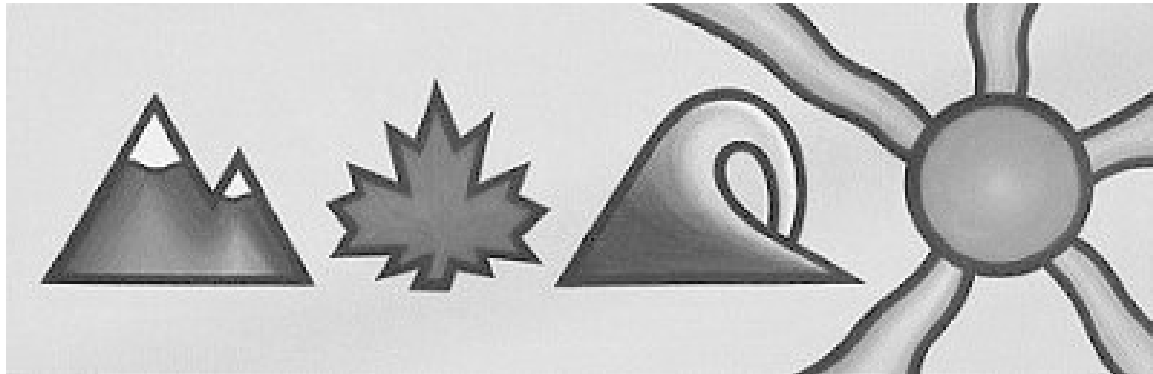


# The Chronicle

February/March 2005



## In This Issue:

Say Hello, Wave Good-bye; Food Justice; the Clean-up Worker; and (Yum Yum!!!) Soup...



## Contact your co-op – and get involved!

Food Issues Committee: [foodissues@karmacoop.org](mailto:foodissues@karmacoop.org)  
Board of Directors: [board@karmacoop.org](mailto:board@karmacoop.org)  
Events and Promotions Committee: [promotions@karmacoop.org](mailto:promotions@karmacoop.org)  
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Web Committee: [web@karmacoop.org](mailto:web@karmacoop.org)  
Chronicle Committee: [chronicle@karmacoop.org](mailto:chronicle@karmacoop.org)  
Member Labour Coordinator: Sara Pulins 416-534-1240

## Karma Co-op Staff List

General Manager: Graeme Hussey	Bookkeeper: Victoria Bale
Grocery Manager: James van Bolhuis	Membership Secretary: Marilou Lawrence
Produce Manager: Michael Armstrong	Member Labour Co-ordinator: Sara Pulins
Health & Beauty Manager: Sara Pulins	Clerks: Mike Haliechuk, Kevin Wyse, Greg Miller, Christine Delay
Shift Managers: Paul Dixon, Lisa McLean	

## 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.

## Karma Co-op Hours of Operation

Monday . . . . . 11-7	Friday . . . . . 10-9
Tuesday . . . . . 11-9	Saturday . . . . . 10-6
Wednesday . . . . . 11-9	Sunday . . . . . 11-5
Thursday . . . . . 11-9	

[www.karmacoop.org](http://www.karmacoop.org)

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The Chronicle  
February/March 2005

The Chronicle is published by members of  
Karma Co-operative Inc.  
739 Palmerston Avenue  
Toronto, Ontario M6G 2R3  
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(416) 534-3697 fax

The Chronicle is a link between members of this and other  
co-operative communities; the only viewpoints herein  
endorsed by Karma Co-op Inc. are those published as  
reports of the board of directors and its committees.

This newsletter is printed on New Life stock, which is  
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information on sustainable paper stock, go to [www.rfu.org](http://www.rfu.org),  
the Web site for Reach for Unbleached, a Canadian  
registered charity working for a sustainable pulp and  
paper industry.

### Submissions

Submissions may be sent by e-mail, to  
[chronicle@karmacoop.org](mailto:chronicle@karmacoop.org). Send your submission within  
the main body of the message. Please do not send  
attachments. Submissions are also collected from the red  
box in the store. All envelopes, articles, and disks must be  
clearly marked with the author's name. Upcoming editorial  
deadlines are posted on the bulletin board and the box.

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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Samarasinha, Veronica Rossos, Andy Summers, Lachlan  
Story

[www.karmacoop.org](http://www.karmacoop.org)



# Change is Good

By Veronica Rossos

Since our last issue, there have been great  
changes in the world, in our City and at Karma.

