

the new leaf

newsletter of the Syracuse REAL FOOD Cooperative

October 2017 Your Local Grocery Store

Open To The Public



General Manager's Comments

By Jeremy DeChario, General Manager

A New Co-op Brand

We started the Co-op branding project about 18 months ago with the goal to make the Co-op more visible to a broader audience in the community and to update our visual identity. Before

the formal start of the rebrand process, the Board engaged the membership in an online survey to share feedback on our vision and values, what members held most important in the work of the Co-op. More than half the respondents said that they would either like to “bring the mainstream into the Co-op” or “maintain a commitment to place and inclusiveness.” With these two points in mind we hired ECHO Studios to develop a new brand for the Co-op that would help in exposing us to a broader community and maintain our sense of place. At the annual Board retreat we spent time evaluating other Co-op’s brands and brainstorming how a new brand for the Co-op could look.

From the Board retreat we went back to the membership with a survey about the Co-op’s brand in March, the results

confirmed what the earlier survey showed: a strong commitment to place (local food, community ties) and the cooperative model. At our Spring Meeting we took the survey results and brainstorming sessions to members to get ideas for new names for the Co-op and to look at other cooperatives visual identity. After leaving the feedback boards in the store for a week, a few potentials emerged above the rest. In June we took those potentials out to the membership in a survey about a new name potential and in June the Board approved pursuing a new name for the Co-op’s new brand.

Since June, the team has been working with ECHO to create a new visual identity that will build on the legacy of the Co-op’s commitment to community and good food, while exposing the Co-op to a broader community. I hope everyone will attend the Annual Meeting to see the unveiling of the new Co-op brand. The team is very excited to share the results of our work with the entire Co-op community.

Board VP Meagan Weatherby Presents At Member Forum #2



Damian Valletlonga Leads Branding Discussion at Spring Meeting 2017



Jeremy DeCharlo
General Manager

Scott Pierson
Assistant Manager

Reina Apraez
Produce Lead

Don DeVeau
Marketing and Member Services Coordinator

Gabriel Smith
Grocery Lead



Board of Directors

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Abigail Henson

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Andrew Erickson
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Board of Directors Comments

The Importance of Engagement By John Craddock, President

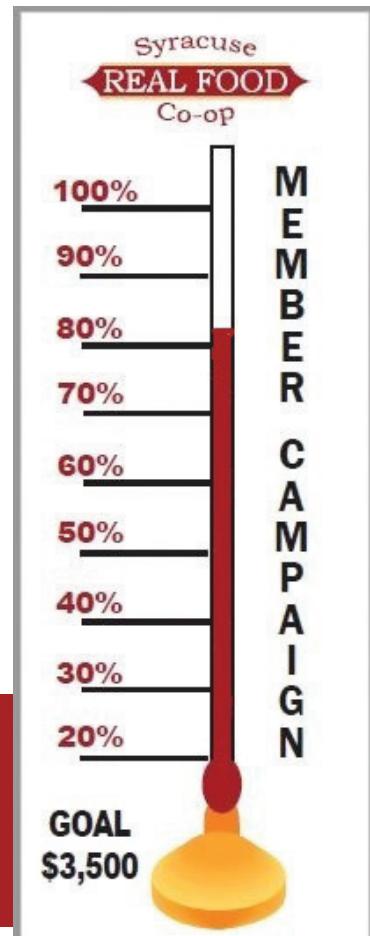
The Syracuse Real Food Co-op has a lot of choices in front of it in the next year or two.

We have had several profitable years in a row, which has brought many choices that seemed like idle daydreams into the realm of reality. It has also made us confront some of the shortcomings and long-term problems that we have ignored out of necessity for too long.

The amazing thing about co-ops is that we get to make decisions together, but much like any other form of democratic governance, if you don't show up to vote, your decision doesn't matter. I, for one, am ecstatic about the opportunity that lies ahead for our organization. Many people are reluctant to change, or are unsettled by it, but all growth involves change. We are poised to grow, but we need your input to make sure that your board is making the decisions that best reflect the interests of you, our members. Our annual meeting is upcoming in mid-November. There is so much to feel positive about, and we can't wait to share it with you. I encourage you to show up and hear about all that we've been up to, and the opportunities that lie ahead. Your participation, whether it's showing up to hear what's new, or

getting involved by volunteering on a committee, or running for the board: it matters. We belong to a national cooperative of co-ops that helps small independent stores negotiate like a larger grocery chain when dealing with national vendors. Their motto

is "stronger together." That applies at every level of member-owned co-ops, and we're stronger when you participate, we hear from you, and we speak with one voice. Please join us. There's great stuff going on, and we don't want to do it without you.



