

## Is This Your Year to Step Up and Serve on the Board?

by Hilary Baum, Weavers Way Leadership Committee

**W**EAVERS WAY'S ANNUAL ELECTION SEASON IS ramping up, which means it's time for our members to consider running for the Co-op's Board of Directors. From now until the end of February 2024, you have an opportunity to explore board service and apply to run.

Any Co-op member in good standing age 18 and over is invited to participate in the nomination process

and learn more. We hope you'll reach out to other members who you think might be interested. A strong group of candidates for the April election helps assure a strong board to govern our organization.

For the upcoming election, we need to fill four at-large positions on our governing board of 11 members. Each board member is elected for a three-year term with

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## A Message from Our Board on the Co-op's New Strategic Plan

by Cheryl Croxton, President, Weavers Way Board of Directors

**O**N BEHALF OF THE BOARD OF Directors of Weavers Way, I applaud Jon Roesser and the Co-op's Leadership Team on the completion of the 2023–2028 Strategic Plan. I'm honored and excited to have had the opportunity to be a part of this process, along with other members of the Board, from its inception.

The process of developing and delivering a new Strategic Plan is a journey of engagement, introspection, assessment and listening. We listened to member-owners, grocery partners, community stakeholders, customers, and of course, those who work tirelessly at the Co-op.

As expressed by the Ends, your values and voice have mattered throughout the strategic planning process. Moreover, the Board, in partnership with Jon, the Co-op's Leadership Team and Praxis, our consultant, worked to serve as one link to your values and your voice.

You will see that the Strategic Plan adheres to the fundamental principle that Weavers Way is a democratic organization operating consistently with our Ends, and responsible to you — the member-owners, our customers and our communities. We approached the planning process by using the Ends as a basis for direction,

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# The Shuttle

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Since 1973 | The Newspaper of Weavers Way Co-op

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## Coming Soon to Bulk: The Choose to Reuse Program

by Daniellé Sellers Mitchell, Weavers Way Sustainability Coordinator



**“IF NOT THE CO-OP, WHO?”** IS A rhetorical question I hear often in my day-to-day at Weavers Way. This question is often brought up during discussions about beginning new sustainability efforts and revitalizing old ones.

Our latest effort in this category, which will begin in the new year, is Choose to Reuse. It's an everyday, year-round bulk shopping promotion that will take the place of our previous Weigh It Weekends

Here's how it works: If you bring in containers from home or use one from our jar library, you will receive a 15-cent discount for each container used. You will also receive all discounts that apply to you — working member, senior, Food for All, etc. — in addition to the Choose to Reuse credit.

We're excited to incentivize reuse and reduce the amount of single-use packaging. At the same time, we're passing along the savings to our customers all year long!

Over its lifespan, Weigh It Weekend was less utilized and successful than

we had hoped it would be when we introduced it. We think that more shoppers will be able to take advantage of the Choose to Reuse discount more frequently, which will increase our plastic reduction impact and introduce more shoppers to the importance of switching to reusables. We are excited to make this change and we hope that you are, too!

Opting to increase reusables is crucial to the reduction of our carbon footprint. The carbon dioxide impact for reusables is far below the impact of their single-use counterparts, and that only decreases as the number of times they are reused increases.

By promoting our community's adoption of sustainable reuse practices, we are lowering our dependence on single-use packaging materials. We're also saving the Co-op money on packaging costs and reducing our collective carbon footprint at the same time.

Choose to Reuse will begin in January. See you in one of our bulk departments — and don't forget your jars!

## New Community Fund Will Aid Food Access, Allow for Grants

by Kathleen Casey, Weavers Way Development Manager

**T**HE 2023-2028 STRATEGIC PLAN prioritizes the launch of the Weavers Way Community Fund, which was established as a registered 501(c)3 by the Co-op last year. The fund aims to bridge the gap between our retail operations and healthy food access to Co-op communities. Through it, we will apply for and receive grants, along with charitable contributions, to bolster healthy food access via our stores.

The fund is now ready to receive charitable contributions from the community. Contributions will directly support our healthy food access programs, including Food for All, which provides a 15% discount to Co-op members facing economic challenges. Contributions will be used to offset the costs of providing this discount. By supporting Food for All, Co-op members will make it possible for us to sustain this vital resource for those undergoing economic hardship who want to buy the healthy, sustainable foods we sell.

Additionally, the fund will help support our community fridges, which provide unrestricted access to donated food all day, every day, no questions asked. These fridges will be maintained in Ambler and Germantown at a minimum. (Note: The Ambler community fridge's status is currently uncertain due to the

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## Editor's Note

by Karen Plourde, Editor,  
Weavers Way Shuttle



ON MY DESK, PERCHED ATOP STACKS of old Shuttles, is a framed copy of the April 3, 1973 “Newsletter of the Weavers Way Co-op.” Note that it was not called the Shuttle yet. That didn’t happen until December of that year; look for an article on the first issue of the paper next month.

The newsletter takes up one side of an 8 1/2” by 11” sheet of paper. The last paragraph on the page states “The minutes of the April 2nd meeting follow. Please read them carefully and consider what your household can do to make us more effective.” Sadly, my copy doesn’t include those. Maybe I can find those during my research trip to Temple University.

I was intrigued by these lines in the first paragraph: “When a newsletter [sp] becomes a regular part of our co-op, it will be stapled to the buying authorization used by active members. We will not spend additional funds to mail or distribute it. Extra copies will be kept to a minimum consistent with changing enrollments.”

Ah, for the simpler days of paper copies stapled to paper authorizations. Wonder when the policy of paying to have the Shuttle mailed to members changed?

As we conclude our year of celebrating the Co-op’s 50th anniversary, I know I’ve learned a lot, but there’s still plenty I don’t know. And I suspect there’s some institutional knowledge that disappeared over time, despite Norm Weiss’ excellent recall of his many years here.

The center spread of this issue contains the colorful, condensed, full-of-illustrations-and graphics Strategic Plan for the next five years. Plenty has been written about it already from our Board president and general manager. But as members and shoppers, it’s important to look it over to get a sense of where we want to go. The plan aims to make us accountable, and you’ll have the opportunity to let us know what you think of it.

Greetings of the season to all who celebrate. Catch you in the pages late next month.

**The Shuttle is published by Weavers Way Cooperative Association.**

### Statement of Policy

The purpose of the Shuttle is to provide information about co-ops, healthful food and other matters of interest to Weavers Way members as consumers and citizens.

Weavers Way members are welcome to submit articles (about 500 words) and letters to the editor (200 words) on subjects of interest to the Co-op community.

No anonymous material will be published; all submissions must include an email or phone number for verification. The Shuttle retains the right to edit or refuse any article or letter. Submit to [editor@weaversway.coop](mailto:editor@weaversway.coop). Articles and letters express the views of the writers and not those of the Shuttle, the Co-op or its Board, unless identified as such.

### Advertising

Advertising for each issue is due the 1st of the preceding month, e.g., Dec. 1 for January. Ad rates are online at [www.weaversway.coop/shuttle](http://www.weaversway.coop/shuttle), or call 215-843-2350, ext. 314, or email [advertising@weaversway.coop](mailto:advertising@weaversway.coop). Advertised products or services may not be construed as endorsed by Weavers Way Co-op.

## Check It Out!

by Karen Plourde, Editor, Weavers Way Shuttle

### Valley Milkhouse Cheeses Are Great to Share (or keep)

Oley, Berks County is home to **Valley Milkhouse Creamery**, which specializes in fresh, soft-ripened and lightly aged cheeses in the European tradition. To celebrate the Co-op’s 50th anniversary, they’ve put together Jubilee, a whipped fromage blanc infused with lavender and honey from the apiary across from our farm at Saul Agricultural High School in Roxborough.

Jubilee will star on the cheese platter for your holiday gatherings; spread it on a baguette, apple slices or your fave crispbread. Pick up one for yourself and a couple more to gift to friends, family and those far away from Weavers Way. Through Jan. 2, it’s \$3 off a pound (regularly \$21.99).

In fact, the full line of Valley Milkhouse cheeses is \$3 off a pound through the start of the new year. That includes Lady’s Slipper (a nutty tomme bathed in hard cider from Freeson Farm, a local apple orchard); Honey Bell — tart, creamy and ripened with dried chamomile flowers; and Witchgrass, the sister to Honey Bell. It’s also tart and creamy and ripened with vegetable ash to give it an earthy flavor note. Lady Slipper and Witchgrass are regularly \$28.99 a pound; Honey Bell is \$29.99 a pound.

### Tait Farm Spreads Sweeten the Season

Never mind that tiny jar of jam you got four or five years ago in a random gift basket. Opt for the good stuff — fruit spreads from **Tait Farm Foods** of Boalsburg, Centre County. Each nine-ounce jar is packed with over a half-



pound of fruit. Pick up a jar and the local bread or baked item of your choice to upgrade your breakfast. And don’t forget the folks on your gift list! The spreads would also pair well with one of the Valley Milkhouse cheeses.

Through Jan. 2, all Tait Farm jams and conserves are \$1 off (regularly \$8.99-\$10.99).

### ‘Tis the Season For Fireside Tonic

Chances are you’ve already experienced one form of seasonal sickness or another, now that the cooler weather has driven us indoors and various events have left us exposed to others’ germs. To combat further illness, consider investing in Fireside Tonic, the version of fire cider from Ithaca, NY-based Food and Ferments.

**Fireside Tonic** is infused with natural cold and flu fighters and system fortifiers, including organic apple cider vinegar, oranges, local raw honey, ginger, organic jalapenos, dried habaneros, turmeric, cayenne and more. If it sounds spicy, it is, so a shot mixed into tea, water or juice would work best for those who don’t like the heat (although I kind of enjoy the kick). While it’s not guaranteed to keep colds and the flu at bay, it can kick up your immunity a notch if you feel something coming on.

Through Jan. 2, eight and 16-ounce bottles of Fireside Tonic are \$12.99 and \$23.99, respectively; they’re regularly \$15.99 and \$28.99. If you’re thinking about adding fire cider to your sickness-fighting routine, now’s the time to take the plunge.



by Kieran McCourt, Weavers Way Ambler

As the days grow shorter and the cold air settles in, local produce options begin to dwindle. Strawberries are on the shelf but won’t taste the same as when they are in season. Peaches are a fading memory, and apples, for all their variety, are getting a bit boring.

But this time of year, citrus finally comes into its own — mandarins, satsumas, clementines, Cara Caras, grapefruits, tangerines and more. They’re bright and inviting, have thick skins to help them last longer, and are juicy, sweet, tart and fragrant. So let’s beat the winter doldrums and scurvy by eating them.

Before peeling an orange and breaking up the segments, take out your microplane or vegetable peeler and remove the zest. If you are going to end up tossing the peeled skin, (most don’t enjoy the texture or bitterness of the white pith), the zest is worth saving. It’ll brighten up a pot of grains or roasted or steamed vegetables or can garnish a cocktail.

Finely grated or peeled and sliced zest can be added to plain sugar, infusing it with fragrant oils to bump up homemade baked items, a cup of tea or a batch of hot cocoa. Drop strips of citrus peel into a bottle of olive oil to add more nuance to a dressing or cooked grains and vegetables.

It’s worth going for the organic option when you plan to use zest. The exterior skin of any citrus fruit is the most likely part to be exposed to treatments for blights, fungi and pests.

You can also mix and match your favorite orange varieties into a wintery fruit salad. Add pomegranate arils and mint — and enjoy. If presentation is important, especially with the striking blood orange, consider learning how to supreme; there are plenty of videos and guides online. This is another kitchen task made easier by a sharp knife. A citrus fruit salad also makes a delightful topping for a pavlova. Candied orange peel, aside from making a lovely garnish, snack, or part of a mincemeat filling, is also a great way to take a boxed brownie mix to the next level.

Savory options for citrus include roasting a whole chicken over lemon or orange slices or quartering a lemon or orange and stuffing inside the chicken before cooking it. You can also do low and slow braises with oranges or preserved lemons (find more on preserved lemons in my March 2019 Shuttle column), and can make tofu with orange sauce, featuring the fresh squeezed juice of a Cara Cara.

With navels, lemons and limes available year-round, winter is the time to mix up any standard recipe with other types of citrus that are at their wintertime peak. The bevy of choices can brighten a gray wintery day while you’re waiting for the sun to return.

## the word on wellness

## A Holiday Reflection for a Healthier New Year

by Karen Palmer, Weavers Way Ambler Wellness Buyer

THE HOLIDAY SEASON IS A TIME FOR joyous celebrations and delicious meals as well as an opportunity for reflection, gratitude and setting intentions for the coming year. As busy as we are right now, it's crucial to take a moment to reassess our lives, focus on our well-being, and make choices for a healthier, more balanced future.

Here are some values to consider amid the hustle and bustle:

### Reflection and Gratitude

The holidays provide a natural pause to reflect on the past year and express gratitude for the positive aspects of our lives. Take some time to journal about your accomplishments, the challenges you've overcome, and the people and experiences you are thankful for. Gratitude has been linked to improved mental well-being, reduced stress and a more positive outlook on life.

### Setting Intentions for the New Year

As we bid farewell to the current year, consider setting mindful intentions for the upcoming one. What aspects of your life would you like to enhance or change? Whether it's committing to a healthier lifestyle, fostering stronger relationships, or pursuing personal and professional growth, setting clear intentions can provide a road map for the year ahead. Break down your goals into manageable steps to make them more achievable.

### Navigating Healthy Choices

The season often tempts us with indulgent treats and festive feasts. While it's perfectly okay to savor these, it's essential to strike a balance and prioritize your well-being. Opt for nutrient dense, whole foods that nourish your body and mind.

Incorporate colorful fruits and vegetables, lean proteins and whole grains into your meals. Stay hydrated by drinking plenty of water and herbal teas to support digestion and maintain your energy level.

### Mindful Eating and Stress Management

During holiday gatherings, remember to slow down, savor each bite and listen to your body's hunger and fullness cues. Be mindful of portion sizes and choose foods that align with your health goals.

Additionally, managing stress is crucial for overall well-being. Incorporate activities such as deep breathing exercises, meditation or a walk in nature into your routine. Taking time for self-care contributes to a calmer and more enjoyable season.