The world has seen the terrible tragedy  
December 26th, 2004. And while devastating,  
the world has come together and shown a  
tremendous outpouring of unparalleled  
compassion and generosity. This generosity  
serves as a reminder that our community is  
much larger than the world outside our  
windows.

Here at home, in Toronto, we have seen the  
weather change from a balmy 17°C to -20 °C  
literally overnight. So, make yourself some  
soup, try the minestrone recipe in this issue,  
and tuck in....

Here at Karma we have also seen change.  
We have said good-bye to our general manager,  
Sarah Fairley and have welcomed our new  
general manager, Graeme Hussey. We wish  
them both luck on their adventures. Three  
submissions in this issue deal, both directly and

indirectly, with this change that affects all of us  
in our community.

Leah Lakshmi Piepzna-Samarasinha offers us  
a vision of change, through outreach and an  
opportunity to reflect on how we, as a co-  
operative, can break through and reach-out into  
our community, and reach those who may not  
have access. Asking us to contemplate what  
changes we might bring about within our  
Karma community and beyond.

Lachlan Story offers us a view of change of a  
more practical kind. How does Karma do it?  
How does the store complete its daily  
metamorphosis from a tired business day's end  
to a sparkly well rested store – eager to open its  
doors every morning? The clean-up worker, of  
course!

Enjoy the issue...and as my mother has  
always said, remember, change is good!

# Board Report

By Andy Summers

Wow, what a year 2005 appears to be already! We were just starting to feel good about ourselves after a really well received Annual General Meeting when Karma Co-op received its first curve ball. Sarah Fairley, general manager told us of her plans to leave.

In the traditional Karma Co-op spirit, the board members dropped all their plans and committed themselves to finding “that someone” who could attempt to fill Sarah’s shoes. It was also realised that such a replacement would not be easy to find. The Board had previous experience with hiring and had some reluctance to hire from “outside” Karma Co-op. An internal hiring was the only solution. An advertisement was posted for the attention of our own members and staff.

The Board formed a committee and before Sarah had worked her last day had done all the work necessary to identify her replacement. That replacement was none other than Karma’s own president of the board, Graeme Hussey.

Graeme brings with him a huge commitment to the co-operative movement, a dedication to Karma demonstrated by his work and vision on the board, and a desire to serve its members.

Thanks to all who applied, especially our own

staff and to all on the hiring committee and interview panel: Jason Diceman, Sarah Fairley (now Alumni) and John Richmond (long standing member and Co-operative guru).

The board will now be focusing on three main issues:

- finding a replacement board member:
- identifying the ideal person to lead the board as president:
- continuing the critical work of the board identified at the beginning of this year as it relates to committee work and member representation.

We will keep membership informed of our progress on all of these exciting issues as they occur.

You are all reminded that the monthly board meetings are open to all membership. Please contact Christie (board secretary) for details at [board@karmacoop.org](mailto:board@karmacoop.org) or leave your contact details on the board correspondence mailbox on the notice board.

Here’s to another year of great possibilities for Karma.

# My First Day

By Graeme Hussey

The first day at any job is one filled with excitement and anxiety. Today on my first day, I spent a lot of time getting lost and confused in the responsibilities of the general manager, what I should do next and what deserves priority. One staff member commented that other staff members were also feeling nervous. This is understandable and expected. Although I was very comfortable with the staff as the board president, being the general manager is a different and unique position. This trust and comfort will come, but it is going to take time before I reach the level that Sarah Fairley, our former general manager, had.

I would like to take the opportunity to thank several people and groups who have helped in my transition from president to general manager. I would like to thank Sarah Fairley for her help in developing a comprehensive training schedule and objectives. Sarah has been very supportive in providing a lot of time to make the transition smooth.

I would like to thank the board for supporting me and having the confidence in

me to make this transition positive and successful. I would like to thank the staff members who are doing an excellent job training me on the responsibilities of the GM as well as on the role of the other staff positions. I intend to take full advantage of their help.

Lastly, but most importantly, I would like to thank you, the members. Your continued support is why I have taken this position. Your warm wishes and support continue to be inspiration.

For those of you who do not know me, I would encourage you to say hi and introduce yourself the next time you are in the store. My job is to ensure member relations in terms of products, services and community involvement; I want to hear what your needs are.