There is still time to help us reach our new member goal. You may join at the Co-op or online at <https://www.syracuseralfood.coop/real-people/co-op-members>.

Welcome Our New Members!

Amy Aubrecht
Natalie Badawy
Alicia Bair
Marilyn Ben
Kiah Bennett
Charles Blitman
Thomas Bouril
Raiana Carvalho
Samuel Chambers
Jacob Chesser
Jin Choi
Maggie Clymer
Michele Combs
Melanie Compeau

Alex Cousins
Jack Cramer
Dedra Croll
Dana Demore
Emily Duke
Janet Flores
Dylan Fox
Hiroko Furo
Linda Godard
Megan Harris
Luke Herrine
Bruce Hill
Karen Hill
Jenna Holakovsky

Emily Hunter
Siraaj Johnson
Dan Kahn
Ellie Kaplan
Carly Kaste
Danielle Knight
Nanci Knox
Jaseung Ku
Mary Kuhn
Jesse Larose
Brian Lauri
JoAnn Lauri
Youngrong Lee
Dan Lichtenstein

Mckenzie Long
Mads Lorenzen
Krista Lowry
Heather Marzano
Mike Marzano
Nathan Mccabe
Anna Mebel
Harold Meltzer
Maryann Millar
Sophia Miller
William Mitrus
Mark Muster
Haley O'brien
Ashley Palan
Erika Paradine

Zachary Pearce
Eric Petit-McClure
Sara Petit-McClure
Sonja Phillips
Hayden Premore
Jake Pusey
Frank Randazzo
Brian Ratcliffe
Monica Ripp
Clare Roop
Benjamin Sadlek
Martin Shanguhya
Patrick Shaw
Maria Shellman
Brenden Shields

Katie Shulman
Darrah Sipe
Christopher Smith
Lydia Stewart
Rich Strub
Alicia Sullivan
David Thomas
Alia Thompson
Roy Vannorstrand
Anthony Walker
Joseph Weiner
Lucie Worthen
Thiago Xavier
Alexandria Yorke
Eric Zluhan



Summary of Proposed Changes to the Bylaws of the Syracuse Real Food Cooperative, Inc.

The Annual Meeting Agenda on Tuesday, November 14, 2017 includes the following New Business:

"Motion to amend the Bylaws of the Syracuse Real Food Cooperative as proposed by the Board of Directors."

The proposed bylaws are included in this edition, along with the bylaws adopted in 2011.

The proposal includes the following changes to the 2011 version:

Substantive Changes

II.B(ii) – Clarification. "General Membership Meeting" changed to "General Membership at the Annual Meeting."

III.A(i) – Reduction to number of Required Meetings. Whereas we currently have a spring meeting (social) and a fall meeting (business), we propose removing the requirement to have a spring meeting. A spring social will be scheduled at the discretion of the General Manager.



III.C – Revision to forms of notice for the Annual Meeting.

a. Allow email as allowable form of notification (replace "mailed to the last known post office address..." with "mailed and/or emailed to the last known address...");

b. Require signage as well as correspondence (replace "or posted..." with "and posted...")

VII.G - Added clause for Unclaimed Equity.

IX – Permit Board of Directors to determine fiscal year.

Non-substantive Changes

I.A, I.B, II.C, IV.E, V.B, V.G, VII.B-E, VIII.A-C, IX, X, XI, XII – Add/format headings and/or subheading for consistency.

IV.F, IV.I, VI, XI.B, XIV – Remove gendered pronouns.

Please see the Proposed Bylaws on Pages 9, 10 & 11.

Syracuse Branch

Taoist Tai Chi Society



Phone: 315-476-5760

Email: syracuse.ny@taoist.org

Web: syracuse.newyork.usa.taoist.org



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Board of Directors Applications



Name: John Craddock

1. Describe your involvement with the Co-op. Include amount of time spent and specific activities, if appropriate.

I have served on the Co-op board for the last 3 years, and began serving as the board president in January of 2017. In that capacity I have been involved as an advocate for the Co-op, dealt with membership, policy issues, community

engagement, and been part of the leadership that has made the Co-op more successful and better able to serve its membership than it ever has before.