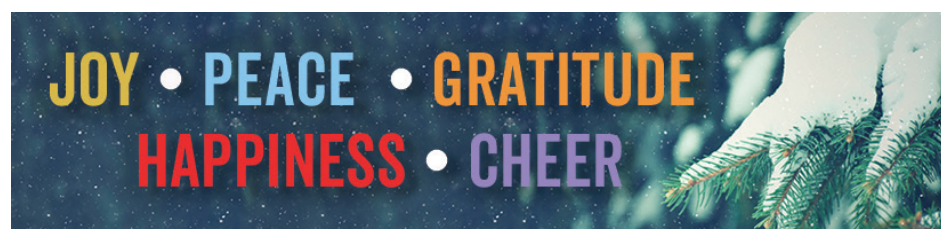
### Connect and Share with Loved Ones

You can foster meaningful connections by spending quality time with friends and family. Engage in activities that bring you joy and strengthen your social bonds. Whether it's a virtual gathering or a simple home-cooked meal, prioritize these moments of connection and presence.

### The Co-op's Wellness Resources

At the Co-op, we're ready to support your health journey. From fresh, organic produce to supplements, our stores are stocked with products that can help you prioritize your well-being. In addition, our wellness events and workshops will give you insight into nutrition, mindfulness and sustainable living.

As we close out 2023 and approach a new year, let's celebrate with a commitment to our well-being and a vision for a healthier, happier future. Here's wishing you joy and wellness!



## Monthly Barn Dances Continue a Centuries-Old Tradition at Summit

by Rick Mohr, for the Shuttle

IMAGINE IT'S 200 years ago and you and your neighbors are looking to have a little fun. Maybe your neighbor Pat plays the fiddle, Morgan knows a few dances, and the Smith family barn has plenty of space. Morgan picks dances that everyone can learn easily, from six-year-old John to 66-year-old Esther. The fiddle shuffles four beats, and the barn dance begins!



Although there are no barns in Mt. Airy, Summit Presbyterian Church continues the centuries-old tradition of dances open to the community on the first Sunday of every month from November to April. Barn Dance leaders John Krumm and Chloe and Rick Mohr choose songs that will engage whoever might walk in that afternoon.

Unlike other kinds of dance, which often require learning to move with skill and style, barn dances encourage participants to move in ways they already know. To start, everyone might stand in a big circle, in lines facing each other, or in scattered groups around the floor. The leader walks everyone through a sequence — in a circle, or turn with linked elbows, or join hands in the middle to make a “star,” or gallop in pairs down the center.

Participants are intent, silly or casual as they make their way through the sequence and get a feel for which way to walk or who to turn with or what comes next. Some look confident, others unsure. If more dancers look unsure than not, the caller might do a second walk-through and include a tip here and there.

The music is usually a lively fiddle tune accompanied by rhythmic piano and maybe a mandolin, banjo, flute, guitar or accordion. Sometimes the band includes musicians of all ages and abilities, who join in for the pleasure of playing together. As people start moving, they hear the leader call out what to do at the right time to make things flow easily.

The tune repeats and so does the dance, leading participants to interact with different neighbors. Smiles and confidence bloom as dancers get the hang of the sequence with the caller's help. Kids gallop down the center at top speed — seniors, maybe a bit slower (or not!). As the dance ends, everyone claps for the band. After a few minutes, the caller explains how to line up for the next song.

After four or five dances, it's time for a break and some singing. Everyone sits near the front for a couple of songs — new, old, funny, bold or sweet, but always with a part that's easy to learn and sing along with.

At the end, people linger and chat, kids race around, and volunteers help put away the sound gear. Then everyone goes off to their separate lives.

Mt. Airy barn dances are sponsored by Germantown Country Dancers and take place from 2 p.m. to 3:45 p.m. at Summit Presbyterian Church, 6757 Greene St. (enter on Westview Street). All ages are welcome, but the dances are best for ages 6 and up. There is a sliding scale donation of \$3-\$5 for kids and \$5-\$10 for adults, payable by cash or check. Masks are optional and adults sign a waiver for contact tracing. For more info, see facebook.com/MountAiryBarnDance, email rick@rickmohr.net, or call 267-377-9333.

*Rick Mohr is one of the organizers of the Mt Airy Barn Dance*

## October Expo Shared Natural Health Products and Guidance

by Lee Bowman-Gannon, for the Shuttle

THE WORLD OF WELLNESS NATURAL HEALTH Expo, which took place at Plymouth Meeting Mall on Oct. 21, brought proactive natural health care awareness to hundreds of attendees. In addition, through ticket sales proceeds, the event raised needed funds for East Mt. Airy's Werner's Community Garden.

This year's expo focused on building natural immunity ahead of cold season and using natural aids to manage stress and chronic pain. The event took up the main lower-level courtyard of the mall and included the WOWellness Pavilion, where attendees could talk with holistic practitioners, functional medicine healthcare providers and natural pain management doctors such as Dr. Christian Asare of Wayne's Aether Medicine. Visitors could also sample natural supplements and demo wellness product lines such as compression boots from Restore Hyper Wellness.

The Mother Earth Marketplace offered visitors a chance to get to know local and regional earth-friendly and organic businesses ahead of the holidays. Attendees



Above left, attendees at the World of Wellness Expo at Plymouth Meeting Mall on Oct. 21 talk with local vendors at the Mother Earth Marketplace. Above right, event co-coordinator Pam Gilly (second row, third from left) poses with members of East Mt. Airy's Werner's Community Garden and the \$1,000 check that was given to the garden from Expo ticket sale proceeds.

were treated to an assortment of demonstrations throughout the day, including a vegan cooking demo by Erdenheim's Flatbelly Veg chef/owner Joshua Black, a Qigong demo by holistic practitioner Laura Chalfant and a tuto-



Photos by Pam Gilly

rial on the art of hand-rolled Indian incense by Weavers Way vendor The Pure Incense Co. In addition, expo co-sponsor Boiron Homeopathics provided free samples of wellness products that aid sleep, reduce stress, and help

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**FOOD MOXIE**

We dig what we eat.

*A Thank You and Year-End Appeal  
from the Co-op's Nonprofit*

As 2023 closes, Food Moxie is heartened by the support of our community this year. Amid ongoing challenges and changes, we continue to experience immense joy in our work. Through it all, we are committed to planting seeds of hope and harvesting the bounty of impactful programming through food exploration, agricultural education and healing through nature.

This year we embarked on the ongoing work of reaffirming our commitment to the students, families and individuals we serve. We paved paths to strong partnerships. We became more rigorous in our evaluation of work. We had fun in the fields at Saul High School. We envisioned brighter futures in the gardens of Martin Luther King Jr. High School. Most importantly, we did it together and are thankful for your steadfast support of our mission.

Today, we invite you to consider donating \$50, \$100, \$200, or any amount that is meaningful to you for us to continue impacting the communities we serve.

Your generous contribution will:

- Support the development of employment skills for high school students with intellectual and developmental disabilities through our educational partnerships with local schools.
- Provide a safe and stimulating summer camp for children experiencing homelessness through our work at Philadelphia's largest emergency shelter for families.
- Aid in the professional skills development of our staff so that they may pass on valuable learning to the community.
- Deliver access to healthy foods and space to grow produce for neighbors.

Please join our mission to create more food-secure neighborhoods. Make your donation online at [www.foodmoxie.org](http://www.foodmoxie.org). If you prefer to mail a check, please send it to Food Moxie, 559 Carpenter Lane, Philadelphia, PA 19119.

As Weavers Way's nonprofit partner, we extend our heartfelt appreciation for your support and send warm wishes for a joyous holiday season to you and your family.

The Food Moxie Team



An offshoot of Weavers Way Co-op

Food Moxie is seeking board members to fill recent vacancies. Serving on the board is an excellent opportunity to provide leadership for the well-being of our community and to educate and inspire people to grow, prepare and eat healthy food.

To ensure that we have a well-rounded and diverse board, we are currently looking for community members who are dedicated, committed and able to lead. Experience in finance, legal and nonprofits is a plus.

If you are interested in learning more about this opportunity and would like to schedule a meeting or submit your name as a board nominee, **please contact Andrea Turner, Governance and Recruiting Chair, at [FMGovernance1@gmail.com](mailto:FMGovernance1@gmail.com)**

Awbury is proud to be part of our community. We are profoundly grateful for the many hands and hearts that support the life and health of this green haven in our neighborhood.

We welcome community members new and old to engage with Awbury in 2024. Stop by for a walk, bring a friend, sign up for a class, follow us on social media, and check out resources on our website. As always, Awbury's grounds are free and open 365 days a year from dawn to dusk.

[awbury.org](http://awbury.org)

*Wishing you a joyous holiday season!*

*If your New Year plans include considering a move, it is not too early to start planning.*

*Let me help you with your housing needs. I look forward to hearing from you.*

*All the best for the New Year!!*

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# Is Eating Red Meat Bad for You? The Evidence Is Mixed

by John McLaughlin, for the Shuttle

**A**MERICANS LOVE MEAT. FROM BURGERS TO BARBECUED ribs, red meat is a cherished part of special occasions and day-to-day meals. But for decades we've been advised by governmental and other organizations to limit our consumption for health reasons.

Our love affair with red meat (and processed meats in particular) has been blamed for the increasing incidence of heart disease, type 2 diabetes, and even cancer, according to a Feb. 2020 article on the Harvard Health website.

The U.S. Department of Agriculture's current Dietary Guidelines for Americans recommend "relatively lower consumption of red and processed meats," with a target of 26 ounces per week of meat, poultry and eggs combined.

I'm probably not alone in eating much more than that. But how concerned should I be about the negative health effects?

A large-scale study published last October in "Nature Medicine" reexamined the case for limiting red meat consumption and found the evidence to be mixed. Researchers at the University of Washington analyzed dozens of previous studies on diet and health outcomes, that included millions of individuals from around the globe to determine if red meat intake predicts negative health outcomes. They concluded that intake of unprocessed red meat was "weakly associated" with an increased risk of colorectal and breast cancers, ischemic heart disease and type 2 diabetes compared to eating no red meat (6%, 3%, 1%, and 1% increased risk, respectively).

What does "weak association" mean here? As the researchers put it, the quality of the evidence gets two out of five stars — one step above no evidence. Moreover, the researchers found no link between processed red meat consumption and increased risk of stroke. They also

noted that more rigorous research is needed to better understand the links between red meat consumption and chronic disease. Unsurprisingly, this study caused some controversy, because it seemed to undermine the longstanding consensus that red meat is potentially bad.

Beyond scientific research, observing different dietary habits around the world has revealed some surprises about possible links between red meat consumption and health. The Maasai, a nomadic people living in Kenya and Tanzania, subsist on a diet almost entirely sourced from their cows: milk, meat and cow's blood. In the case of the latter, they consume blood raw, cooked and mixed with milk.

Despite this fatty diet, the Maasai are incredibly healthy by American standards, with almost no heart disease or type 2 diabetes. A more modern twist is the ketogenic ("keto") diet, a set of guidelines for high-fat, low-carb foods that was originally conceived to help children with epilepsy, but that has more recently gained popularity in America for its dramatic weight-loss benefits. Meat, poultry, eggs, dairy, nuts and low-carb vegetables are its staples.

In addition to weight loss, keto has demonstrated benefits for diabetes and cardiovascular health, according to a May 2021 article published in the National Library of Medicine. These observations are not controlled studies, which largely don't exist in nutrition research



anyway. But they help show that humans can enjoy meat-rich diets while still avoiding the "diseases of modernity" that plague millions of Americans.

None of this is meant to serve as medical advice. And if history is any guide, we will continue to eat generous quantities of meat and other foods that have been declared unhealthy regardless of what the experts say. But maybe there's some reason to feel a little less worried about it.



As part of the Co-op's efforts to reduce our use of single-use plastic, customers can purchase certain items in reusable containers.

There are a variety of containers available, with different deposits required.

## Total Containers by Department (as of October 2023)

Store	Prep	Deli	Bulk	Produce	Grand Total
Ambler	4,210	549	1,354	1,960	8,073
Chestnut Hill	4,384	933	1,234	0	6,551
Mt. Airy	2,332	1,083	2,468	0	5,883
<b>Totals Sold</b>	<b>10,926</b>	<b>2,565</b>	<b>5,056</b>	<b>1,960</b>	<b>20,507</b>
<b>Deposits Refunded</b>					<b>12,949</b>
<b>Return Rate</b>					<b>63%</b>

## How the Container Refund Program Works

1. Look for labels with a CRP logo on our shelves.
2. Buy the item – the cost of the container is tied to the product.
3. Once it's empty, wash the returnable item and take it to the Co-op; you'll get the cost of the container refunded. All CRP lids and containers must be returned food-residue free, fully prewashed.
4. Return containers in a timely fashion to prevent the Co-op from needing to keep buying more stock, and please do not write on or sticker CRP items.
5. Spread the word to family and friends, so they can help save the Earth, too!



A program run by Echo Systems with support from the Weavers Way Plastic Reduction Task Force

Margaret's Hidden Treasures

# Ambler's Thrift Store

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## A Message from Our Board on the Co-op's New Strategic Plan

(Continued from Page 1)

accountability, and our North Star, so that the Strategic Plan will serve as a driving force and guide for daily decision making within the Co-op.

The plan represents a framework that serves as a roadmap and a tool for assessing our progress as we respond to a constantly changing environment. Just think about the changes the Co-op has experienced since the last plan was presented several years ago — the opening of the Ambler store; the COVID pandemic; the national, regional and local movements that have spurred heightened attention to diversity, equity and inclusion; the Co-op's achievement of a \$15-an-hour base pay, and the upcoming opening of the Germantown store.

Where we stand now rests upon the work of many, going back 50 years. Just as members from 1973 couldn't have known what would be like today, we too might not know what will come tomorrow. But in response to turbulence and change, we must envision what we can be — and from there, plan, adapt and seek a healthy, vibrant future for the Co-op. That's what this plan does.

We wholeheartedly endorse the Strategic Plan as the way forward. It is a map to help us navigate how to thrive no matter the circumstances that may arise within our Co-op community.

We encourage you to lean in, listen, ask questions and embrace the future of the Co-op!

## October Expo Shared Natural Health Products

(Continued from Page 3)

treat sports injuries, colds and flu, as well as those that provide first aid.