I look forward to working for and with all of you. Please do not hesitate to call or email me ([manager@karmacoop.org](mailto:manager@karmacoop.org)) with your questions, comments and concerns about Karma’s products and services.

# Spotlight on: The Clean-up Worker

By Lachlan Story

This article is part four in a series on the different forms of member labour work at Karma. My hope in this series is to pay tribute to, and educate all of us about, the different types of member labour work that are done in our co-op. In this issue, I explore the life and activity of the Karma Clean-up Worker.

Cleaning up is an activity that (I hope) we all share an affinity for, though perhaps to a greater or lesser degree. But a peculiarity of the food retail business, as opposed to one's home, is that one can never rest on one's laurels: what is clean so quickly reverts to disarray by the end of the next day, and the activity must be repeated again, day in and out. If it is not done, people notice. And a dirty store does little to inspire our members to greater heights of co-operative purchasing! Enter the clean-up worker. While many other co-op members are digesting dinner, sitting around a warm fire, or preparing for a night on the town, the clean-up

worker dons loose and functional pants and shirt, and heads down in the winter darkness to put our store to bed. So who are these people? And what makes them tick, and maybe get ticked off?

## HABITAT AND BEHAVIOUR

Cleaning things up seems to be an undervalued activity, let alone profession, in our society. Despite ancient sayings like "cleanliness is next to godliness", reverence for the goddess Hygeia (from whence "hygiene" comes) seems on the decline. Everyone wants things clean, and yet few want to do it themselves! Yet for the person of the right disposition and temperament, clean-up work is the best choice of member labour around. I have been a clean-up worker for many years now, and I would not trade this for any other kind of member labour.

Clean-up workers appear at the store half an hour before our store closes, seven days a

...continued on next page

## The Clean-up Worker...continued

week. They are nocturnal, pack creatures by disposition, usually travelling in groups of two or three, hunting dirt and disorder co-operatively. It is a truly sad day for one of these sociable co-op members to be left alone with the not inconsiderable task of cleaning up the entire store on their own, for it saps the spirit that makes our member labour system work. It is hard to feel good about doing a job that you can't possibly do well when on your own. Yet this does seem to happen more than we would like to see – modern urban capitalist life has led to a slow population decline in this member of the Karma ecosystem (especially on a Friday and Saturday night). So if you are behind in hours, and can't make one of those day-time cash shifts, consider clean-up work!

## THE TASK AT HAND

Clean-up work involves many different tasks, keeping those of restless mind or short attention span busy with a number of activities. Done correctly, and with enthusiasm, clean-up work is also as good an exercise as you'll find on any gym machine, and free, to boot. Most tasks will be familiar to anyone who is involved in domestic life: sweeping and mopping floors, changing the garbage cans, wiping counters, and washing dishes. But other tasks require additional learning and skills.

The task perhaps least favoured by clean-up workers is breaking down and tying up cardboard boxes for recycling. On Thursdays especially (a big shipment day), the pile of boxes can be quite daunting, towering over one's head and threatening to fall down and crush the hesitant clean-up worker underneath.

This job is challenging, because boxes come

in all different sizes and shapes, and yet all of them have to end up in relatively neat square packages securely and tightly tied up so that they can be brought to the curb on recycling night. And as someone who has had to carry to the curb piles of boxes that were badly and loosely tied, I can attest to the importance of this job being well done! As the piles disintegrated in my arms, spilling over the slushy pavement, so too did my usual co-operative sweetness of language and disposition...

Faced with this possibility, most clean-up workers labour mightily in tying up boxes well. Sadly, there is no single way to tie up boxes, though the special "loop-tie" at the string end is a must. The task is part science and part art -- a systematic method is needed to put like with like, but this must be tempered with the flexibility to accommodate the variety of box shapes that are inevitably present: they will not all fit perfectly! While I consider myself an advanced student of the skill, a true master is our staff member, Michael Armstrong. I worked with him at box-tying many years ago, and his speedy fusion of chaos and order in the task continues to serve as my inspiration in this activity and others.

And if none of this inspires my readers and fellow clean-up workers to rush down to tie boxes up with a happy smile and a spring in your step, at the very least one can be cheerful that every cardboard box tied up means one more box of products is being sold, keeping our store solvent and the co-operative movement alive! There is an up side to every down.