2. Describe any volunteer or paid experience relevant to serving as a Co-op Board member.

I have a strong background in both advertising and marketing, as well as business management and entrepreneurship, but am also an advocate of community owned and non-profit businesses. I currently work for our local public broadcaster as a senior member of the creative team. Prior to that, I was part of the Dean's office at the Syracuse University College of Visual and Performing Arts. In both capacities I have been deeply involved in, and a vocal advocate for our local arts scene.

3. What do you see as our Co-op's role in the broader community?

I think that SRFC is uniquely positioned to provide education and outreach to the Syracuse community on the subjects of sustainability, responsible farming practices, animal rights issues

and what a sustainable and healthy diet looks like. It can also encourage locavore trends that support local farming and help secure the financial futures of non-industrial farmers, the cornerstone of sustainable agriculture. In its current location, it also serves as a public space within the University neighborhood, which helps build a sense of community and connection as well as providing a neighborhood resource that encourages walking or biking to the store rather than getting in the car. It can also provide an example of an alternative business model that raises awareness about non-traditional corporate structures and the more human-centric environment that engenders.

4. Please provide a personal statement, including anything you feel is relevant to your candidacy.

I spent my high-school and college years living in Asheville, NC. I worked in a number of other cities, but have always thought of Asheville as home. I first came to Syracuse for graduate school in 2002, and experienced a bit of culture shock. But when I found the SRFC, I immediately felt that I had found a life-line. That was nearly 10 years ago. We have continued to frequent SRFC; we live in the neighborhood, and when the weather is warm, our daughters look forward to walking over and getting an ice-cream. My wife is an ecologist, and a vegetarian (I am not), but as a foodie, SRFC has been a wonderful resource for us to find the raw materials for me to satisfy my creative urges in the kitchen without violating her dietary choices. Her profession has put us in a position of heightened awareness about the issues surrounding commercial farming and living green. I feel that SRFC and what it stands for provide a wonderful example of putting those ideas into practice.



Name: Abigail Henson

1. Describe your involvement with the Co-op. Include amount of time spent and specific activities, if appropriate.

I have been on the Board of the Syracuse Real Food Co-op for three years and a patron since I returned back to the Central New York area in 2006.

2. Describe any volunteer or paid experience relevant to serving as a

Co-op Board member.

My organization LoFo, highlights and fortifies where food and community connect. We share a common relationship with many of the farmers and artisanal food producers that the Syracuse Real Food Co-op works with.

3. What do you see as our Co-op's role in the broader community?

The Co-op is a neighborhood marketplace that showcases

our local produce and a selection of products that represent sustainability and ethical food choices. Great cities have great food cultures, and having a marketplace such as the Syracuse Real Food Co-op that connects people, strengthening commerce, raising awareness, offering ethical options, helps us embrace and celebrate the bounty of our near-by farms, and the cross-section of community's creative small business leaders.

4. Please provide a personal statement, including anything you feel is relevant to your candidacy.

I am proud of being homegrown in Syracuse, NY. I am proud of its history, and I am excited to see it grow and watch it unfold every year into a place that others are proud to be part of as well. Places like our Co-op give our city local flavor. The people that support our Co-op give our city its local flare. The Co-op represents my mission to constantly weave a larger and stronger web between how food, community, and entrepreneurship connect in Upstate New York. It is a beacon, and as a Board Member I aim to strengthen, and promote it as an active place to engage, and as a way to continue to make positive change.



Board of Directors Applications



Name: Michael Jurbala

I. Describe your involvement with SRFC. Include amount of time spent and specific activities, if appropriate.

I have been a customer of SRFC for many years. My specific activities with SRFC have been limited in the past. Board membership would allow me to apply my skills as a business executive in Syracuse as well as extensive Board involvement in other organizations in the past.

2. Describe any volunteer or paid experience relevant to serving as a Co-op Board member.

I have had numerous Board memberships in the past and am currently the Treasurer of Madison Court, the condominium building. I was past president of Meals on Wheels of Syracuse and a member of Board of the Onondaga Pastoral Counseling Center and the Crafts Alliance of NYS. All Board memberships have been on a volunteer basis.

3. What do you see as SRFC's role in the broader community?

SRFC plays a vital role in the Syracuse and local community in that it provides a valuable service to the community and also provides a "sense" of community. In addition, SRFC gives its members and all those seeking locally sustainable products and other organic and sustainable products, a comfort that there is an organization looking out for their interests and concerns. And the fact that it's done with such a "neighborhood" feel makes it all that much more attractive and valuable. SRFC contributes toward local sustainable production of produce and other goods by being a significant player in the community. SRFC being part of a larger organization can and has made an effect on the way people view food and the support of the farmers and other

vendors who produce with an eye toward the well-being of the population in general.

