (By having the forum during December and by giving each person only two minutes to speak, the people attending certainly didn't feel like they were being consulted in any meaningful sort of way. It seemed more like an obligation than an interest). If there is "broad support" for the proposal, it will pass. If there isn't, we're not really sure what the next step is. It certainly wasn't made clear.

Food irradiation is a method of preserving food using radiation energy. Proponents claim it is used to reduce insect infestation and increase shelf life. No wonder companies want to use it – it will make their food products last forever. How profitable for them!

Foods currently approved for irradiation are potatoes, onions, wheat flour, whole wheat flour, spices, and dehydrated seasoning preparations. Health Canada wants to add mangoes, shrimp, beef, and poultry to the list. Irradiated foods are required to be labelled. However, labelling is not required on any processed food product containing less than 10% irradiated food. So you could be eating food containing irradiated spices and not even know it! And restaurants, caterers, or nursery schools are not required to tell the consumer if they are using irradiated foods.

Food irradiation is not a solution. Why? Because, first of all, we do not yet have proof of safety. We don't know the long-term effects of eating irradiated foods and we don't know whether children can safely eat the same quantity as adults. Secondly, irradiation causes loss of vital nutrients: thiamin, vitamin E, vitamin C, A, K, D, riboflavin and vitamin B6 (from a presentation by Mark Samadhin, Food Directorate at Health Canada). Who wants to eat food that keeps forever but has no nutritional value? Furthermore, Health Canada cannot guarantee the safe disposal of the by-products of irradiation nor can they protect us from industrial accidents. During the session Health Canada compared food irradiation to the chlorination of our water supply. That's an ominous comparison: ingestion of chlorine has been linked by some to bladder cancer. I think I'll pass.

Here's what you can do about the proposal to expand the list of irradiated foods: e-mail Health Canada at [irradiation@hc-sc.gc.ca](mailto:irradiation@hc-sc.gc.ca) by February 21, 2003 and let them know you do not support food irradiation.

Here's what you can do for yourself: eat locally so your food does not need a longer shelf life and make sure your body is strong enough to fight off the microorganisms you come across. How do you do that? By making sure the hydrochloric acid (HCl) in your stomach is strong enough to kill off unwanted microbes. It is, after all, your main defense. How can you strengthen your HCl? By chewing completely, eating while relaxed, not drinking with meals, and practicing good food combining.

*Justine Fields, RHN, is a nutritionist who has recently joined Karma.*



## SHELF ELF

By Louise Longo

Shelf Elf is here again, Karmites, happy and ready to provide shelf help to one and all.

We are all caught up in a deep-freeze January as I write this, scurrying about and trying to complete all of our errands in record time, so as to avoid walking that extra block. This winter feels like the ones that I remember from the past – cold, crisp snow underfoot, while the winter sun sets the snow sparkling.

We are now stocking **Molly B's Gourmet Organic Spreads**, a unique line of spreads designed to eat over toast or ice cream as well as to bake, baste, glaze, roast, grill, barbecue, saute, sear, or otherwise. Add to any of your recipes. We are carrying nine of their products, mostly their jams and other sweet spreads. They make Carrot Citrus marmalade, as well as Apricot Orange marmalade but go more tropical with Pear Ginger Jam and Mango Berry Jam. They make and we carry Strawberry Rhubarb Spread. But they take it exotic with Strawberry Fig Spread made with smyrna figs. They make a serving suggestion of trying this spread over a baked round of Brie, which doesn't take a lot of imagination to imagine as delicious.

The company stresses that all of their products are processed in small batches, chemical-free, without additives, preservatives, food colouring, commercial pectins, or fillers of any kind. Any of them can be used as bastes for poultry, meats, grilled veggies, or

salad dressing, baking, or desserts. All of this, and they're local as well, coming to us from Thornhill, Ontario.

**Hallelujah Organics** is another local company (Newmarket, Ontario), supplying us with wild-caught seafood sourced from Nova Scotia. It is not processed with sulphides or phosphates; and it is "long lined," which means it is not killed in net but on board and frozen immediately. All the seafood comes from one fisherman in Nova Scotia who owns his own fleet of boats. This means that we are supporting local fishermen who supply a quality, fresh product. Also, because no drag netting is used it prevents the destruction of the ocean floor and there is less wasted catch. They are currently supplying us with sole, haddock, cod, and halibut fillets, as well as wild-caught pacific salmon fillets.