Weavers Way Ambler Wellness Buyer Karen Palmer offered a cornucopia of vendor samples to attendees at the Co-op's booth. Lastly, the "Garden of Eating" healthy food court featured healthy lunch options provided by Peaceful Springs Farm of Honey Brook, Chester County.

The expo featured a full-day schedule of speakers at three closed-door venues, thanks to the generosity and support of The Awaken Center of Human Transformation, Sola Salon Studios and the Plymouth Performing Arts Center. Topics included "Drugless Options for Chronic Pain" by Warrington naturopathic physician Dr. Julie Lachman and "Natural Healthcare Choices for Children" by Dr. Gordon Donaldson of Morgantown Family Practice.

Event coordinators Pam Gilly and Dr. Larisa Sharipova hope to continue presenting the expo twice a year, in the spring and fall.

As part of its mission to help give back to the community, each expo is connected to a local nonprofit for which funds are raised. This year's fundraiser supported Werner's Community Garden and its overseeing legal arm, the Neighborhood Garden Trust. The expo raised \$1,000 for the garden through community tickets sales and sponsor-donated raffle baskets.

"We're excited to soon permanently preserve Werner's Garden for the community," said Marlana Moore, land preservation manager for the NGT. "We're so grateful for the WOW Expo's donation for helping to make that possible."

Although Werner's Garden has reached its year-end goal of \$10,000, donations to help maintain the garden are always appreciated and can be made through their website: [wernerscommunitygarden.org](http://wernerscommunitygarden.org).

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# Our New Strategic Plan Outlines Our Priorities for the Next Five Years

by Jon Roesser, Weavers Way General Manager

IN HIS FAMOUS "MOON SPEECH," DELIVERED AT Rice University on Sept. 12, 1962, President Kennedy declared, "we choose to go to the moon" before 1970. The crowd went wild (he had a way with crowds).

We can bet the speech caused more than a little bit of head scratching at NASA. There was excitement, to be sure, but also undoubtedly trepidation. How was NASA, only four years old at the time, going to pull off a moon landing in eight years?

Kennedy's goal was aspirational and, as it relates to this column, strategic. The speech was intended to set the goal and rally the people, but the real work of accomplishing a moon landing would be done by NASA. It would be provided the necessary funds in eight consecutive federal budgets, proposed by three different administrations — Kennedy, Johnson and Nixon — and approved by bipartisan majorities in Congress.

One speech set the strategy. Eight years of work, often mundane, created the reality.

December marks the end of our 50th anniversary activities, and we're going out with a bang by rolling out our 2023 Strategic Plan. A summary of the plan is laid out in this issue of the Shuttle. I hope you'll take a few minutes to read it over.

A strategic plan needs to serve two related but distinct purposes. Most importantly, it must serve as a tool for management, to ensure that we prioritize our time, creative energy and money to strategic goals. It must also serve to engage a variety of stakeholder groups — something that tells our story and helps define who we are as an organization.

Weavers Way's 2023 Strategic Plan is, as strategic plans always are, aspirational in nature. No organization puts out a strategic plan that looks to the future with anything less than buoyant optimism. But it is also grounded in real data gathered over the course of more than a

“  
The plan has been  
designed to be  
a living document.”

year from a broad range of stakeholder groups (My New Year's resolution for 2024: Stop saying "stakeholder group").

Data gathering is time consuming and messy, but as we sifted through all our notes and survey results, five major themes emerged:

- 1. Long-Term Financial Sustainability** As we conclude our 50th anniversary celebrations, we need to make sure we run things so we're still here 50 years from now.
- 2. Outstanding Customer Experience** We all own these grocery stores together, so let's make them the best they can possibly be.
- 3. Business Excellence** We plan to advance the Co-op by providing staff training, increasing wages, investing in our infrastructure and achieving excellence in governance.
- 4. Service to Community** The Co-op should strengthen and expand its community outreach endeavors.
- 5. Environmental Stewardship** We need to work a lot harder and faster at improving the Co-op's environmental impact.

For each of these themes, we developed strategic goals, some of which are highly specific (put a new roof on the Across the Way building). Others are much more loosely defined (establish enterprise-wide operational

standards).

In early drafts of the strategic plan, we had a sixth theme built around Diversity, Equity, and Inclusion. As things developed, we came to realize that DEI initiatives needed to be reflected throughout the entire plan. You'll find goals driven by our commitments to diversity and inclusivity in each of the plan's five themes.

Next up, the hard part: execution. Strategic goals are unfunded, so as we develop our annual fiscal year business plans over the next five years, we will need to incorporate the goals outlined in the strategic plan into our actual capital and operating budgets.

The plan has been designed to be a living document, so that it can evolve over the next several years as business conditions and member priorities change.

Our next step is taking the plan on the road with a series of member forums, to take place in the early months of 2024. At these, members will have an opportunity to discuss the plan and contribute to the development of specific tactical goals for achieving its strategic vision.

Please keep an eye out for the schedule of forums. In the meantime, those who are interested in reading the full plan can access it via the Member Center portal of the Co-op's website: (<https://members.weaversway.coop/>).

I would like to thank everyone who played a part, big and small, in our strategic planning process. Particularly I would like to thank the members of the Co-op's board and management teams who served on the Strategic Planning Committee, which did much of the heavy lifting as the plan took shape.

President Kennedy's moon landing goal was achieved in July 1969. Weavers Way was founded four years later in 1973. A half century on, with our new strategic plan in hand, we're poised for great things in the years ahead. I hope you're excited to be on board.

See you around the Co-op.

## New Community Fund Will Aid Food Access, Allow for Grants

need to find a new location to comply with recent Health Department regulations. However, this regulation will not affect the establishment of a fridge at the Germantown store.)

For Co-op members, the launch of the community fund brings forth two immediate opportunities:

- **Round-Up Contributions** at our stores: Individuals enrolled in the "Round Up" program, in which shoppers' transactions are rounded up to the nearest

dollar for donation to Food for All, can now designate these contributions as charitable for tax purposes. The Co-op will track these donations, which will streamline the process for members.

- **Giving Twosday Support:** On Dec. 12, the WWCF will be the beneficiary of the Co-op's December "Giving Twosday." This presents an opportunity for individuals to make tax-deductible contributions in support of the Co-op's healthy food programming by shopping at any

of the Co-op's stores.

These initiatives reinforce our commitment to fostering healthy food access and provide avenues for community engagement and support through charitable contributions. Ultimately, they foster a more inclusive and nourished community. We are excited to launch Weavers Way Community Fund and hope you will join us in supporting these initiatives.

(Continued from Page 3)

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# Ways to Keep Your Amazon Ordering — and Returns — in Check

by Betsy Teutsch, for The Shuttle

**M**Y FELLOW OLDSTERS WILL REMEMBER THAT back in the day, going shopping meant heading to a store. There were catalogs, of course, but mail order was the exception. A beloved childhood pastime of mine was poring over the Sears catalog, a fascinating, veritable encyclopedia of material objects, many of which I had never seen in real life.

Catalog shopping began booming a generation ago, with orders arriving by UPS or via the post office. For busy people without nearby access to stores that carried desired items, catalog shopping filled a need. However, there was a significant lag from the time the order was placed (by mail, before the internet, folks!) until its arrival. And if the item didn't fit, or wasn't right for the purpose intended, returning it was a huge hassle.

As the internet began to take off, it essentially functioned as an online catalog, a small jump from print versions. The catalogs kept proliferating, too, offering marketing opps. In time, many buyers began to use catalogues as a reference, and then placed orders online.

Once Amazon came around, people were familiar with shopping online, but it reduced shopping friction by offering two solutions: quick, reliable delivery and easy returns.

If you're reading this column, you likely shop in person when possible, especially at Weavers Way. But I know few purists who haven't succumbed to the siren song of Amazon — and lots of purchasing means lots of returns. The company doesn't release its numbers, but they are estimated at about 16% of purchases. It would be higher, but not everyone is organized enough to take advantage of the 30-day return policy.

Obviously, 16% of a massive number is gigantic. "We're talking about billions, billions, and billions of [dollars of] waste that's a byproduct of consumerism run amok," said Mark Cohen, director of retail studies at Columbia Business School and former CEO of Sears Canada. All that repacking and reshipping requires fossil fuel



Photo courtesy of Google images.

A liquidation pallet of new-in-box items bought and then returned to Amazon.

to move, but what about the products themselves?

For small items, Amazon (and other retailers) often take the hit and let customers keep the item. There are costs associated with returns, and restocking or reselling at a deep discount is costly, too. Many of these keepers wind up on sites like Mt. Airy Community Gifting, but some undoubtedly wind up in the trash.

Amazon has an internal system for reselling many of the returned items — Amazon Warehouse, which sells goods that are used, new but in open boxes, or otherwise

imperfect. They stand behind these products. There is also a whole secondary economy that bustles to acquire and resell returned items.

"What happens to all these Amazon returns?" I asked the shipping store clerk when I brought in a reject. The clerk sent it on its way and filled me in: "They sell them off to liquidators, in huge pallets," was the response.

A quick internet search confirmed this: Endless eBay postings of mystery pallet lots, sold to folks who patiently list and sell them. There are YouTubes of liquidators opening their boxes and showing off their contents, presumably to interest folks in their shopping sites.

The convenience of online shopping is not going anywhere, but we can try to exercise some restraint — especially since a significant amount of retail returns wind up in landfills. As with any purchase, ask yourself if it's necessary. Can I borrow the item, perhaps by posting it on a neighborhood listserv or in a Facebook group? Can I check out the book from the Free Library? Make do with what I already have? Pausing on impulse purchases is a good policy.

I make it a habit to read both positive and negative product reviews. My instinct is to read only positive reviews if I am buying something to fill a need or solve a problem; I am an optimist.

Occasionally, the negative reviews dampen my enthusiasm enough to skip the purchase. I appreciate that the reviewers took the time to share their experience. And while it's possible some negative reviews are generated by a product's competitors, the more specific they are, the more convincing.

The ease of acquiring material items at low prices is filling up our houses (and our landfills) with too much stuff. There are no simple answers, but we can do better!

*Betsy Teutsch receives almost no catalogs!  
Email her for advice: bpteutsch@comcast.net*

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# Marking a Century of Wissahickon Park Stewardship

by Ruffian Tittmann, Executive Director, Friends of the Wissahickon

“Within the bounds of the city of Philadelphia lies a treasure. Its possession, in this day of speed and confusion, marks our city as unique in the whole nation; and its possession bears testimony to Philadelphia’s love of beauty....”

“Do you know the valley of the Upper Wissahickon? It is yours, yours to enjoy, yours to display, and yours to safeguard. Have you tested its powers of re-creation?”

From the laughing child paddling along its edges to the silver-haired stroller along its paths, the Wissahickon allures all.

(We must) inspire love for the Wissahickon. (We must) incite everyone to help protect its natural life — trees, birds, and flowers....”

From “The Wissahickon Valley Within the City of Philadelphia”  
Francis Burke Brandt, 1927, Corn Exchange National Bank of Philadelphia  
(Edited by David Bower, 2014)



Photo by Berenice Linck

**T**HIS ESSAY COULD EASILY HAVE BEEN WRITTEN TODAY, rather than three years after Friends of the Wissahickon was founded in 1924, because the beauty and allure of the Wissahickon has transcended decades and generations. FOW was born out of that love by a handful of local citizens who realized the importance of this jewel of a green space and its watershed.

The early Friends recognized the power of what can be accomplished by turning care into action. Over the last century, we’ve grown into a robust network of more than 3,000 members, neighbors, volunteers and corporate and civic partners. All are committed to FOW’s enduring mission to “conserve the natural beauty and wildness of the Wissahickon Valley Park and stimulate public interest therein.”

Our growth is inherently tied to our increased capacity to accomplish big things. We manage a full slate of trail projects, replace invasive species with large-scale native plantings, and preserve historic structures through capital restoration projects while improving access to the park. The latest of these is our Valley Green restoration and pedestrian bridge project, set to begin next spring.

Investing in the future also involves welcoming the community to participate in our conservation mission with free public programming such as our educational

lecture series Valley Talks. We also foster the next generation of nature lovers and park stewards with engagement opportunities for Philadelphia’s public school students through our Little Friends of the Wissahickon and Junior Stewards programs.

Next year, we celebrate 100 years of FOW and all the progress we’ve been able to accomplish in the park. None of it would have been possible without your support — through memberships, donations, event participation, and, of course, volunteering. On behalf of all of us at FOW, thank you to everyone who has given us the gift of being able to continue the work our founders started a century ago.

It takes a broad, stable base of support to promote a healthy and vibrant Wissahickon and cement our organization’s stability as we embark on our new chapter of stewardship and service.

Gifts of all sizes go a long way in keeping our critical work going in tangible ways. For example:

- **\$50** supplies the uniform and tools to support one Junior Steward intern. This new youth leadership program provides high school students in the School District of Philadelphia green jobs experience in Wissahickon Valley Park, toward a possible future career in public land stewardship.

- **\$100** trains one trail ambassador or crew leader. FOW trains over 40 volunteers annually in outreach, environmental education, conservation best practices, and volunteer leadership to help fulfill our conservation mission and welcome over two million visitors each year to the Wissahickon.

- **\$500** provides materials and transportation for one Little Friends of the Wissahickon field trip to the Wissahickon for first and second graders in the Philadelphia School District. What better way to inspire the next generation of stewards than to help them explore the wilderness in their own city?

A centennial anniversary doesn’t come along every day. So we’re taking a whole year to celebrate this incredible milestone with you, our community, honoring the past and laying the groundwork for the future with special projects and activities. Stay tuned and consider donating to help conserve our beloved park at [fow.org/donate](http://fow.org/donate).





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# Municipalities Join Forces to Improve the Health of Wissahickon Creek

by Erin Landis, Water Programs Manager, and Madalyn Neff, Communications Specialist, Wissahickon Trails

PENNSYLVANIA IS REQUIRED TO ASSESS THE WATER quality of all its streams under the federal Clean Water Act, which is meant to ensure that all U.S. waters are safely swimmable and fishable. The state’s Department of Environmental Protection releases a report of their findings every two years – check out the most recent Integrated Water Quality report on their website.

For decades, the Wissahickon Creek has been classified as “impaired” by the DEP, meaning that the stream does not meet water quality standards that allow its safe use for recreation or for aquatic life to thrive and support a healthy ecosystem. The DEP requires that pollutants such as phosphorous and sediment entering the creek be reduced, which can create more hospitable environments for aquatic life and improve stream health generally.