4. Please provide a personal statement, including anything you feel is relevant to your candidacy.

As a lifelong resident of Central New York, I have benefitted from an area having so many lush and fertile farms and people who have access to ingredients to produce products that are not only needed but also that are healthy, sustainable and good for your well-being. My daughter Rachael has grown up with products that come from the SRFC. We wouldn't have had it any other way. In addition, I am a big fan and supporter of Syracuse and very proud to be a part of this community.

During my career here in Syracuse, I have been fortunate to have been associated with many valuable organizations including being President of Meals on Wheels of Syracuse. As President I was able to ensure that this vital organization remained a strong and viable organization while undergoing financial hardships. After many difficult decisions and restructuring, MOW is a much stronger Organization. In addition, Board memberships on the Onondaga Pastoral Counseling Center and the Crafts Alliance of NYS gave me invaluable access to organizations that assist people at a local and personal level. I am currently the Treasurer of Madison Court, a condominium building in the University area that is a key property that enhances this Syracuse neighborhood.

My career as a CPA and business executive in Syracuse, currently as AVP of Internal Audit and Enterprise Risk Management at Upstate Medical University, has been devoted to working with businesses located in Central New York and I feel proud of the work that helped business remain in Central New York and supporting the local economy. Being involved with the Board of the SRFC would continue my advocacy for Syracuse, Central New York and the Westcott and University neighborhoods as well.



Name: Rich Strub

I. Describe your involvement with the Co-op.

As a new member of the Syracuse Real Food Co-op, my involvement has mostly been as a patron for a little over a year. That being said, I sincerely believe in the mission of the Co-op to bring natural, organic, and sustainable products to the Wescott community as well as the city of Syracuse as a whole.

2. Describe any volunteer or paid experience relevant to serving as a Co-op Board member.

As a chef and entrepreneur in the city of Syracuse, I believe that I will bring valuable insight to the board using my background in Hospitality and the food service industry, as well as insight from a business owner's perspective.

3. What do you see as our Co-op's role in the broader community?

My background as a chef in Central New York informs how I look at the food system in our community. I believe that the Syracuse Real Food Co-op brings together a group of like-minded individuals in the city of Syracuse that have the same philosophies and values concerning how they shop, and what they choose to nourish their themselves. I see the role of the Co-op in the community not just as a great grocery store, but as a meeting place for those likeminded individuals. This is a community I would love to have the opportunity to foster and collaborate with to expand its impact on the city of Syracuse as a whole.

4. Please provide a personal statement, including anything you feel is relevant to your candidacy.

I am thrilled for the opportunity to be a candidate for the Syracuse Real Food Co-op Board of Directors. As the Co-op grows I hope to be an asset to the Co-op using the skills I have cultivated as a leader in other areas of my life, as well as an effective sounding board for the members of this great and unique community of people.

Thanksgiving is on November 23rd

For Your Convenience the Co-op Will Be Open on Thursday Thanksgiving Day from 8 AM to 12 PM

It's Time to Think About Pre-Ordering Your Thanksgiving Turkey & Thanksgiving Produce Box

This year the Co-op is only carrying local turkeys from Oink and Gobble farms. These pastured turkeys have been a staple of the Co-op for years and we decided to increase our support of the local farmers and increase the availability of weights for our customers. We'll have so many turkeys a pre-order is not necessary! If you'd like to reserve one anyway, we'll be happy to set one aside, just talk with a Co-op staff member at the register. Oink and Gobble pasture raised turkeys are available for \$3.99 per pound.

Our annual Thanksgiving Produce Box is available for preorder as well. It contains all the produce you need for a family dinner. You may order by phone at 315-472-1385 or you can order online at www.syracuserealfood.coop. The Thanksgiving Produce Box is priced at \$50.00 and will require payment on order.

Order your Thanksgiving Produce Box @ \$50 on or before 11/17

Order your local pasture raised Oink & Gobble Turkey @ \$3.99/lb.

Stop in or call to order your turkey and stop in, call or go online to order your Holiday Produce Box today!



Don at Tech Meets Taste Event Downtown Syracuse



Co-op Member Brian Lauri plays with Root Shock at WSCF & shows the Co-op sign



Pumpkin Time At The Co-op



Reina Paints Faces At Ed Smith Carnival



Recipe

Selected By Scott
From

Savory S

Celebrate fall with a savory mix of sautéed apples, garlic and sausage stuffed in pie pumpkin.