We have been stocking Hallelujah's frozen Natural Meat Pies for a while. "Natural" means they meet the following criteria:

1. The animals do not receive hormones or routine antibiotics.
2. The animals are free from genetic modifications.
3. The animals are pasture-fed on traditional family farms.
4. The farmers who grow the grain or raise the animals do so in an environmentally conscious manner.

Karma is stocking Hallelujah's Natural Beef, Natural Lamb Rosemary, Natural Chicken and Natural Beef Shepherd's Pies in single serving sizes. Their web-site ([www.hallelujah.ca](http://www.hallelujah.ca)) offers some truly delicious sounding cordon

bleu recipes. This seems to be due to the fact that president Chris Matthews grew up in the south of France and a love of good and high quality food infuses everything about this company. In fact, he named the company Hallelujah as a celebration of good food, or as they put it "finally, healthy food that tastes great."

The last product for this issue is also supplied to us from Hallelujah but it's for a different member of your family... your pet. Karma is now carrying fresh pet food for your favourite Fluffy or Rover. It is from naturally raised chickens and is sold frozen in approximately one pound containers. James tells me that some members serve it raw to their pets, but others prefer to cook it a little.

Let me just close with a thank you to James van Bolhuis for his time and invaluable help in bringing you the Shelf Elf. Without his help and knowledge, not only would members be far less informed, but my job here would be much more difficult.



# LET'S GIVE STAFF A *Non-Commercial* BREAK!

*All work and no break makes staff burnt out workers.  
All work and no break makes staff burnt out workers.  
All work and no break makes staff burnt out workers.  
All work and no break makes staff burnt out workers.*

His body tenses in anticipation of the thrill of the first break of the day. His mouth reaches for the first bite of his fresh buckwheat sprout, spicy hummus on olive bread sandwich. **But wait!** At the door lurks a happily harried member with just one short question. **Stop!** Enter the Karma Kid. With superhero powers, she interrupts appropriately with a prompt **"AHEM!"**

"Oh, I'm sorry, can you ask another staff, I'm on break."

"No need to apologize," says our member.

Another perilous situation resolved by our courteous, kind, and co-operative Karma Kid.

*- A Message from your Board of Directors -*

Don't be a  
*bored*

*Member...*

# BE A BOARD MEMBER!

THE KARMA COOP  
BOARD OF DIRECTORS  
IS SEEKING A TENTH  
MEMBER TO FILL OUT  
OUR EXCITING RANKS.

For more information  
on this work commitment  
opportunity, call  
President Caitlin Smith  
at 416-923-6418.

## BOARD

*Back in October at the Annual General Meeting, Karma members elected a new Board of Directors. Biographies of the new board members appear below.*

### **Caitlin Smith**

*President and Supervisory Committee Liaison*

I've been a member of the co-op since 1981. I instantly fell in love with "the Karma experience". Over the years I've been a cashier, done clean up, and sat on the Board of Directors, the orientation committee, and the supervisory committee.

Karma's greatest challenges are member retention and member labour. I'm looking forward to continuing to work with the Board to come up with creative and innovative ways of addressing these challenges.

### **Anil Reddi**

*Vice President and Orientation Liaison*

I've been a member of Karma Co-op since 1989, and have worked on almost every work team (except cash) in the store. I worked most recently on the New Member Orientation Committee, which I really enjoyed. I valued the interaction with new members, and will miss working with the committee's co-ordinator, Charles Danzker.

I used to live in Western Canada, and was on the managing committee of a food co-op there. I believe in the "traditional" concept of a member-owned food co-op. I believe that Karma is facing many challenges, and that I can make a positive contribution. Outside of Karma, my interests include photography and travel.

## MEMBER BIOS

### **Charlie Lior, Treasurer**

I grew up in Toronto and lived here until 1973. I lived on an agricultural kibbutz in Israel from 1974 to 1987, when I returned to Toronto. I have been a Karma member since 1988.

I agreed to serve on the board as a way to give back to the Karma community some of the positive energy that I get from being a member.

### **Tracey Thomas-Falconar, Secretary**

I have been a working member of Karma since I joined as a teenager in 1987. I joined because I believe food and housing are fundamental to human life and community and should not be subject to all that evil capitalist market stuff.

I joined the Board to pay my dues to the Karma community (also because I faced no competition for this prestigious opportunity) - and to make up for the shift I missed when I had morning sickness, and the shift where I spilled 18 kg of organic coffee.

I am the mother of an eight-year-old daughter. I work full-time as the property manager with Homes First Society, which provides housing and transitional support to chronically homeless people. Although I don't live in the Karma neighbourhood, I trudge 40 minutes through the snow with my pram just to have food with good Karma.