Another critical activity of the clean-up

...continued on next page

worker is taking out and cleaning all the spoons that are in our bulk goods (like nut butters, olives, and maple syrup). Some people seem to like this work better than others, and are better at it as well. Every speck of product that is not returned to its container and is instead washed down the drain, contributes to product shrinkage and is bad for the store – cashew butter and maple syrup are products that one might want to take special care of.

**SIZING ONE ANOTHER UP**

A good clean-up partner (or two) is to be valued beyond many things in life, and you can quickly get the measure of those you are working with. A small minority of clean-up workers seem to lose perspective of the task at hand, and spend most of their shift doing one thing perfectly, but *v e r y s l o w l y*. Others zoom through each task with reckless abandon. As with many things, the middle road is the best in clean-up work. Having three people on a shift is a rare occurrence, but affords the opportunity to take on cleaning tasks beyond the standard.

While some prefer to work with different people each month, I have always preferred to work with a regular clean-up partner, especially one whose skills are complimentary to my own. Sadly, I recently lost the partner I have worked with for the last three years. She liked spoon cleaning and I liked box tying; it was a perfect match. Knowing the strengths and interests of your partner means you do not have to begin the evening with the delicate task of sounding each other out on your strengths and preferences for tasks.

But how do you negotiate who does what? If you have a regular monthly shift and partner,

taking turns can work for doing some things. Option two is a frank and open discussion about your likes and dislikes, and this is usually as successful as it is in regular life. And if these two methods do not yield consensual results, I suggest a sudden-death bout of “thumb-wars” or “rock-paper-scissors”. This final option has the added benefit of a possible revenge match next month, and honing your skills in the interim. But there are more possibilities for the clean up shift! If you are contemplating moving in with someone, hauling them off to a clean-up shift could offer you the critical litmus-test of domestic compatibility. I would suggest it could even be good as a “third date”, post-dinner activity, weeding out the faint of co-operative heart.

But seriously, the idea that any of these tasks are truly unpleasant or hard does not hold much water. For me at least, cleaning up the store makes it symbolically and emotionally my own; doing it well makes me feel good about my place in our community. I think that these are feelings that many people get in their member labour activity at Karma. While it is work, it comes but once a month.

If one brings a sense of boredom and tediousness to the tasks, they will most certainly be boring and tedious!

In addition to reflecting the daily work of our members back to them, the purpose of this series on member labour has ultimately been about showing some alternative (non-boring) ways of thinking about this work we do at our co-op. I hope it has succeeded in this purpose.

Thank you clean up workers, for the good work you do!

# Food Justice

By Leah Lakshmi Piepzna-Samarasinha

*Communities of colour taking care of business*

When I was in my early twenties and living in Brooklyn, I was a member of the Park Slope Food Co-op.

Park Slope is world famous as one of the first, biggest and longest-lasting co-ops in North America. But what made Park Slope most special to me was that it was composed of a truly diverse crew of folks. When I bagged groceries, I did it next to people who looked like me – families, artists and regular folks who lived in nearby Fort Greene, Bed Stuy and Crown Heights – queer folks of color who definitely didn’t look like Ellen Degeneres. Unlike every other health food store I’d been in, I didn’t feel like a brown pinprick in a sea of white hippies and yuppies.

How did Park Slope pull this off? Park Slope reflected the diversity of its membership in the foods it stocked. I could buy organic, fair-traded yucca, taro, yams, black-eyed peas, roti, okra and chilies, no problem. Park Slope accepted food stamps, had deals with local car services for folks who lived outside the immediate neighborhood who needed to haul their bags home, and offered free childcare in a room upstairs. Finally, there were sliding-scale membership fees that were determined based on a member’s income and number of

dependents. There were concrete, visible ways that Park Slope was accessible and relevant to low-income folks and people of color.

As Gordon Edgar says in a recent article in Clamor magazine about Rainbow Grocery, the Bay Area’s largest natural food co-op, “[a]s with many other food-based co-ops around the country, Rainbow’s original base of customers and workers tended to be counter-cultural – and not reflective of the demographics of the city or even the surrounding neighborhood as a whole.” Edgar describes Rainbow’s process and efforts to change this by developing internal anti-oppression training and by hiring more people of color; these steps have altered both its customer base and communities it serves.

But creating accessible food options in low-income communities and communities of color isn’t always about transforming traditional co-ops through outreach. Many communities of color are organizing to create food resources that are community controlled and suited to that community’s unique needs.