Ingredients

- 2 small pie pumpkins
- Pinch each of salt and black pepper
- 1 tablespoon unsalted butter
- 1/2 cup chopped onion
- 8 ounces vegetarian or regular sausage, crumbled
- 1 clove garlic, minced
- 1/2 cup chopped Granny Smith apples
- 1 6-ounce package stuffing mix
- 1/2 cup shredded Swiss cheese (optional)
- 1 cup vegetable broth

Preparation

1. Preheat oven to 350°F.
2. Use a sharp knife to remove the tops from each pumpkin (like a jacko'-lantern). Scrape out the seeds and filaments and discard. Season the inside of the pumpkins with salt and pepper.
3. Melt butter in a large skillet over medium heat. Add the onion and sauté for 5 minutes or until limp. Add sausage and cook until lightly browned, then add the garlic and apples and cook 2 minutes more. Remove from heat.
4. In a medium bowl, combine the onion and sausage mixture with the stuffing mix, cheese and broth and mix together until combined and slightly moistened. Divide and lightly pack the stuffing into the pumpkins until completely full. Replace the tops on the pumpkins, place them on a lined or lightly-oiled baking sheet or dish and

of the Quarter

Pierson, Assistant General Manager,
Co-op Stronger Together

Stuffed Pumpkin

into the oven. Depending on the size of the pumpkin and amount of flesh, the pumpkins should take about an hour to bake. Check after 30 minutes and, when nearly cooked, remove the tops and bake until the filling is browned. The pumpkins are done when easily pierced with a knife. Use two metal spatulas to move them from the baking dish onto the serving platter, to help keep the pumpkins intact. To serve, slice pumpkins into wedges or halves.



Serving Suggestion

Slice the pumpkins into wedges or halves to serve and enjoy a scoop of pumpkin with each bite of stuffing. This dish makes an impressive vegetarian entrée or a hearty side dish when served in smaller portions. Change the stuffing to suit your tastes; try adding kale, spinach or sautéed mushrooms, or use shallots instead of onion, or cream instead of broth.

Recipe Information

Total Time: 45 minutes, 25 min. Active • Servings: 4-6

Nutritional Information

Calories: 541, Fat: 18 g, Cholesterol: 21 mg, Sodium: 835 mg, Carbohydrate: 64 g, Dietary Fiber: 13 g, Protein: 30 g

A List To Make Your Holiday Planning A Little Easier

BAKERY

- Zimmer's Peanut butter cup cookies & more

- Picasso's Doughnuts

BEVERAGES

- Eggnog
- Red Jacket Apple Cider

BULK

- Dried cranberries
- Cider mate
- Cinnamon sticks

CHEESE

- Three Village Nokkelost
- Adam's Reserve Cheddar
- Lively Run Chevre
- Jakes Smoked Gouda
- Assorted Imported Cheeses

FROZEN

- Alden's Vanilla ice cream
- Pie Crust, frozen
- Cranberries
- Tofurky

GROCERY

- Recess coffee
- Arrowhead Mills organic stuffing
- Wild rice
- Chix broth
- Vegetable broth
- Cranberry sauce
- Canned pumpkin

ORGANIC PRODUCE

Check For Local & Organic Options

- Garlic
- Fresh Herbs (parsley, sage, rosemary, thyme, oregano, basil and more!)

- Mushroom Varieties

- Local Apples

- Pears

- Fresh Cranberries

- Local Carrots

- Squash (Spaghetti, Kabocha, Butternut, Carnival, Acorn, Delicata)
Pick your favorite

- Fresh Pie Pumpkin

- Cooking Greens

- Green Beans

- Sweet Potato Varieties

- Potato Varieties

- 5 Lb. Potato Varieties

- Onion Varieties

REFRIGERATED

- Field Day Celebration Roast
- Kriehild Meadow butter
- Oink & Gobble Local Pastured Turkey

SNACKS

- Chips, large variety
- Famous Co-op bean dip

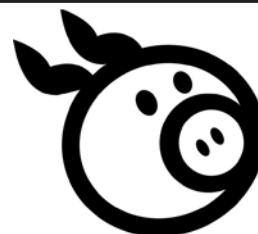
ALCOHOL

- Craft beer Domestic & Local
- Hard Cider

GIFTS

- Syracuse Real Food Co-op Gift Card
- Kombucha Starter kit
- Lavender hand sanitizer
- Dr. Bronner castille soap, travel size
- Emergen-C packets
- Alaffia skin & hair products
- Candle