I entertain the perverse and naive fantasy that someday I will produce herbs and herbal health-care products from my riverside country home. See Hello Crafts on the shelf - see my Board photo - now you know whom to complain to!

### **Aysa September, Web Committee Liaison and Member Labour Committee Liaison**

I joined Karma Co-op after moving to Toronto in May 2001. While in Waterloo completing my

master's degree in organizational psychology. I was a member of Ebytown Food Co-op for two years. I was a purchaser for Ebytown's main supplier, Ontario Natural Food Co-op, and served on its Board of Directors, covering the purchasing portfolio.

In addition to my previous volunteer experience with a food co-op, I bring to Karma my dedication to co-operative principles and sustainable living. I'm currently seeking employment related to sustainability initiatives. My particular interests include transportation, urban planning, renewal energy, and green economics.

### **Jerry Lee Miller**

*Chronicle Liaison and Promotions Liaison*

I am a father of a teenaged daughter. I am also an artist, literacy and human right activist, radio broadcaster, and have worked in television.

I am a returning Karma board member. I've worked on developing the organization's membership base, communications and outreach strategies. I have experience working with diverse communities, within an anti-oppression framework. In addition, I have facilitated recruitment, orientation, training, event planning, and workshops.

Karma is more than a place to shop for me; I've been treated with respect and made friends. Now I am sharing my talents.

### **Ed Fielding, Maintenance/Health and Safety Committee Liaison**

I have been a Karma member for about three years. I enjoy the non-corporate grocery shopping experience (no junk/fluff/clutter), selection based on discriminating tastes and value, an ethic of shared responsibility, and the "under the radar atmosphere."

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# UPCOMING EVENTS

## Introduction to Biodynamic Gardening at Riverdale Farm

Thursday, February 20th, 2003, 1-2:30pm

With Johann Kleinsasser, President of the Society for Biodynamic Farming and Gardening in Ontario.

Riverdale Farm, Residence, Room 2 (1st Floor, Centre). Space is very tight, so please call 416-535-4277 to register. Free workshop.

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## Organic Landscape Alliance - 5th Annual Conference

### "Our Changing Climate; Landscaping for the Future"

Thursday, February 20th, 2003.

Registration begins at 8:00 a.m. Civic Garden Centre in Toronto, 777 Lawrence Avenue East

The opening keynote speaker is Bob Hunter, City TV's Ecology Specialist, author and founder of Greenpeace. There will also be a panel discussing Quebec and Ontario provincial legislative initiatives and municipal legislative changes as they affect the organic industry. Panel participants include Mr. Richard Patten, MPP for Ottawa Centre, who will be speaking on his Private Member's Bill 208, enabling legislation that would allow municipalities to pass local pesticide by-laws for the safety and well being of its citizens.

The conference will have concurrent break out sessions with such notable experts as Ed Lawrence, Chief of Greenhouse and Ground Services of the National Capital Commission, and Jack Radecki, Head Arborist of the Mount Pleasant Cemetery Group. Topics will include Basics of Organic Landscaping, Drought Resistant Grasses, Organic Product Updates, Marketing the Organic Business, Maintaining High Profile Landscapes, The Impact of Climate Change on Urban Forests, and much more.

The cost for the day is \$75 for OLA members and \$95 for non-members (\$10 off for paying

before Jan 31). Coffee and a gourmet organic lunch are included in the registration. There will be a trade show as well and table displays are available. For registration information visit <http://www.organiclandscape.org> or e-mail the coordinator at [hartdeg@pathcom.com](mailto:hartdeg@pathcom.com)

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## Slow Food (radio broadcast across Canada on CBC Ideas)

Mon Feb 24 and Mon Mar 3, 2003, 9pm CBC Radio One (99.1 FM in Toronto)

The Slow Food Movement began in Italy in 1986, when McDonald's first opened in Rome. Since then it has spread around the world. Jill Eisen explores this tantalizing mix of politics, environmentalism, and the pursuit of pleasure.

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## Seedy Saturday at Scadding Court Community Centre

Saturday, March 1st, 10am-2pm

Meet Biodynamic Farmers and Gardeners at the Exhibitor's table, purchase planting calendars, and learn a few BD tips for your garden. Swap or buy seeds, participate in a workshop, or take part in a demonstration. Seed vendors will have a variety of hard-to-find heritage and specialty seeds. Workshops include: Seed Starting Basics, Ask the Experts Panel, Twenty Minute Introductory Biodynamic Workshop with Johann Kleinsasser and Andrea Dawber. For more information, contact Laura Berman at Foodshare or email [laura@foodshare.net](mailto:laura@foodshare.net). Admission is \$2 or PWYC (pay what you can).