But our communities are stepping up to the challenge. Thirteen municipalities and four wastewater treatment plants in the Wissahickon watershed are collaborating as the Wissahickon Clean Water Partnership to improve the health of the creek. At the same time, the partnership is working with the DEP to address stream health. In addition to continued improvements at the wastewater treatment plants, they are proposing a three-pronged approach to addressing the health of the Wissahickon: riparian corridor protection and restoration, instream and streambank restoration, and improved stormwater management.

The partnership’s overarching goal is to synthesize a holistic watershed plan that protects and improves the Wissahickon Creek. Its work will not result in immediate improvement of the creek, but with the collaborative work of the municipalities and the public, we can prevent it from worsening and move the needle to improve its health. By working together on a coordinated solution, the coalition aims to emphasize local interests, ensure that no municipality is alone in combating pollution,

and help municipalities, sewer authorities and taxpayers keep costs down. By pooling the resources of its member communities, the partnership intends to help municipalities comply with stricter regulations while reducing costs through the achievement of greater economies of scale.

Since its formation, the partnership has been working on a watershed-wide Water Quality Improvement Plan that aims to restore the health of the creek and its tributaries and address stormwater management issues. This adaptive plan serves as a roadmap for municipalities and wastewater treatment plants to identify and prioritize projects, policies and collaborative programs where efficiencies can be gained by working together. It includes a framework to assess the effectiveness of the plan, provide regular evidence-based updates, incorporate new data and information, and identify opportunities to positively impact the watershed.

This collaboration across municipal boundaries is essential to addressing watershed-wide challenges and is also at the leading edge of collaborative water resource management in the larger Delaware River watershed. This is an effort that requires the continued participation of each municipality. So please consider reaching out to your municipal officials to thank them for their ongoing participation and dedication to protecting and restoring Wissahickon Creek!

**Wissahickon Clean Water Partnership Participants:**

Abington Township, Ambler Borough, Cheltenham Township, Lansdale Borough, Lower Gwynedd Township, Montgomery Township, North Wales Borough, Springfield Township, Upper Dublin Township, Upper Gwynedd Township, Whitmarsh Township, Whitpain Township, City of Philadelphia, Abington Wastewater Treatment Plant, Bucks County Water & Sewer Authority, Ambler Wastewater Treatment Plant, Upper Gwynedd Wastewater Treatment Plant




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Cerulean LLC; Environmental Finance Center — University of Maryland; Kleinfelder, Inc.; Land Concepts LLC.; Manko, Gold, Katcher & Fox LLP.; Montgomery County Planning Commission; Pennsylvania Environmental Council; Temple University, and Wissahickon Trails


Much of the content of this article is from a Wissahickon Clean Water Partnership informational flyer. Visit [wissahickontrails.org/news/the-wissahickon-clean-water-partnership](http://wissahickontrails.org/news/the-wissahickon-clean-water-partnership) to learn more.






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# The “No-Till” Method and How it’s Employed at Our Farms

by Alessandro Ascherio, Weavers Way Interim Farm Manager

WHEN I FIRST JOINED THE FARM Team in 2018, we had started to transition to no-till practices. “No-till” is a catch-all term of the past few decades that describes methods of working with the land to grow crops that don’t involve over-churning and over-blending of the soil with machinery (or by hand).

This term is also used for certain types of industrial agriculture for the same reasons. But the difference is that those farms usually still rely on herbicides to control weeds and tractors outfitted with no-till planters and seed drills to do their planting. These bigger farms have their place, especially if they find ways to reduce herbicide use. Smaller-scale, diversified vegetable farms such as ours (under five acres) that minimize or eliminate tillage typically don’t use herbicides and instead rely on mulches, silage tarps, hand weeding, some small machines and some hand tools to keep weeds in check.

Why can excessive tillage be so detrimental to soil health? When soil is tilled or turned too often, it becomes more vulnerable to wind and rain events. Over time, it can literally be blown into the air and run off downhill and into waterways.

The act of stirring up the soil too intensely, deeply and frequently also greatly speeds up decomposition in the soil, which may benefit crops in the short term by making some nutrients, water and air more available. But the long-term results are more akin to an uncontrolled wildfire in which a lot of organic matter is burned up more quickly than we can use responsibly. This releases excess CO<sub>2</sub> into the atmosphere, and we all know where that leads!

## No-Till is Nothing New

Human cultures have been practicing and sustaining themselves with site-contextual no-till practices for thousands of years. One common theme among these practices, aside from not overusing tillage practices or machinery, is the application and/or maintenance of organic matter in the soil.

One of our favorite forms of organic matter that we love to add to our soil is leaf mulch. We have longstanding relationships with local landscapers who happily drop off all the fallen leaves they collect at our farms. It’s a win-win since otherwise, they would have to pay to drop off their leaves elsewhere.



Field assistances at Mort Brooks Memorial Farm at Awbury Arboretum plant vegetable starts in leaf mulch-covered beds in early August.

Photo by Alessandro Ascherio.

Sure, there are educational campaigns urging people not to collect leaves off their property and for good reason (biodiversity is a big one). But many leaves in our neighborhoods fall on paved streets and need to be promptly cleaned up anyway, and we happily put them to good use. It’s worth mentioning that with natural, no/low-till methods of growing food that include a diverse mix of crops, plants and trees (and maybe animals for some), soil fertility can be maintained and even improved without adding many offsite inputs, even if it’s leaves from the next neighborhood over. These systems take time and lots of experience to develop, so for now, we’ll keep using those leaves while they are available to feed and build our soils.

## Here are a couple different ways we use leaf mulch:

**1. Applying a 4- to 8-inch smothering layer.** We add this to our parts of our farms at the end of the season. This protects the soil from weathering and prevents cool season weeds like chickweed, ground ivy speedwell and henbit (all edible) to slowly take over our fields. Some of these plants still find cracks through the mulch, and sometimes we bring them home to garnish our salads. Otherwise, the thick layer of leaves blocks the sunlight enough that these plants will be unable to grow. The dark, moist environment attracts worms and other decomposers that slowly help break down any crop debris, weeds and other organic materials beneath the leaves.

This layer gets weighed down by a few big snowstorms (rain works too). In the spring, we poke holes through the mulch and transplant our vegetable starts right into it, making sure we’re getting the roots of the plant into the soil beneath. If directly seeding, we just rake the leaves aside first and then plant our seeds into the soil.

**2. Sprinkle Mulching.** This is one of my favorite and fastest ways of using leaf mulch and tends to work best with dry, shredded leaves. Any leaf mulch will do, but you may have to adjust your technique. We do this at all times of year as needed, right after transplanting or directly seeding a crop. We fill wheelbarrows with leaves and walk beside our vegetable beds right after transplanting or directly seeding something, grabbing big handfuls of leaves and clapping our hands together to apply a light layer of leaves across the whole planting area.

This method takes two of us 10 to 15 minutes to do on a 160-foot-long bed. The layer should be light enough that it naturally settles around anything you already planted and/or also allows any seeds you may have planted to be able to poke through the mulch when they germinate. This sort of mulching is less about smothering weeds and more about amending the soil, along with protecting it from drying out and weathering.

Will Bonsall, a well-known grower in Maine, likes to call this “confetti mulch.” When it’s dry and shredded enough, it’s just like confetti and you can literally walk down a row with a bin full of it, gently shaking it over your vegetables and covering and protecting the soil around your crops in no time. Our mulch is typically a little wetter and not that finely ground, but we make it work!

Environmental science textbooks often like to mention the United States’ biggest export is topsoil, which is a reference to the advent of industrial agriculture and over-tilling of land in the middle of the country and within the Mississippi watershed. This has resulted in tens of millions of tons of topsoil (along with herbicides, manures and fertilizers) being washed into the Mississippi River and down the Gulf of Mexico, not to mention all the carbon dioxide released into the atmosphere. Luckily, we still have the knowledge and tools to grow food and work with soils more responsibly.



Next Door’s new window display, designed, built and installed once again by local artist and former Co-op staffer Lauren Todd (@enormous\_heart) is up for the holidays. Lauren uses recycled materials in all her artistic designs. Stop by the next time you’re on the Hill to see it in person!

## As the Sunlight Lessens, Birds Head Southward

DURING FALL AND WINTER, most Northern Hemisphere nesting birds (estimates range from 990-2,059) journey south. For most of them, this deliberate migratory movement is credited to the lack of food and decreasing temperatures.



Another factor that promotes migration is photoperiod — the amount and duration of sunlight required for an organism to live and develop. As daylight lessens, a bird’s physiology and biochemistry recognize the amount of sunlight it receives is insufficient. This deficit alerts an internal prompt for them to migrate toward more light.

The most prevalent migration pattern is latitudinal, referencing north/south and south/north movements, while longitudinal patterns equate to east/ west and west/east travel. Migrating birds’ flight movements adhere to the energy of the earth’s magnetic ecosystem.

—Rosa Lewis

**weavers way** COOP  
**Racial Diversity,  
Equity, and  
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# strategic plan

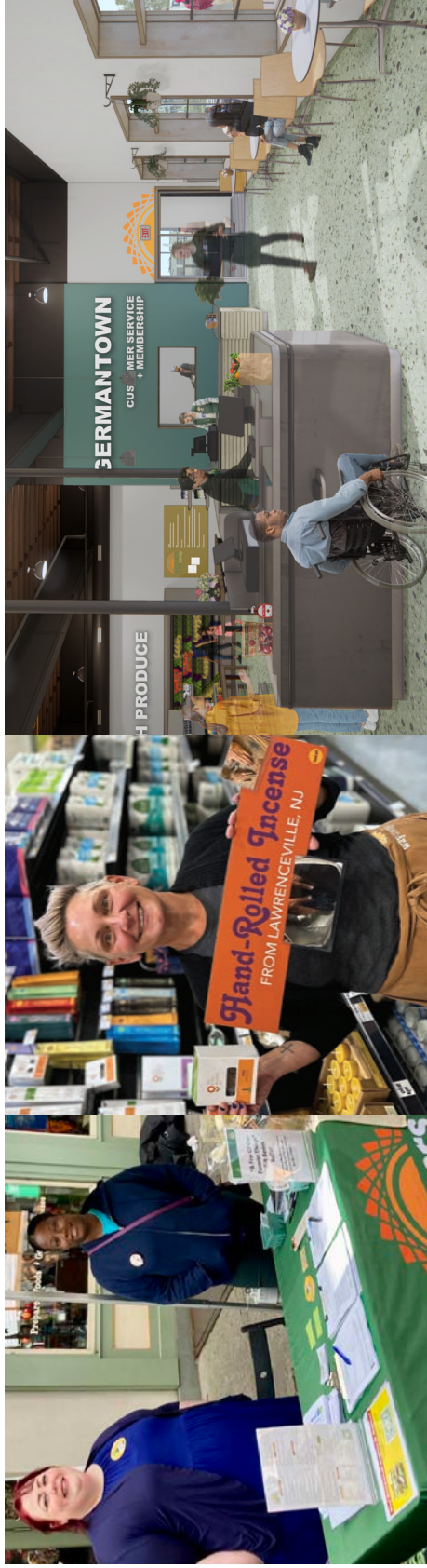
# 2023-2028

## how we got here

The Co-op's last long-term strategic plan ended in 2018. Other priorities (opening Ambler) and the pandemic delayed the development of a new plan.

We formed a strategic planning committee of board and management representatives in the summer of 2022 and engaged Praxis Consultants of Chestnut Hill. From the fall of 2022 to spring 2023, we engaged key stakeholders (board, staff, neighbors, vendors, an industry expert and community partners) and held a series of workshops and focus groups.

In addition, a survey of members was conducted in late winter of 2023. The plan has now been finalized.

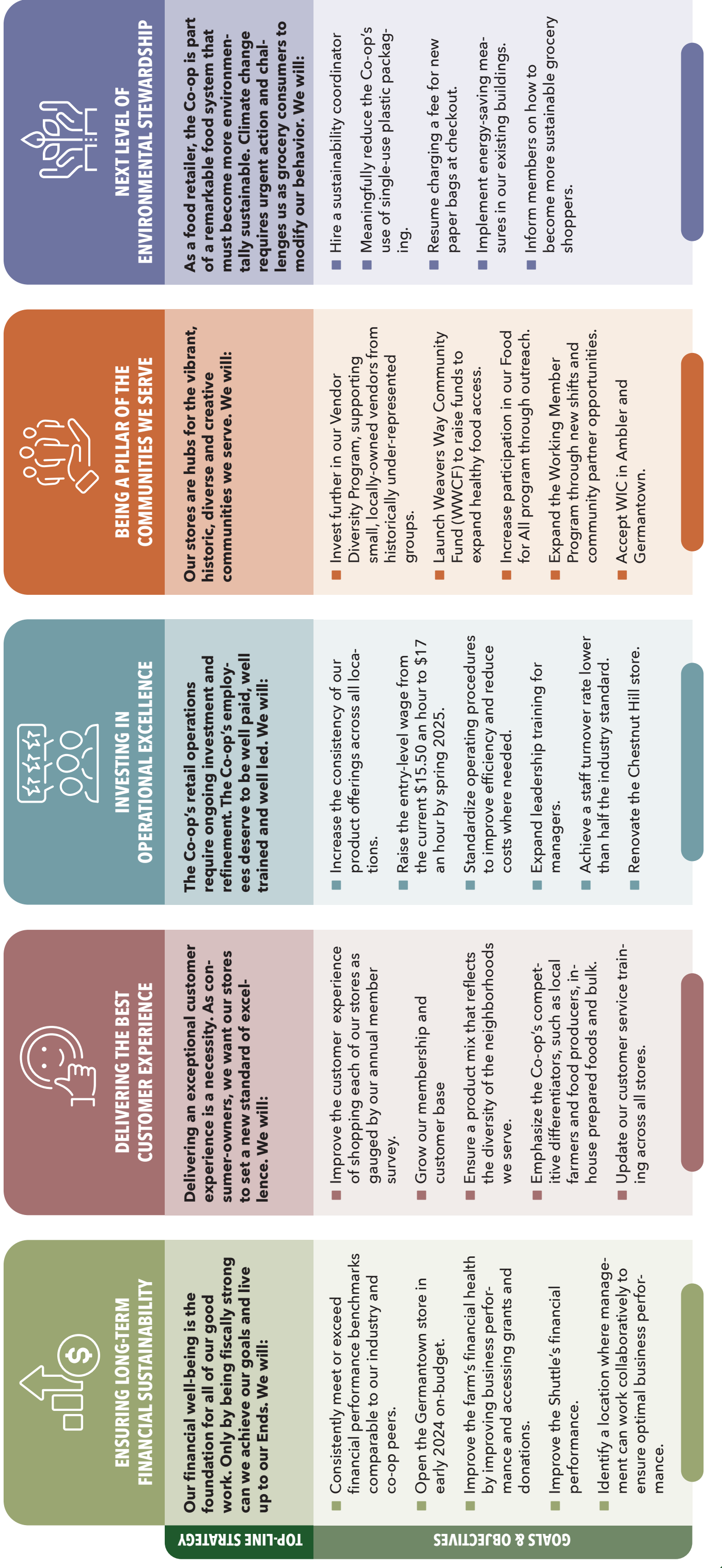


WEAVERS WAY COOPERATIVE ASSOCIATION exists to provide commercial and community services for the **greater good** of its members and community, to champion the cooperative model and to strengthen the **local economy**.