The People’s Grocery, founded in 2000 in the city of West Oakland, California, is one such example. West Oakland has only one supermarket for 25,000 people, but is home to

...continued on next page

## Food justice...continued

36 convenience and liquor stores, only 3 of which sell fresh produce or adequate food for a balanced meal. The People's Grocery founders noted that prices at these convenience stores were 30%-100% higher than at supermarkets, and none of them carried any chemical-free or organic foods. Instead of a traditional storefront or co-op, The People's Grocery operates a "Mobile Market", a truck converted to a store topped with a boomin' solar-powered sound system. This Mobile Market, loaded with fresh locally grown produce, staples and healthy snacks at affordable prices, visits churches, schools and community centers on a bi-weekly basis. This makes accessing healthy food easy for folks who work two or three jobs and/or have children; bringing the food to the people instead of making the people, who are home bound, disabled or have difficulty making bus fare, come to the food. It also saves The People's Grocery the expense of paying high commercial rent. "We believe that no one should live without enough food because of economic constraints or social inequalities and that demanding "food Justice" precedes the achievement of "food security," reads their manifesto.

In Ontario, the Midwinter Harvest Food Program, based at the Tyendinaga, Mohawk Nation Territory, aims to provide, in the words of its organizers: "healthy, culturally appropriate foods to First Nations, poor and homeless people, and to defend our territories against environmental destruction. We will be on the land and appreciate its natural power and will seek to raise the fighting spirit of our people and give direction and purpose to the generations who will come after us." The program grows and processes food while

making food available to territory residents and low-income homeless people in Toronto and Ottawa. Building local economic self-sufficiency at Tyendinaga and teaching traditional food gathering and raising practices to the next generation, while also linking urban Native communities with affordable traditional/organic food is the result that has been achieved. This is in keeping with Aboriginal traditions of autonomous resistance and organizing to be self-sufficient without relying on a colonial state.

My desire for healthy, affordable food has taken me to Park Slope, Kensington Market, the Dufferin Grove Farmer's Market and the Fullworth market in Parkdale.

Everywhere I go, I long for affordable healthy food that I can use to make my grandmother's recipes, and movements for organic, sustainable food that are accessible to everyone. Control over food and land goes hand in hand with the determination to control our own destinies. And as Edgar reminds us, "Food and its distribution have been the spark for more riots, revolutions, and political movements than anything else you can name."

For more information:

Foodshare/ Field to Table (for Toronto-based community gardening info): [www.foodshare.ca](http://www.foodshare.ca)

People's Grocery: [www.peoplesgrocery.org](http://www.peoplesgrocery.org)

Midwinter Harvest Program:  
[midwinterharvest@kos.ca](mailto:midwinterharvest@kos.ca); (613) 968.3305.

Clamor Magazine, November/ December 2004,  
"Doing What Comes Naturally,"

by Gordon Edgar; [www.clamormagazine.org](http://www.clamormagazine.org)

# People and Planet-Friendly Listings

## Community Computer Recycling

Computation offers a free computer recycling service (certificates and information destruction also available). Free pick-up, where quantities merit, is available, as is drop-off at our Toronto facility. We make all efforts to refurbish the equipment placed under our stewardship, remarketing and donating if possible.

Irreparable equipment is reclaimed/recycled for its raw materials. 100% of the equipment under our care is diverted from landfill. In addition to recycling we offer computer and IT services for the home and office. Please visit <http://www.computation.to> for further details or contact Dennis Maslo @ 416.910.4358

Where: Toronto. 2444 Bloor St West.

## Climate Change Panel Discussion

Sat Feb 26, 2005, 2:00 pm - 4:30 pm, Toronto, ON  
"Adequacy, Equity, and Realism: The Challenges of Climate Policy-Making Post-2012 and the Struggle to Prevent Global Warming"

Overview : Just ten days after the Kyoto Protocol officially enters into force on 16 February 2005, this panel will bring together leading academics and members of civil society with concerned students and citizens to take stock of the progress so far and what lies ahead in the struggle to prevent catastrophic climate change. This issue has become all the more relevant in light of the recent 10th