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## Introduction to the Three Biodynamic Planting Calendars at the Carrot Common

Thursday, March 27th, 2003, 7-9pm

With Corey Eichman, who co-manages the Saugeen River CSA Farm in Durham, and is a frequent lecturer on Biodynamics at the University of Guelph. This event is generously

co-sponsored by the Rudolf Steiner Centre. To register, please call 905-764-7570. Carrot Common Seminar Room, 348 Danforth Avenue, at Chester subway. Free workshop.

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## Changing the World -- One Garden at a Time

Monday March 31, 2003, 7:00pm - 9:00pm

Come listen to the wonderful Lorraine Johnson, author of *The Gardener's Manifesto: Changing the World & Creating Beauty One Garden at a Time*. Find out why what we do in our garden is directly linked to the health of our community.

North Toronto Memorial Community Centre, 200 Eglinton W. (2 blocks W of Yonge & Eglinton subway)

Free/donation. RSVP: 416-781-7663. Info: Cindy 416-781-7663 [info@ntgc.ca](mailto:info@ntgc.ca) <http://www.ntgc.ca>

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## Follow-Up on How to Reforest Your Neighborhood

I have all the information from the previously printed article, *How to Reforest Your Neighborhood*, in electronic form. The *Importance of Trees* document is available in Portuguese, Italian, Chinese, and English. The information is being passed on to my surrounding neighbours and neighborhoods as well as far away towns such as Rockland and Cornwall, Ontario. If you would like a copy to assist with foresting your community, park, or school ground, please email or call with your requests.

Andrea Dawber Email [adawber@sympatico.ca](mailto:adawber@sympatico.ca) or telephone 416-535-4277.

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Many of these listings are from [www.planet-friendly.net](http://www.planet-friendly.net), which has information about other events, courses, films, broadcasts, outings, jobs, and resources.

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## Grif Cunningham, Food Issues Committee Liaison

I have spent a lifetime in the co-operative movement. My father was a farmer co-op manager and founder in the Niagara Peninsula. I spent five years in the Campus Co-op at the U of T; I spent 10 years in Tanzania promoting co-op style activity as an educator; I have been a member of Karma from day one and I bank at the Metro Credit Union. In the other world of daily living I was a lecturer at York University for 30 years.

## Lachlan Story Member Labour Committee Liaison

I've been a member of the co-op since the mid-90s when I moved to Toronto. Karma was my first co-op experience and I continue to be amazed that the store belongs to all of us, me included. I keep this wonder alive in my shopping and working at the co-op. I get my monthly exercise doing clean up.

I moved to Toronto to be a student at York University and am currently working on a (very long) degree in sociology. Karma work is a welcome addition to this activity!

I decided to serve on the board of Karma to contribute move actively to important discussions taking place now about member labour, food issues, and future directions of the co-op. I believe that because Karma is ours, it is no more and no less than what we all do and are, both as members and workers. I hope to get a better understanding of this idea over the next couple of years during my term as board member.

# MISSION STATEMENT

*Our aim is to:*

1. create a community of actively participating members;
2. foster a healthy connection to the food we eat, the people who grow it, and the other organizations who share our beliefs;
3. co-operatively educate ourselves on environmental issues;
4. exercise political and economic control over our food;  
by operating a viable co-operative food store.

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## KARMA CO-OP STAFF

*Interim General Manager*

**Sarah Fairley**

*Produce Manager*

**Michael Armstrong**

*Health & Beauty Manager*

**Sara Pulins**

*Bulk/Grocery Manager*

**James van Bolhuis**

*Grocery Manager*

**Audrey van Bolhuis**

*Managers*

**Sheila Bannerjee**

**Brandy Humes**

*Bookkeeper*

**Victoria Bale**

*Membership Secretary*

**Marilou Lawrence**

*Member Labour*

*Coordinator*

**Betsy Carter**

*On-Call Manager*

**Robin Easton**

*Clerk/Managers*

**Paul Dixon**

**Scott Maynard**

*Clerks*

**Jean-Pierre**

**Bombardier**

**Lisa McLean**

**Michelle Zurbrigg**

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## HOURS OF OPERATION

**Monday 12 – 7**

**Tuesday, Wednesday, Thursday 12 – 9**

**Friday 10 – 9**

**Saturday 10 – 6**

**Sunday 11 – 5**