# S U M M A R Y

## DIVERSITY, EQUITY AND INCLUSION

In the coming years, we must deepen our shared commitment to diversity, equity and inclusion so that our Co-op can truly be a place where everyone is welcomed, embraced and valued. DEI must permeate each of the top-line strategies described below. Together, we can help everyone belong at the Co-op.



This chart gives a glimpse of the strategies and tactics that comprise our Strategic Plan for the next five years. The full report contains more detail on each of the items above, as well as an overview of how the Plan was developed. The full report can be found at [www.weaversway.coop/strategicplan](http://www.weaversway.coop/strategicplan).

# Event at Summit Aims to Link Helpers with Service Opportunities

by Jane M. Von Bergen, for the Shuttle

**S**UMMIT PRESBYTERIAN CHURCH, IN PARTNERSHIP with West Mount Airy Neighbors and East Mount Airy Neighbors, will host its first ever Northwest Volunteer Connect event in the church's gym on Saturday, Jan. 6 from 10 a.m. to 1 p.m.

"We know the new year is a time for resolutions," said Rev. Cheryl Pynch, Summit's pastor. "And as a church that believes in mission and service, we want to connect our neighbors who want to serve with community groups that need help.

"It'll be a double win when the connection is made," she added, "particularly here in Northwest Philadelphia, which already has a reputation for community-minded service. "We're happy to support the many hard-working and dedicated Northwest nonprofits who do so much for our neighborhood."

The church, which is actively soliciting community groups and working to attract potential volunteers, envisions something that resembles an expo or job fair.

Those looking for volunteer opportunities can stop at tables staffed by representatives from local groups as diverse as the Friends of Lovett Library, Germantown Avenue Crisis Ministry, Tree Tenders, Mt. Airy Airmen basketball, and Center in the Park. They'll be offering opportunities for chess players, food packers, gardeners, writers, web designers and innovators.

More than 30 groups have been invited to participate, including Weavers Way's nonprofit, Food Moxie. Requests will include one-time service opportunities and those with longer commitments.

Jo Winter, executive director of West Mount Airy Neighbors, said she recently attended a meeting of area nonprofit groups at which participants complained that they didn't have enough volunteer capacity to meet the needs of the folks they are serving.



"The main takeaway was that we needed a volunteer fair," she said.

A few days later, Winter learned about Summit's plan and quickly signed on as a partner along with East Mount Airy Neighbors. "Letting people come where they can shop for places to use their time and energy as volunteers – it's just a perfect synergy of worlds," she added.

Phyllis Martino, president of Friends of Lovett Library, sees what volunteer effort can accomplish every time she drives by the library's once neglected but now beautifully arranged garden and family gathering space.

"You look at the place and you know it's better," she said. "You know people derive pleasure from it when they go there — and you know it couldn't have happened without volunteers."

Friends of Lovett Library will be sending a representative to the Volunteer Connect event. When the library's summer reading program launches, volunteers help pass out free books and prizes to participating families. They also run a chess club, and there's always a need for garden weeders. Members also volunteer by advocating for more funding and expanded hours.

"We have carried signs and testified and harangued our City Council and that has made a difference," Martino said. "We can do things the staff cannot do. They can't engage politically, but we can."

Research shows that volunteering increases engagement and may lead to increased giving, while also building stability in a community. Career counselors often suggest that people changing occupations or seeking employment volunteer for a close-up look at a new field or to forge connections that can lead to new opportunities or business.

Pynch said she hopes the event will attract all types of potential volunteers, from career changers to the retired to high school students who need to fulfill community service hours. Summit will also set up a station so volunteers who want to work with children can apply for necessary background checks on the spot.

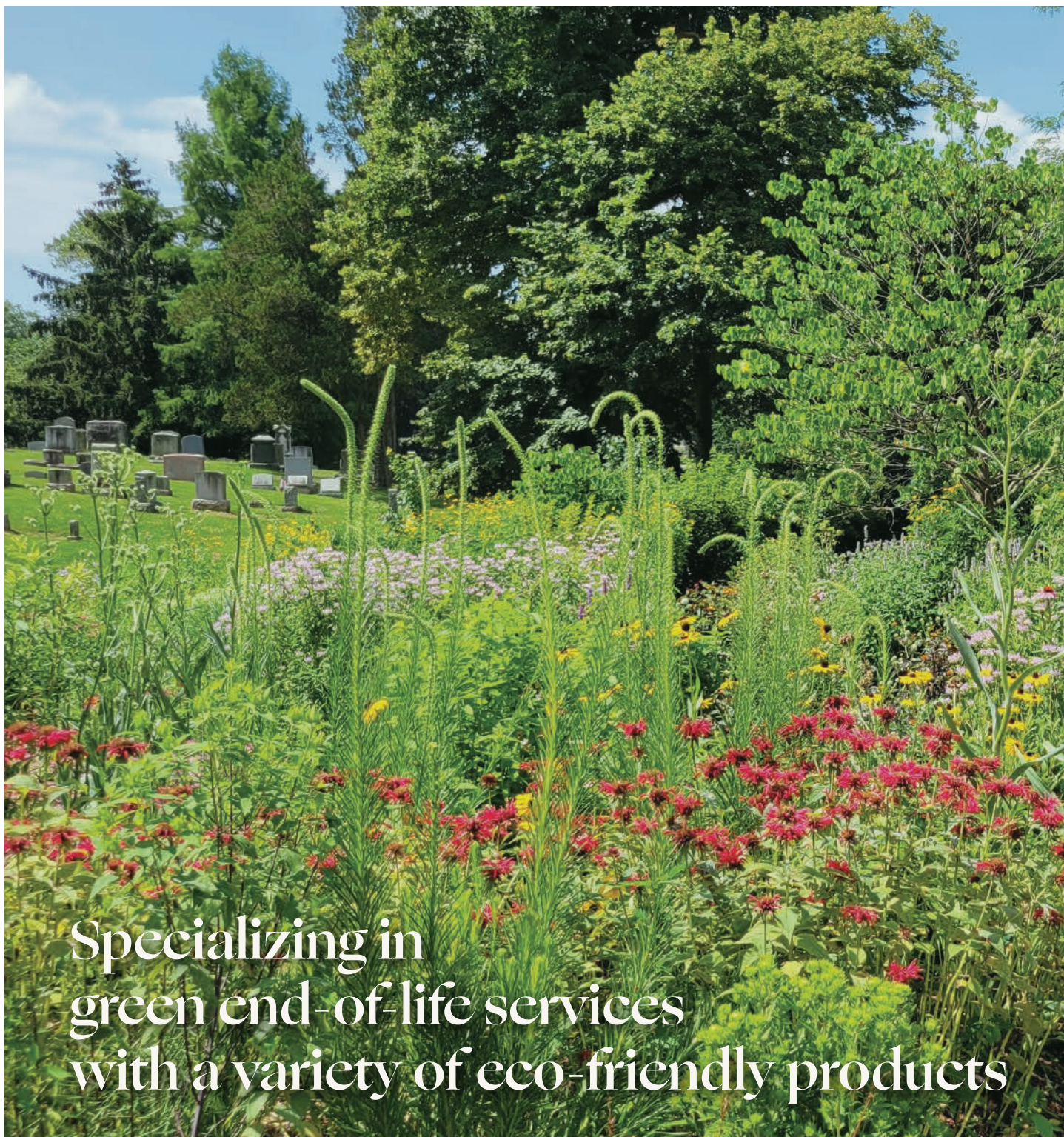
Longtime Mt. Airy resident Ilene Dickerman may stop by. In the past, she has packed food boxes at Share Food Program, tended a community garden at the Salvation Army Kroc Center, and helped theatergoers find their seats at Quintessence Theatre Group.

"Now that I'm retired, I want to fill up my week with some interesting things and some people things because I miss the workplace," she said. "I've found that being a people person, I like working with other nice people. It's a real social network for me as well as the satisfaction of giving myself.

"When you volunteer you get to really choose what most floats your boat, and what most has meaning," she added. "And that's a great feeling."

If you have questions about the Northwest Volunteer Connect event, reach out to Lucas McLean, Summit Church administrator, at 215-438-2825 or [lucas@summitpres.net](mailto:lucas@summitpres.net). Or contact Jane Von Bergen, event organizer, at [janevonbergen@gmail.com](mailto:janevonbergen@gmail.com)

Jane M. Von Bergen is a longtime journalist, Weavers Way member, and Mt. Airy resident. She serves as an elder at Summit Presbyterian Church.



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# A Brief Guide to Working with Wintry Greens in Your Home

by Sally McCabe, for the Shuttle

I MISS SPENDING TIME IN MY GARDEN IN WINTER, SO I compensate by bringing inside whatever is still green or blooming outside. Holidays are when we all think to do that, so we can jazz up the greens with lights, bows and shiny things. But there's a whole winter ahead, and the holidays don't hold the monopoly on evergreens, wreaths and beautiful centerpieces. So sharpen your pruners and your skills and start bringing the wilderness in!

Lots of wintry growing things are prickly or sappy, so having decent gardening gloves is a must. Sharp pruners and loppers are also helpful so you can gently gather, not wage war. Remember: Unless you're intentionally reshaping your plants, you want your pruning to be barely noticeable.

Let's start with the caveats: Of course, you either own or have asked for permission to harvest wherever you're cutting if it lives on property that isn't yours. And of course, you'll be responsible for the amounts you're cutting, since nothing says "Happy Holidays" quite like hacking big chunks out of your neighbor's holly tree.

Wherever you source greens to take cuttings from, set up your situation so that you're welcome back year after year. You can even plant evergreen things of your own to use and share in the future.

You need the hardest and longest-lasting greens to make wreaths, since they are cut off from any source of moisture. Centerpieces and vases are more forgiving because you're supplying water to keep things fresh. Whatever spots in your home you decide to spruce up with evergreen décor, choose your location carefully so you can easily sweep up needles (and there will be many!) as the season progresses.

## The Best Basic Greens and Conifers

One great choice of green for holiday décor is yew, that ubiquitous shrub that often rules suburban foundation plantings. It's often overlooked as a holiday green because it has no smell, but it's a fantastic choice as it will keep its color and needles with or without water for months.

Firs such as Douglas, Fraser and concolor (minus balsam, see below) are mainstays of the Pennsylvania Christmas trees sold in our area. They are aromatic and hold up well under abuse, and you can often get cuttings of them free or cheaply from Christmas tree lots.

Junipers, cyprus, arborvitae and cedars contribute a wide variety of textures and colors and hold up well over time. Some have jagged needles and bracts, however, so wear long sleeves and gloves if you notice they make you itch.

White pine grows all over the Philly area and is easily harvested by picking up broken branches that fell during the last windstorm. Its long needles hold up well in wreaths and centerpieces. Also, it smells delightfully like the outdoors and provides limitless pinecones. On the downside, it is sappy, so be sure to protect surfaces when working with either the greens or the cones. When you're done, clean your hands by rubbing Vaseline or olive oil into the sap blobs. Then wipe your hands with a dry cloth and follow up with hand cleaner or dish soap.

Spruces such as blue and Norway add splashes of non-traditional blues, grays and silvers. They will hold up well over time so long as you don't overhandle the arrangement.

Hemlock, the state tree of Pennsylvania, has no smell and holds needles for about two minutes in a wreath. I use it because it maintains a skeletal framework even without needles and it has exquisite little pinecones.

Balsam fir doesn't grow much in this pocket of the state and is primarily harvested at big box stores. It loses integrity within a week in arrangements, but it smells so wonderful that all the scented holiday candles mimic its aroma. I always grab a few of these cuttings to build another wreath on top of, since even after it disintegrates, it keeps that traditional smell.

Hollies and false hollies (osmanthus) come in all colors, shapes and degrees of aggressive pickiness, so



wear gloves when handling them. They tend to curl and turn gray over time, so don't be afraid to replace them a few times over the season.

Euonymus is also easily found in many colors, leaf sizes and shapes, and degrees of variegation. My favorite is Emerald Gaiety, because it's happy in my garden, bears up under heavy pruning and lasts forever in a centerpiece or vase arrangement.

Magnolia leaves, rhododendron, azalea and bay laurel are smashing accents. Southern magnolia has a rich green sheen on one side and a dark, velvety undercover, so grab them when they're available. Boxwood has a nice gloss but a nasty smell, so I typically substitute privet.

Ivy is plentiful in Pennsylvania and is part of many a Christmas carol — 'nuff said. Herbs and flowers or dried flowerheads are still out there too, so don't be afraid to incorporate them into any of your designs.

## Warning: Stay Away from Berries!

Holly, ivy, yew and bittersweet are lovely, but their berries can make pets sick and don't last long. Plus, you really don't want to tromp them into your carpet and then have to scrub them out. Thankfully, there are plenty of lifelike fake sprigs of berries you can buy and reuse from year to year.

The holidays are a time when even people who don't think of themselves as artistic can play with plant materials of all kinds and end up with something festive and beautiful. Keep these tips and tricks in mind and enjoy yourself!

*Sally McCabe is Associate Director of Community Education and Community Gardens for the Pennsylvania Horticultural Society.*



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## Is This Your Year to Step Up and Serve on the Board?