Conference of the Parties in Buenos Aires this past December. At COP-10 member countries struggled to find a consensus on how to proceed in the post-2012 commitment period, a discussion that the Kyoto Protocol states must begin this year. The final decision was to hold a "Seminar of Government Experts" in Bonn, Germany in May to allow views on this topic to be shared, though it is strictly stated that no negotiations will take place on new commitments. Just what these views might be and how Canada should seek to balance the delicate tripartite objectives of adequacy, equity, and political realism are urgent questions to be debated in this panel discussion, which will be the first public discussion of this issue in Canada. Confirmed panelists thus far included John Bennett of the Sierra Club and the head of the Climate Action Network ^ Canada; Mienhard Dolle, a Dalhousie University law professor and one of the foremost Canadian academics on climate change policy; and Michael K. Dorsey, a faculty member at Dartmouth College in New Hampshire and a prominent figure in the American Climate Justice movement. The moderator of the panel will be Jutta Brunnée, a distinguished environmental law professor at the University of Toronto Law School.

**When:** Sat Feb 26, 2005 2:00 pm - 4:30 pm

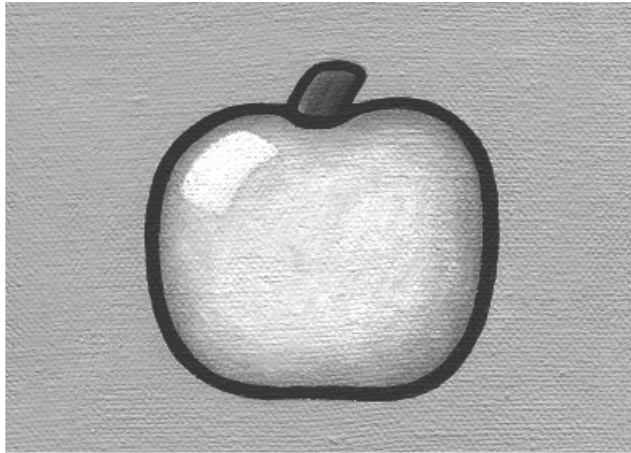
**Where:** Toronto. Law Faculty, U of T, 84

Queens Park

**Price:** Free

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## People and Planet listings...continued



### Seedy Saturday Toronto

Sat Mar 19, 2005, 10:00 am - 3:00 pm,  
Toronto, ON

Seedy Saturday is not one event, but a series of independent local events, which have sprung up across the country in the past twelve years. Seedy Saturdays are public events, for the betterment of the local gardening community, often organized and operated by volunteers. They bring together home gardeners, seed savers, native plant collectors, agriculture conservation groups, and community gardeners as well as local seed companies that sell open-pollinated varieties of vegetables, fruits, flowers, grains and herbs.

The event began in 1989 in Vancouver and has spread across Canada, giving people a chance to come together to learn more about seed saving and biodiversity conservation. These local seed swaps are a great place to meet people who share an interest in heritage seeds.

You can find help for your garden, swap your favorite seeds with other gardeners, and buy open-pollinated heritage seeds and plants which have not been genetically engineered, and which have been selected over many generations to grow well in your local conditions.

These events are locally organized and run, and many of them are co-sponsored by Seeds of Diversity Canada, a non-profit group of gardeners and farmers whose goal is keep the best plants that generations of gardeners have treasured.

Find out how you can encourage biodiversity in your own backyard - attend the next Seedy Saturday in your area.

**When:** Sat Mar 19, 2005 10:00 am - 3:00 pm  
**Where:** Toronto. Scadding Court Community Centre, Dundas at Bathurst  
**Contact Name:** Jennifer Volk, Foodshare Toronto  
**Phone:** 416-392-1668

## People and Planet listings...continued



### Toronto West Organic Farmers Market

Thursdays, 3:30pm-7pm, Toronto, ON

Local farmers (small farms from southern Ontario) sell their organically-grown products, including fruits, vegetables, herbs, and breads. Runs all year, partly indoors in cold weather. Thorpe's Organic Produce Farm and Plan B Organic Farm (CSA) grow organic vegetables, fruits and herbs.

**Where:** 875 Dufferin St, Dufferin Grove Park rink house, near Dufferin St & Dufferin Park Ave, between Bloor St West & College St (click here for map).

**Info:** [market@dufferinpark.ca](mailto:market@dufferinpark.ca),  
<http://www.dufferinpark.ca/market/market.html>



### The Council of Canadians

Thursday March 10th, 2005, Toronto, ON

You are invited to join The Toronto Chapter of the Council of Canadians on Thursday March

10th, 2005 7:00 pm at OISE.