(Continued from Page 1)

a limit of two consecutive terms. Elections take place throughout April and end at the Spring General Membership Meeting in early May.

The Board of Directors strives to represent our members, especially those from each of our store neighborhoods. Our election process adheres to the International Co-operative Principle of democratic member control. The board also follows the imperative to ensure that the Co-op stays on course to meet our Ends — the guiding policies that define the results and outcomes of the work of our organization and provide direction to management. The Ends are published on the Co-op's website and in every issue of the Shuttle.

Becoming a Weavers Way board member is one of the most impactful ways you can contribute to the long-term health and vitality of the Co-op. Please consider running!

### There are three required steps to become a candidate for the Board:

1. Attend a regularly scheduled board meeting as a guest on either Tuesday, Jan. 9 or Tuesday, Feb. 5. Meetings begin at 7 p.m. Please contact our board administrator, [boardadmin@weaversway.coop](mailto:boardadmin@weaversway.coop), in advance of your attendance.
2. Attend a virtual Run for the Board information session. These will take place on:
  - a. Wednesday, Jan. 24, at 7 p.m.
  - b. Saturday, Jan. 27, at 10 a.m.
  - c. Saturday, Feb. 3, at 10 a.m.

Contact the Leadership Committee ([leadershipcommittee@weaversway.coop](mailto:leadershipcommittee@weaversway.coop)) by Tuesday, Jan. 23 to attend.

3. Submit an application to run for the board. Formal applications will be distributed after the information sessions. Written statements, resumes (for Board use only) and agreements are due by Thursday, Feb. 29. Video statements are due by Friday, March 15.

More details on running for the board are available at [weaversway.coop/board-elections](http://weaversway.coop/board-elections).

Board meetings take place monthly in person, usually on the first Tuesday; there is also an option to attend online. There is time built in to socialize with the board, management and guests beginning at 6:30 p.m.


At board meetings, we focus on such items as the development of the Germantown store, sales trends in our stores, the farm, Co-op finances, staff compensation, member and staff satisfaction surveys, member and board committee reports and strategic planning. Additional meetings may be called to address timely opportunities or challenges for the Co-op. Board members are expected to attend each of our 11 regularly scheduled meetings each year.

As you can see, board service requires a generous time commitment. Board members are expected to use their skills, experience and interests to contribute to small group projects and special committees in addition to meetings.


Serving on the Board of Directors is a significant contribution to the stability of our Co-op and to the variety of communities we serve. Yes, it is work, but it is also rewarding, enlightening and fun. Additional information is available from:

[leadershipcommittee@weaversway.coop](mailto:leadershipcommittee@weaversway.coop) and [weaversway.coop/board-elections](http://weaversway.coop/board-elections).

## Run for the Board of Directors 2024



## Turn your commitment to Weavers Way into service on the Board!



## WEAVERS WAY EVENTS

**Mindfulness Meditation with Kara Jo**  
**Wednesday, Nov 29 - Dec 20** **6:30 - 7:30 p.m.**  
 The holiday season can be a joyful time, but it can also be stressful. Practicing mindfulness can allow us to be present for it all. This simple meditation technique can help us more fully enjoy the positive moments and better handle the demanding ones.  
 This is a virtual series and will be hosted via Zoom.

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**Mastering Stress: Your Path to a Stress-Free life**  
**Monday, Dec 11** **6 - 7 p.m.**  
**Weavers Way Coop, Ambler**  
**217 E Butler Ave, Ambler**  
 Are you ready to take control of your well-being? Life can be overwhelming, and stress is an unavoidable part of it. But here's the good news: you can prevent stress from taking over your life. Chronic stress has been linked to a range of health problems, including high blood pressure, heart disease and mental health issues. It's time to stop stress in its tracks and reclaim your life.

---

**Stag and Donuts**  
**Wednesday, Dec 13** **5 - 7 p.m.**  
**Weavers Way Co-op, Chestnut Hill**  
**8424 Germantown Ave**  
 Join us in the backyard of our Chestnut Hill store to enjoy festive beverages and fresh hot zeppoles! We will have a craft table for kids while adults get a chance to shop for unique, local gifts at our main store and our beautiful wellness store "Next Door."

---

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For more info: [www.weaversway.coop/events](http://www.weaversway.coop/events)

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# The Often Sad Story of How Fish Gets to Your Plate

by Sandra Folzer, Weavers Way Environment Committee

**W**E HAVE ALL BEEN ENCOURAGED to eat more seafood for our brain and heart health.

But how that fish got to your dinner plate is a tragic tale of woe. Global Fishing Watch looked at 16,000 industrial fishing vessels and estimated that about one-fourth of them used slave labor between 2012 and 2018.

The U.S. Food and Drug Administration has been focused on seafood safety, not human rights violations. Impoverished workers around the world are lured with promises of jobs on fishing boats. Sometimes they pay an illegal fee to acquire a job with good wages. Instead, their papers are confiscated and they are held against their will. They may be paid low wages or not paid at all. They work long hours with no days off and are fed meager meals. If they complain, they are beaten.

There is no medical care, although injuries are frequent. And they may remain on the fishing vessels for years with no escape. Many boats avoid ports; instead, they engage in transshipping — passing their catch to another boat so they can remain at sea.

The fishers' lives are considered worthless by these companies, who profit enormously by their labor. In 2009, the United Nations found that 49% of deckhands had witnessed the murder of crew members.

In 2015, after an Associated Press investigation, 2,000 fishers were rescued from the slave island Benjina in Indonesia. One worker was quoted as saying, "Sometimes I'm really angry. It's so painful. Why was I sold and taken to Indonesia? If people already knew the story, then they should have helped us and taken action."

Benjina is made up of two small islands and is located 400 miles north of Australia. It's impossible to reach by boat for several months because of monsoons. Pusaka Benjina Resources, a five-story office compound, is the only fishing operation there with more than 90 boats. According to a 2015 investigation by the Associated Press, trafficked Burmese men were found locked in cages there to keep them from running away.

The Arafura Sea there has some of the richest fishing grounds in the world, so it attracts illegal fishing fleets. The International Labour Office found in a 2005 report that human trafficking was connected to other organized crime, such as overfishing and illegal fishing.

In 2015 the United States bought about 20% of Thailand's \$7 billion annual exports. While the Thai government promised change, it is difficult to enact, because decades of illegal fishing have depleted the fish close to home, so boats go farther into foreign waters. According to a June 2014 article in The Guardian, Thai prawns were often fed fishmeal that comes from slave ships. A follow up story published by the paper in 2018 stated that little had changed.

Indonesia put a temporary ban on fishing there in 2016, but that was lifted this past March, according to a March 10 article on the conservation news portal Mongabay.

## Many Ways to Hide, Few Efforts to Trace

As the fishing industry becomes more lucrative, the export business has expanded. The agents sometimes sell workers to fishing companies for \$1,000, according to the manager of the Thai-based non-profit Labor Rights Promotion Network Foundation.

Boats fish in Indonesian waters and elsewhere illegally by changing their flags or paying bribes. It's hard to know which seafood is caught or processed from slave labor because the supply chains are unclear. One corporation may subcontract with other companies to do some of their work.

Thai Union, one of the largest companies, owns Chicken of the Sea and Bumble Bee tuna as well as pet food like Fancy Feast, Meow Mix and Iams. They ship to Kroger's and Safeway as well as Wal-Mart. While they were given awards for sustainable practices, their use of slave labor remains questionable.

Monitoring ships that stay at sea for months, sometimes years, seems impossible.

Despite multiple methods for tracing the path seafood takes before arriving on your plate, "traceability programs" are not always successful. Too often, they focus on safety issues rather than slave labor.

In 2016, President Obama signed into law the Trade Facilitation and Trade Enforcement Act, which closed a loophole in a 1930 law banning imported goods made by children or forced labor. The 1930 law allowed the importation of such goods if consumers demanded them, and no other source could be found. The law also promises stiffer enforcement of its provisions.

A Report to Congress on Human Trafficking in the Seafood Supply Chain in 2020 lists 29 countries at risk for human trafficking. Africa has few traceability programs, aside from South Africa. Ireland, the only European country, does comply with the EU's traceability program. Traffickers in Bangladesh force some into the fish industry, especially Rohingya refugees from Burma.

Fiji, like so many other poor nations, lacks the resources to conduct investigations. Ghana has one of the largest fishing fleets in West Africa, but the majority are owned by Chinese corporations, which fly Ghanaian flags. They set up questionable corporate structures to circumvent Ghanaian law, which prohibits foreign interests.

Indigenous people and minorities are at risk in most countries from Honduras to Madagascar and Mauritania. According to a May 2022 article in The Guardian, one third of migrant workers on UK fishing boats reported that they work 20-hour shifts, and 35% reported experiencing regular physical violence.

China, with the largest fishing fleet in the world, may be the worst offender. Sometimes they relocate the minority Muslim Uyghurs to work in seafood processing plants, according to an Oct. 9 article in The New Yorker. Most of their crews are migrant workers from Indonesia and Philippines, sometimes Africa.

Taiwan has the second largest fishing fleet in the world. While workers in Taiwan are protected by various labor acts, workers recruited from elsewhere receive only basic protections.

For more than three decades, the North Korean government has sent its citizens to work in factories abroad, such as fish processing plants, in China and Russia, according to an April 3 article in the New York Times. Each worker is required to earn \$7,000 to \$10,000 for the North Korean government, with only a minimal amount set aside for them to buy cigarettes.

## Ways to Discourage Slave Labor

One important recommendation for reducing slave labor is to assign International Maritime Organization numbers to every vessel regardless of owner or flag, so each may be accurately tracked. The Seafood Import Monitoring Program requires U.S. importers to provide data from harvest to entry on 13 species of fish that are most vulnerable to illegal, unreported and unregulated fishing. This



## Time to Say Farewell To Plastic Straws

by Marsha Low, Weavers Way Environment Committee

Here's an eye-popping statistic: Every day, 500 million plastic straws are used in the United States. Because they are single use, they are discarded, and many end up in our oceans and harm marine animals. And since plastic never completely biodegrades but just breaks down into ever-smaller pieces, it's turning our oceans into plastic soup.

There are some common sense and easy ways for us to reduce the use of straws. First, stop buying them for home use. Second, when dining out, tell your server that you don't want a straw for your water or soft drink. (I've never understood this straw thing. Perhaps people think it's more sanitary to drink out of a straw at a restaurant rather than directly from the glass, but what if you order wine, beer, coffee or tea? No straw there!)

Also, bring up the issue at restaurants that you frequent. Speak to the manager and request that they stop providing straws. If that seems too extreme for some, request that a policy be put into place requiring customers to ask for a straw, rather than having one provided as a matter of course.

Finally, there are alternatives to plastic straws. So if you're really attached to using a straw, you can purchase a glass, bamboo or stainless steel one.

Hopefully, after reading this, you'll have resolved to use your last plastic straw!

could be expanded to include the risk of forced labor.

Crustaceans are often peeled with slave labor, so it's better to purchase unpeeled shrimp. It's also best to buy local or wild caught fish, especially those that are caught in countries with good labor laws.

If you want to know how various companies, like Costco and Walmart, rank in their transparency about the origin of their products, go to Know the Chain, a resource to address forced labor risks within global supply chains. In 2015, 71% of companies surveyed believed they were likely connected to slave labor.

We need more transparency in the seafood industry to hold corporations accountable. If slave labor is invisible and we the consumers remain silent, the inhumane treatment of vulnerable people will continue.

## Community Grants Available

It's that time of year once again when community groups are invited to submit applications for grants. Weavers Way's Environment Committee endeavors to support efforts to green our community via planting and educating. With climate change becoming more visible and threatening, we welcome all efforts to combat climate change. Nature needs all the help she can get including more trees, more native plants to benefit insects and birds and more opportunities to educate folks about the environment.

Local community groups may apply for grants, which range from \$100 to \$500, with a preference given to underserved neigh-

borhoods. Groups that apply must have a tax number to receive funds.

The Environment Committee has hosted Electronic Recycling events in the past to raise funds for these grants. Since electronic recycling is our main source of income, the committee is grateful to those in the community who have contributed through these events. We also thank those who contributed on Giving Twosdays. Our next Electronic Recycling Event will be held on Saturday, May 18.

Grant applications may be downloaded from the Weavers Way website, under the heading "News & Events." We encourage email sub-

missions to the Weavers Way Environment Committee at [environment@weaversway.coop](mailto:environment@weaversway.coop). If unable to send via email, applications may be printed and sent to Environment Committee, Weavers Way Co-op, 559 Carpenter Lane, Philadelphia, PA 19119, or placed in the Environment Committee's mailbox at the Mt Airy store on Carpenter Lane.

Applications must be received by Friday, March 8, 2024. Groups will be informed if they have received a grant within a month of the deadline. Grantees are then obliged to submit a report with receipts describing how the money was spent by Nov. 1, 2024.

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## Suggestions

by Norman Weiss, Weavers Way Purchasing Manager

GREETINGS AND THANKS FOR WRITING. Email suggestions to [suggestions4norman@weaversway.coop](mailto:suggestions4norman@weaversway.coop). As usual, suggestions and responses may have been edited for brevity, clarity and/or comedy. In addition, no idea, concept, issue, remark, phrase, description of event, word, or word string should be taken seriously. This also applies to the previous sentence.

With all the turkeys passing through Weavers Way buildings this year (over 700), I got to wondering about how people learn to cook and serve a turkey. Did my grandmother teach my mother how to prepare it and how long to cook it? Did my grandfather teach my father how to carve it? Was this knowledge passed along via family members, like tying your shoes or tying a tie?

I don't remember anyone teaching me how to cook or carve a turkey. Maybe today Google and YouTube make these types of "passing of knowledge" between generations obsolete. The public schools I attended in the '60s and early '70s had classes like home economics, where mostly girls got instruction in skills like sewing and cooking. The boys got wood shop and metal shop. We all got typing class. Funny how typing class paid off so much for everyone in ways no one expected at the time.

### suggestions and responses:

s: "I'm writing after reading the second article in the last week, one in the Washington Post and today in the New York Times, about the devastation that avocado production is causing in Mexico and probably elsewhere. My question is, are our avocados coming from sources that we can know are




"clean"? It seems unlikely, given how widespread the cartel violence and environmental destruction is, but perhaps your resources are avoiding this. If not, may I suggest that our members and shoppers be made aware of the situation and a boycott of avocados be started? I understand that that's a popular item but isn't that why we have co-op guidelines? To put our ethics above our wants? Thank you for your time."

r: (Jon Roesser) We too have been following the various problems facing the avocado industry with increasing concern. All of our stores carry avocados sourced through Equal Exchange, a worker-owned cooperative you're probably somewhat familiar with since we sell their products all over our stores (coffee, tea, nuts, chocolate, bananas, etc.).

Equal Exchange is a trusted partner — we have worked with them for years and have even sent Co-op staff to visit some of the fair trade villages they support in South America. They claim their avocados come exclusively from small-scale farmers who are paid a fair price for their product. You can read more about their avocado program at: [www.info.equalexchange.coop/articles/about-equal-exchange-fresh-produce](http://www.info.equalexchange.coop/articles/about-equal-exchange-fresh-produce).

(Continued on Next Page)



**Norman Says:**

EMAIL YOUR SUGGESTIONS TO [suggestions4norman@weaversway.coop](mailto:suggestions4norman@weaversway.coop)

Read SUGGESTIONS by Purchasing Manager Norman Weiss every month in the Shuttle.

## International Co-op Principles

- 1** Voluntary and Open Membership
- 2** Democratic Member-Owner Control
- 3** Member-Owner Economic Participation
- 4** Autonomy and Independence
- 5** Education, Training and Information
- 6** Cooperation Among Cooperatives
- 7** Concern for Community

(Continued from previous page)

I believe it's fair to say you can buy Equal Exchange avocados and be confident that farmers are being treated and compensated fairly, and that your money is not working its way into the coffers of drug cartels.

In addition, we also sell conventional avocados that come through our main produce wholesaler, Four Seasons. For these, the supply chain is difficult to track. There are thousands of farms of different sizes and ownership structures, in a zone extending as far north as California and as far south as Chile. They produce and harvest fruit by the tens of millions, all aggregated for distribution to a growing global marketplace as demand continues to rise.

It is essentially impossible for a consumer to know the origin of a conventional avocado. About the only thing we know is country of origin, usually (but not always) Mexico, and that is a nearly meaningless data point.

Given all this, we have discussed pulling conventional avocados and offering the fair trade avocados from Equal Exchange exclusively. The issue is price, and it is significant, as the Equal Exchange avocados are often as much as double the price of their conventional counterparts.

As a consumer cooperative, Weavers Way exists to meet the needs of our members, who come from across the socioeconomic spectrum. The Co-op has long struggled with a negative price perception, which is fueled primarily by the high cost associated with ensuring producers receive a fair price for the products they sell to us (like fair trade avocados).

While the issues related to avocado production are getting a lot of coverage lately, similar issues exist in all kinds of food production: berries, citrus fruits, nuts, eggs, poultry, etc. In an earnest attempt to ensure a "clean" supply chain, we run the risk of becoming an exclusive place to shop. Our solution, trying to find a tolerable balance, is necessarily imperfect.

We grapple with this stuff all the time, and we are constantly re-evaluating what products we feel comfortable putting on the Co-op's shelves. We will continue to closely follow what's happening in the avocado industry.

I am happy to talk about this further with you. Please reach out if you would like to do so.

- s:** "Today I purchased the single worst thing I've ever gotten at the Co-op, at Across the Way. These Planetary Herbals slippery elm lozenges seem to contain not the slippery part of the elm, but merely fine sawdust. On top of containing none of the expected ingredient, the insipid mix of other ingredients is hateful tasting and left my throat not soothed, but a bit irritated! There's that ridiculous aftertaste from the stevia to boot! I foolishly got the strawberry flavor, so these foul pucks are also repugnantly sour. I am disgusted. We used to have Thayer's lozenges, which have been delicious and effective for more than four decades. I wonder how these Planetary travesties got into the Co-op and what happened to Thayer's? Many thanks: I feel I've been robbed. Absolutely Disgusted."



## I don't remember anyone

### teaching me how

## to cook or carve a turkey.



**r:** (Norman) Thayer's Slippery Elm lozenges were indeed a mainstay of Weavers Way and natural food stores for like 40 years. In 2020, they got bought by L'Oréal, the skin care/beauty company. Apparently, L'Oréal does not consider throats to be skin, and they discontinued the lozenges. This is good feedback about the Planetary Herbals version; so far, we haven't heard many other complaints. Our stores also stock teas with slippery elm, like Throat Coat. Mt. Airy also has powdered slippery elm in the bulk spice section.

**s:** I'm still dying to know if bulk agave can be in our future.

**r:** (Norman) It is theoretically possible for us to offer agave in bulk, but there are some issues; number one is dispensing. Our supplier of bulk liquid dispensing equipment got out of the business, so while finding a large container to hold bulk agave is not difficult, finding a faucet for thick liquids has been since that supplier got out of the biz.

We've even been looking at plumbing supply houses and so far haven't found anything suitable that the general public could operate easily. We'll keep looking, since eventually the faucets we currently have will break and we'll have to figure out something.

The other issue is that our main supplier does not stock bulk agave. But we do have a secondary bulk supplier that stocks an organic version of raw agave nectar at a reasonable price. The next question to consider is if agave would sell well enough to justify offering it bulk. Based on the sales history of packaged agave, it's probably right on the border of whether it would sell in bulk, which to me means it's worth a try once we find a faucet.

**s:** "Ice cream without carrageenan, guar gum and other additives? Apparently, ice cream brands (other than Zsa's, perhaps) sold at the Co-op contain these gums. The research literature I, a retired academic physician, read is divided as to the effects, good and bad, on the gut microbiome of these and related food additives. There doesn't seem to be a definitive conclusion yet. Nonetheless, I'd prefer to avoid these ingredients; perhaps others would, too. Other than ice cream, I have consciously avoided these for years.

While Zsa's may not include these additives, its pricing makes ice cream an even rarer treat. I have found that Haagen-Dazs vanilla bean (14 oz., not a pint) does not contain any gums according to its labeling and its taste and texture are most satisfactory. Perhaps I'm wrong and the Co-op stocks an ice cream that does not contain gums. If so, please enlighten me and I'll return to buying my vanilla ice cream at Weavers Way. Otherwise, this is a prized part of my diet I'll acquire elsewhere. Thanks.

**r:** (Norman) Thanks for writing and sharing your concerns. A couple years ago when the oat milk craze started, I noticed some contained gellan gum, which I wasn't familiar with. I read up on it and came to a similar conclusion as you — it might be ok, might even be helpful to some people, but might also cause problems. I saw similar info about xanthan and other gums. Carrageenan seems to have more agreement that it can be a problem, with little benefit other than to the food manufacturer. It was approved by the U.S. Food and Drug Administration in 1961, well before more comprehensive studies were done showing it can cause inflammation and is something many people should probably avoid.

We don't have any kind of database that contains all the ingredients of the products we stock, so the only way to tell what ice cream doesn't contain gums is to read the labels of every container, which is a daunting task given all the items dispersed among our stores. But we can give our buyers a heads up to be on lookout for ice cream without gums. Our main supplier doesn't stock Haagen-Dazs anymore, so it's not easy for us to get. We'd like to stock more Zsa's, but they stopped wholesaling because it was all they could do to keep up with their retail shop.

**s:** "With all the excitement about the Eagles, could Weavers Way field a professional sports team? Think of the potential benefits! We could serve fair trade hot dogs and beer at games, vote on draft selections at membership meetings, have weekly meetings with the coaches about upcoming game plans, a patronage rebate on revenue, etc."

**r:** (Norman) While fielding a professional sports team is not part of our current strategic plan, it's interesting to note there is one professional football team that is sort of a co-op: the Green Bay Packers. They've been publicly owned since 1923, with about 540,000 current stockholders. They have been claims that this broad-based community support and nonprofit structure has kept the team in Green Bay, despite the team being in such a small market.



# WEAVERS WAY ENDS

Weavers Way Cooperative Association exists to provide commercial and community services for the greater good of its members and community, to champion the cooperative model and to strengthen the local economy.

## AS A RESULT OF ALL WE DO:

**END 1** There will be a thriving and sustainable local economy providing meaningful jobs, goods and services to our members and the community.

**END 2** Our community will have access to high quality, reasonably priced food, with an emphasis on local, minimally processed and ethically produced goods.

**END 3** There will be active collaborative relationships with a wide variety of organizations in the community to achieve common goals.

**END 4** Members and shoppers will be informed about cooperative principles and values; relevant environmental, food and consumer issues; and the Co-op's long-term vision.

**END 5** Members and shoppers will actively participate in the life of the Co-op and community.

**END 6** The local environment will be protected and restored.

**END 7** Weavers Way will have a welcoming culture that values diversity, inclusiveness, and respect.

## The Backyard Beet

# Weighing the Options for Raised Beds: DIY vs. Installed by Pros

by Chris Mattingly, for the Shuttle

**I**F YOU'RE PLANNING YOUR VEGETABLE GARDEN, there are many products and services designed to help you grow food at home. But which is the right choice for you?

For small, self-contained vegetable gardens, raised bed kits are easy to find for purchase and promise to make your gardening experience a breeze. The package is shipped quickly to your door and the simplicity of the assembly is attractive. But would you choose to build your own vegetable garden if you had the option to have your dream garden professionally installed, planted and maintained?

A hassle-free garden installation sounds good, but it isn't the cheapest option. So it's no surprise that our clients are curious about the benefits of a professionally-installed custom raised bed garden versus a do-it-yourself raised bed kit. Although both provide the ability to control soil nutrients, weeds and soil contaminants, store-bought raised bed kits are often flimsy, frustrating and don't meet every gardener's needs.

At Backyard Eats, we've been a passionate part of Philadelphia's homegrown food movement for over seven years and have worked with more than 500 clients to design their dream garden. During that time, we've observed the difference between a professionally installed raised bed and a DIY raised bed kit.

### Benefits of Raised Bed Kits

Raised bed vegetable garden kits have their place. Many beginner gardeners search for them because the process of starting a garden seems complex and overwhelming.

For the gardener intent on doing it themselves, raised bed kits will work for one or two seasons before starting to look unsightly. In contrast, Backyard Eats' custom raised beds are made from durable materials that are guaranteed to stand the test of time. Professionally installed raised beds use thick hemlock and cedar boards treated with a safe spray that contains no volatile organic compounds. It's used for preserving wood used in beehives and log houses, and hardens and densifies softwood species. With these materials, our vegetable gardens are estimated to last at least 10-15 years, and more than that for raised beds built with cedar lumber.

In contrast, raised bed garden kits contain cheap, thin lumber or metal that warps, rusts, or rots more quickly. Other DIY material options, like brick or concrete, may seem attractive, but have other drawbacks. For instance, their heat retention properties can scorch tender annual plants. Garden kits also can't support additional infrastructure like fencing or trellising.

One of our first clients was a new resident who

bought a home with four raised beds in the front yard. We cleaned out the weeds, filled the beds with good soil, and even installed irrigation. Unfortunately, the raised beds were not in an ideal place, and the boards started to give way as soon as we filled them with soil. The last thing we did for that client was remove the beds, sow grass seed, and water the grass.

Many raised bed kits also break down due to flimsy screws and wood-to-wood corner connections. That's why we use heavy aluminum corners and stainless steel screws to secure everything.

### Expert Help with Garden Design

Although store-bought raised bed kits may appear cheaper at the outset, homeowners often replace them two to three times before our professionally installed raised beds run their useful life. The cost of extra time, money and materials spent to fix or make additions to a DIY garden certainly add up.

Another benefit of a custom raised bed garden is our ability to site the perfect place for it. All of our gardens are built into your landscape board by board, even if your yard is on a slope. This allows us to choose the best location for your crops to thrive. Our installation team ensures that each garden is level, so you won't have to worry about water pooling or soil shifting around your plants.

In contrast, DIY garden kits must be placed on a level surface for stability. This limits where you can place a garden in your yard, which potentially affects sunlight levels or other factors like visibility.

### The Importance of Irrigation and Fencing

Irrigation is a crucial addition for a healthy vegetable garden. Drip irrigation systems automatically water crops the right amount, at the right time, at the roots. This minimizes fungal diseases and underwatering. Our professionally installed drip irrigation lines run from your existing hose spigot, are seamlessly integrated into your raised beds, and are set with an automated irrigation timer that's as easy to use as an alarm clock.

Irrigation takes expertise to install correctly and is usually missed by ambitious DIY gardeners. We've found that while the process and technology is ultimately simple, it requires research, planning and experimentation to get right. This leaves you with the hassle of watering your garden by hand, or worse, fixing an improperly installed irrigation setup yourself.

Protective garden fencing is another essential addition to raised bed vegetable gardens. Unlike our custom garden designs, most DIY kits don't include a fence — or an easy way to add one.



Photo courtesy of Backyard Eats.

A full-size, installed raised bed garden with fencing.

Even if your yard has an existing fence, it is likely not designed to be animal proof. Although it may be high enough to deter deer, smaller pests like groundhogs and rabbits can still slip into your yard or burrow under fences to snack on your produce.

We integrate sturdy and attractive panel fencing into the aluminum corners of our raised beds. Metal mesh deters smaller pests and blends into your landscape. We also offer aesthetic features like gate arbors, which support vining plants and transform your fence into a living garden feature.

### Garden Additions: Trellising and Pathways

Trellises are a great addition to make the most of raised bed gardens. They maximize the growing potential of small spaces by allowing plants to grow upward instead of sprawling across your yard. This also makes garden maintenance easier and helps prevent the spread of some fungal diseases.

While you can find DIY plant trellises, a twisted old tomato cage is unsightlier than an integrated panel or bamboo trellis from us. Similarly, pathways cost time, money, and effort to install on your own.

In conclusion, raised bed gardens are a great choice for growing food. Although do-it-yourself store-bought kits might be affordable and possible to install on your own, they pose drawbacks in terms of durability and functionality.

We offer everything from custom garden designs to expert installation and ongoing maintenance. No matter the size or condition of your yard, we can help you grow food with the methods listed above.

Do you want to start enjoying the bounty of your garden as soon as possible? Book a consultation with us today!