**Important Issues:** the proposed American anti-ballistic missile system and our campaign to stop the Canadian Government from participating; our ongoing efforts to protect and improve our public medicare system; safe food, safe water and related environmental protection; and the fight to promote fair trade that benefits all.

**Speaker:** Paul Jay (former producer of counterSpin) on IWT (Independent World Television)

The Ontario Institute for Studies in Education (OISE)

**Where:** 252 Bloor Street West (St George subway stop) Room 2279 (Second Floor)

**When:** Thurs March 10, 2005 7:00 pm to 9:00 pm

**Please Note:** Our meetings take place on the second Thursday of each month at OISE.

We have the same room booked for each meeting - 2279.

Any questions, please contact Toronto Chapter Coordinators Paul Rook [[prook@sympatico.ca](mailto:prook@sympatico.ca)] or Greg Kerr [[gkerr@rogers.com](mailto:gkerr@rogers.com)].

# Cold Weather Eats

By Veronica Rossos

## *Baby it's COLD outside minestrone*

This soup makes 10 large servings and freezes really well.

### Ingredients

8 cups vegetable broth (homemade or organic boullion, either work)  
 6 tbsp. olive oil  
 1 tbsp. butter  
 3 large onions (sliced)  
 1 shallot (sliced)  
 fresh rosemary  
 fresh thyme  
 2 tbsp. garlic (chopped)  
 2 tbsp. ginger (chopped)  
 3 large carrots (chopped)  
 3 celery stalks (chopped)  
 pinch of salt  
 2 fresh red chillies and 2 dried chillies  
 4 zucchini (quartered and sliced into 3 cm pieces)  
 2 cups potatoes (chopped into bite-size pieces)  
 Baby Red are excellent, if you can find them!  
 2 cups string or French beans (cut into 3 cm pieces)  
 3 cups shredded cabbage

Cook the onions, shallot and garlic in the olive oil and butter until the onion becomes translucent.

Add the ginger, chillies, rosemary and thyme, let cook for 3 minutes.

Add the carrots. stir and allow to cook for three minutes.

Add the celery, zucchini, potatoes, beans just as you did the carrots, one at a time cook a few minutes and stir occasionally.

Add the cabbage, stir and cook for 7 minutes.

Add the broth, bring to a boil, cover and reduce heat to a simmer, allow to cook for one and a half hours.

Add salt and cracked black pepper to taste.

Serve with whole grain bread and an added spoonful of olive oil....

Enjoy!

### *Chef's Tip*

*You can also add romano beans, any small pasta you like. I also enjoy this recipe with a little fresh basil (chopped) added in the last few minutes of the cooking process.*



By Sarah Fairley

Dear Karma Members,

It was with sadness that in late November I announced to the Board of Directors that I would be resigning my position as general manager of this great co-op. My years at Karma have been very rewarding ones. It is a rare joy to be able to work for an organization of so much social value, with such great staff and members. I did not imagine when I first started working at Karma as a part-time produce clerk that I would eventually become the general manager of this great organization. But when the opportunity arose, I welcomed the challenge and the members and staff all welcomed me. Many great things have been achieved over the past two years. The hard work of members, the board and staff has made the co-op stronger and better able to respond to the changing environment in which we live.

Since being notified about my resignation many of you have taken the time to express your appreciation for the work that I have done over the past couple of years. I would like at this time to also thank all of you for the support that you have given me. I also need to stress that none of our achievements over the

past two years would have been possible without the support of the rest of Karma's fabulous staff. Karma's staff is an incredibly knowledgeable and dedicated bunch. It is the daily work of Karma's clerks, shift managers and department managers that got Karma through both the good days and the bad. This great group of people is still with the co-op and the co-op will continue to benefit from their labour each and every day.

Though I am sad to be leaving Karma at this time, I am also excited about Karma's future under the leadership of our new general manager, Graeme Hussey. I worked closely with Graeme in his past role as president of the board of Karma. I have come to know Graeme to be a strong community leader, with a sound business mind and a great commitment to co-ops. I am confident that Karma will prosper under Graeme's leadership. Please welcome Graeme to his new role as you all welcomed me when I was first hired as the GM.

I look forward to my new role in the co-op, that of member, and occasional aid to the new GM. I'll see you all in the cash line.

Sincerely,  
 Sarah Fairley