*Chris Mattingly is the founder of Backyard Eats, a full-service food gardening business with an array of offerings in the greater Philadelphia area. Email him at [chris@backyard-eats.com](mailto:chris@backyard-eats.com) or visit [www.backyard-eats.com](http://www.backyard-eats.com).*

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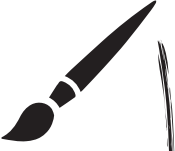
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# Artists in Our Aisles

## Laura Cohn

For 27 years, Laura Cohn has been the creative force behind From Bali to Us, a seasonal shop highlighting Indonesian craft and culture that has taken place annually in Chestnut Hill each holiday season since 2010. She lives in West Mt. Airy, though she travels each year to her heart home of Indonesia, where she learned the art of batik painting over 35 years ago. Visit her websites to learn about her work: [FromBaliToUs.com](http://FromBaliToUs.com) and [LauraFCohn.com](http://LauraFCohn.com)



As a batik artist, I use colored dye pigments and a wax resist technique to create works on cotton. One of my primary tools is a paintbrush, and my central motivation for making art is that of a painter. Blurring the boundaries of impressionist painting and batik tradition leads me to a natural union where I create unique images, whether abstract, impressionist or realistic.



### SUBMISSIONS NEEDED

We want to feature your art in the Shuttle!

Please submit the following to Richard Metz ([thembones2@hotmail.com](mailto:thembones2@hotmail.com)):

- Two 4" x 6" high-resolution images (300 dpi)
- A short bio
- A headshot
- A short statement about the work
- A link to a website if you have one

# Weavers Words

## THE HOT AWFUL QUEST FOR PAWPAWS

I slumped in buggy woods  
Mad and sweaty and grumpy.  
A toad hopped slowly past  
Fat and brown and bumpy.

Through pawpaw forest green  
We tramp and prowl and grope.  
Only three hard fruit.  
Sarah's in a mope.

—Miriam Roberts, age 8

## INSIDE ALL OF US

Charged particles  
flow through our blood  
and require replacement  
when lost,

because we are electric.

Opposite of the trees —  
inverted lungs,  
unable to absorb lightning  
and stop the current in its tracks,

because we are electric.

And when we feel  
the hint of a spark —  
it can be ignited,

because we are electric.

—Heather Cohen

## THE PAPER BAG

A hard worker for years,  
Long-lived and always available.  
Expected whenever we shop.

Now at retirement age (many hope, anyway)  
The time has come.  
Exit gracefully or drag on?

The answer is easy.  
Bring your own reusable bags or take a box!  
Let's all help the earth and enrich our Co-op.

We can do it!  
Let's just do it!

—Susan Morgan  
Cashier, Weavers Way Ambler

### Our Revised Submission Guidelines:

1. Original poems must be of a reasonable length. Lengthy poems that are the subject of a reflection will be excerpted.
2. The Shuttle editor has the final say as to whether a poem or reflection is suitable for publication.
3. The number of poems or reflections in an issue is determined by the amount of space available.
4. Members and nonmembers are welcome to submit.
5. Email your submissions to [editor@weaversway.coop](mailto:editor@weaversway.coop) and put "Poetry submission (or reflection) for Shuttle" in the subject line.



## Imagining a World Without Waste

### Switch to Natural Fibers To Save Our Waterways

Leo Baekeland filed the patent for the first fully synthetic plastic in 1907. But he could never have imagined what has happened in our world since then, especially the number of plastics that have been designed for a myriad of uses.

The same polymers used to make milk bottles and soda straws can be spun into fibers that are used to make cloth. Garments made from synthetic fiber tend to shed during a wash cycle; some accumulate on your dryer filter and some can even become airborne. These microscopic fibers wind up in local rivers, streams and estuaries since they don't decompose easily in nature. They accumulate and have been found in the tissue of oysters and clams.

To slow the further accumulation of tiny synthetic fibers in rivers, streams and estuaries, it's best to buy and wear items made from natural fibers when possible and practical.

My wife and I recently attended a fiber retreat at Junction Fiber Mill in White River Junction, VT. The mill converts the fleece from local sheep farms into wool



fiber. We also had a chance to meet the sheep that actively turn grass and hay into wool. On our way home, I completed my first hand-knit winter hat from wool purchased at the fiber mill.

Other examples of natural fibers include cotton, silk, hemp, bamboo, flax and ramie. Wool and silk are animal-based fibers made of protein. Hemp, bamboo, flax and

ramie are plant based and cellulosic. Both decompose readily in the natural environment.

If DIY clothing isn't your thing, know that the Co-op offers kid and adult-sized woolen wearables, including socks, hats, gloves and more, to keep you warm and cozy during the colder months.

—Roy Eisenhandler



### Share Your Christmas Tree with Goats

Each year, the Philly Goat Project works with Philadelphia's Streets Department to coordinate a festival of urban sustainability in which our goats eat the needles off discarded Christmas trees. The trunks are then chipped to line gardens and trails throughout the city.

The festival is also a fundraiser for PGP's free community programs, which are conducted year-round with our 13 adorable, well-trained, hardworking goats — each of which is named after a famous Philadelphian who made the world a better place!

PGP provides school visits, teen job training, wellness and therapy programs and park and library events in partnership with these special goats. Most of these programs are free because they are supported by funds from events like this one.

TreeCycling takes place at the Farm at Awbury in Germantown, where PGP staff set up a range of ways visitors with or without trees can enjoy time with the goats. A suggested donation of \$20 per tree is requested. Highlights include petting areas, firepits with free s'mores and hot cocoa and the famous "Farm Olympics" (When was the last time you competed in an Egg and Spoon race?!) The goats won't play in the rain, so check our website or

social media if there are weather concerns.

Cooperators ages 16 and up in good health are welcome to help volunteer by emailing [volunteer@philly-goatproject.org](mailto:volunteer@philly-goatproject.org).

Dates:

- Saturday, Jan. 6, noon-3 p.m. (rain date Sunday, Jan. 7)
- Saturday, Jan. 13, noon-3 p.m. (rain date Sunday, Jan. 14)

—Karen Krivit, cofounder, Philly Goat Project

### Reminders for the Jar Library

Please follow these guidelines for donating to the jar libraries in the bulk sections of the Co-op's stores:

- Tell the store's bulk manager when you are dropping off your jars so they can inspect them to see if they are appropriate for the jar library. Do not just leave them without notifying the manager.
- Drop off only clean, dry glass containers — no plastic containers.
- Remove labels as much as possible. The jar library is maintained by volunteers, and the more labels there are to remove, the harder their job becomes.
- Please offer larger jars when possible, e.g., tomato sauce or quart-sized jars. Also, when deciding whether to donate a jar, consider if you would use one that size if you saw it in the jar library.

—Valerie Glauser

### Philly Talks Trash December Newsletter

The Plastic Reduction Task Force and Philadelphia Neighborhood Networks will publish its fourth quarterly newsletter this month. The newsletters are full of useful information concerning plastics and waste. Scan the QR code below to join our email list.

—Hilary Zankel



## The Home to Germantown's Revolutionary War Battle Site

**Cliveden**  
6401 Germantown Avenue  
Built: 1767  
Architectural style: Georgian

Cliveden is an historic site in Germantown owned by the National Trust for Historic Preservation. Built as a country house for attorney Benjamin Chew, it was completed in 1767 and was home to seven generations of the Chew family.

Cliveden has long been famous as the site of the Revolutionary Battle of Germantown in 1777, as well as for its Georgian architecture. New research is unearthing a more complicated history that involves layers of significance, including the lives of those who were enslaved by and in service to the Chew family. This information broadens the meaning of Cliveden as a preserved historic place while exploring themes and stories of American identity and freedom.

Traces of the history of the Cliveden property and its occupants can be found throughout the five-and-a-half-acre woody landscape. The grounds are open for the community to enjoy as a public park whenever the gates are open. The property includes four buildings — the main house, kitchen dependency, wash house and carriage house.



Photo by Karen Plourde

Tours of Cliveden are available May through November, Thursdays to Sundays, from noon to 4 p.m. Check out the new exhibit and tour "The Turmoil of Transition," which focuses on the household narrative during the period after the death of Benjamin Chew Jr. in 1844.

### West Mt. Airy Neighbors Historic Preservation Initiative

Mt. Airy is a special place with a distinct character; it earned that image because it is a diverse community

**Did You  
KNOW**

of civically engaged people. Nestled in northwest Philadelphia and adjacent to the Wissahickon Valley, Mt. Airy is blessed with natural beauty and contains historic architecture spanning nearly 300 years.

The factors that make this place special require dedicated and active stewardship, and preservation of our historic resources requires conscious planning to be effective. The goal of the West Mt. Airy Neighbors Historic Preservation Initiative is to identify and protect the character-defining features of the community by taking a proactive stance to recognize and protect the historic built environment for the future.

For more information, contact [wmanhpi@gmail.com](mailto:wmanhpi@gmail.com).

—Libbie Hawes, Preservation Director, Cliveden of the National Trust for Historic Preservation

## STAFF CELEBRITY SPOTLIGHT

### Sadie Jones Alden

**Job:** Cashier, Weavers Way Chestnut Hill

**Since when:** Fall 2019

**Age:** 27

**Where she's from/where she lives now:** Mt. Laurel, NJ/East Falls

**How she got to Weavers Way:** She moved to Philly in 2017 and worked at Starbucks before deciding it wasn't for her. She applied to work at the Co-op, thinking she'd work at the Chestnut Hill store, but interviewed and was hired for produce and floor in Mt. Airy. She worked there for a year before switching to Chestnut Hill.

**Outside pursuits:** She's played piano for 20 years and harp for 15 years; she also plays accordion and bass. She's available for harp gigs: email her at [sadie-jonesalden@gmail.com](mailto:sadie-jonesalden@gmail.com).

**Long-term goal:** "Since I lost my dad this year, my long-term goal is to be happy. I think my New Year's resolution this past year was to be a person that I would be proud of."

**Favorite Co-op products:** Prepared Foods' chickpea, leek and butternut squash pancakes, Tiffin's chana masala and Koia's cold brew protein shake.

**Thoughts on the job:** "It's not always an easy job, for sure. You meet every kind of person you could ever imagine in this job, and that can be challenging. I got into customer service because I really do love people, because I think people are so cool. People teach you a lot about yourself. I've loved it for that, but that's also where some of the complication comes in. [When] you're a trans person working in the public eye, it's kinda complicated sometimes."

"All the people that I work with that are on the same rung as me [have] become like a family, and that's what makes me look forward to going to work — all these tremendous, hardworking people that I've met."

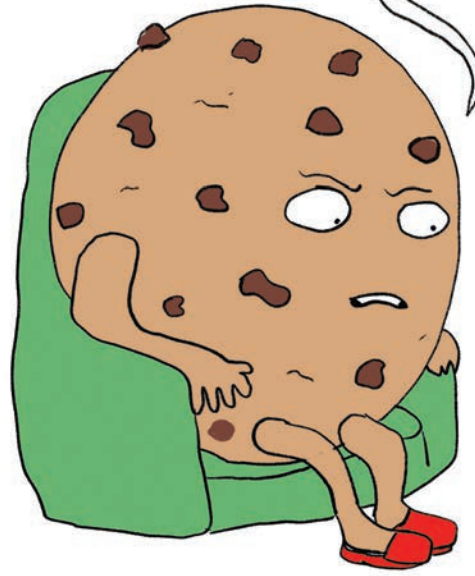
—Karen Plourde



## Locally Grown

Illustration by Alli Katz

YOU THUMBPRINTS, SPRITZES, PIZZELLES, AND POWDERED-SUGAR-COVERED MONSTROCITIES MIGHT FEEL LIKE YOU'RE ON TOP OF THE WORLD, BUT COME JANUARY 2, WE ALL KNOW WHO THEY'RE GOING TO REACH FOR WHEN THEY NEED A SWEET TREAT AND A GLASS OF MILK.



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## What's What & Who's Who at Weavers Way

### Weavers Way Board

The Weavers Way Board of Directors represents members' interests in the operation of the stores and the broader vision of the Co-op.

The Board's regular monthly meeting is held on the first Tuesday of the month. Meetings are currently taking place online until further notice. Check the Co-op's Calendar of Events for the date of the next meeting.

For more information about Board governance and policies, visit [www.weaversway.coop/board](http://www.weaversway.coop/board). Board members' email addresses are at [www.weaversway.coop/board-directors](http://www.weaversway.coop/board-directors), or contact the Board Administrator at [boardadmin@weaversway.coop](mailto:boardadmin@weaversway.coop) or 215-843-2350, ext. 118.

#### 2023-2024 Weavers Way Board of Directors

**President:** Cheryl Croxton

**Vice President:** Joshua Bloom

**Treasurer:** Gail McFadden-Roberts

**Secretary:** Jason Henschen

**At-Large:** Hillary Baum, Kristin Haskins-Simms, Benjamin Bartley, Michael Hogan, DeJaniera B. Little, Kacy Manahon, Esther Wyss-Flamm.

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### NEW MEMBER ORIENTATION

New orientations will begin next year.

To register visit: [www.weaversway.coop/events](http://www.weaversway.coop/events)

### Become a Member

Want to play a role in shaping your grocery store? Just complete a membership form in any store or online, make an equity investment, and you're good to go! We ask new members to attend an orientation meeting to learn about our cooperative model. You'll receive two hours of work credit for attending. We look forward to meeting you!

## DID YOU KNOW?

You can read the Shuttle online.

[www.weaversway.coop/shuttle-online](http://www.weaversway.coop/shuttle-online)





# 1 2 Days of Gifting

**20% OFF**

*gifts & holiday essentials*

Every day from December 8 to 19

**FRI, DEC 8**

*Gift Wrap,  
Bags & Cards*



**SAT, DEC 9**

*Weavers Way  
Merch*



**SUN, DEC 10**

*Fruitwood  
Honey &  
Epler's Syrups*



**MON, DEC 11**

*Maggie's Socks*



**TUE, DEC 12**

*Andes  
Scarves, Hats & Gloves*



**WED, DEC 13**

*Calendars &  
Planners*



**THU, DEC 14**

*Christina  
Maser Candles*



**FRI, DEC 15**

*Maroma  
Incense*



**SAT, DEC 16**

*All Chocolate  
& Candy*



**SUN, DEC 17**

*Toys & Treats  
for Cats & Dogs*



**MON, DEC 18**

*Packaged Tea,  
Coffee & Cocoa*



**TUE, DEC 19**

*Kleen Kanteen  
& Hydroflask  
Reusable Waterbottles*



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