Westcott St Cultural 2017 Crowd at Co-op Booth



THE PIGGERY

Our family of small farms raise heritage breed hogs on sustainably managed pastures with non-GMO feeds in the Finger Lakes. We handcraft small batch goods in our farm's butcher shop like:

*Nitrate free Deli Meats * Fresh sausages * Nitrate free hot dogs
* Fresh cuts like pork chops, ribs and more

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Proposed Bylaws Changes

Proposed Bylaws changes to be voted on (with the presence of a quorum) at the Annual Meeting to be held on November 14, 2017.

Changes are highlighted in yellow. See also Page (3) for Summary of Changes.

Bylaws of the Syracuse Real Food Cooperative, Inc.

I. NAME

This cooperative corporation shall be known as the **Syracuse Real Food Cooperative**, Inc. (the "Cooperative"), an entity that is incorporated as a general cooperative corporation under Article 2 of the Cooperative Corporations Law of the State of New York (the "Cooperative Law"). The principal office of the Cooperative shall be in the City of Syracuse, County of Onondaga, and State of New York.

A. Purposes. The purpose of the Cooperative is to acquire and distribute food and related goods and services on a cooperative basis for the benefit of its member-owners.

B. Cooperative Values and Vision.

A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly-owned and democratically-controlled enterprise.

Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, cooperative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

Cooperators share a vision of a better society based on cooperative principles – a vision that someday the whole world becomes a cooperative.

Cooperators share a commitment to building an economy and society that is just, sustainable and democratic. As such the Cooperative will strive to educate our local community in the value of cooperative principles and enterprises.

Together we hope to inspire others through co-operation and to share cooperatives with people in our community and around the world so that everybody has the opportunity to be a member of a cooperative.

II. MEMBERSHIP

A. Eligibility and Acceptance. Any person, firm, cooperative, non-profit corporation or corporation (each, a "Person") may, as provided below, become a member of the Cooperative. This Cooperative shall not discriminate on social or political grounds, or on the basis of gender, age, ethnicity, racial category, sexual orientation, marital status,

ability, national origin, creed or political affiliation. A Person may become a member of the Cooperative by:

(i) filing with the Cooperative an application for membership in such form and containing such terms as shall be from time to time determined by the Board of Directors. Included in the application shall be a statement that the applicant agrees to comply with and be bound by the terms and conditions contained in the Cooperative's Certificate of Incorporation, as amended from time to time (the "Certificate of Incorporation") and in these Bylaws, as amended from time to time (the "Bylaws");

(ii) tendering to the Cooperative a membership fee in such amount as may be established by the Cooperative's Board of Directors from time to time;

(iii) being approved for membership by the Cooperative's Board of Directors;

(iv) receiving from this Cooperative written notification and a copy of the Bylaw providing for consent to take patronage distributions received from the Cooperative into income in the manner provided in 26 U.S.C. §1385(a);

(v) making the Capital Contribution required of the Cooperative's members, and

(vi) meeting such other membership criteria or requirements as established from time to time by the Cooperative's Board of Directors.

B. Termination; Consequences of Membership Termination.

(i) Membership may be terminated voluntarily by a member upon notice to the Cooperative. Membership shall terminate automatically if a member (1) who is an individual shall die, (2) who is not an individual shall cease to exist and leaves no successor, or (3) becomes ineligible for membership for any reason.

(ii) A member whose actions are deemed in violation of the Articles of Incorporation, Bylaws, or rules of the Cooperative, or whose actions interfere with the operations of the Cooperative may be suspended or expelled by a two thirds vote of the Board of Directors, provided that the Board of Directors has provided written notice of the reason for such suspension or termination to the member and the member is afforded a reasonable opportunity, not to exceed thirty days, to respond to such notice. An expelled or suspended member retains all rights of response and appeal. Appeal can be made to the Board of Directors and ultimately to the General Membership at the Annual Meeting.

(iii) Upon termination of membership, regardless of the reasons, all rights and interests in the Cooperative shall cease except for rights to redemption of the Capital Contribution pursuant to these Bylaws.

C. Rights.

(i) Each member in good standing shall have one vote only in the affairs of the Cooperative.

(ii) Each member in good standing shall be eligible for other benefits as may be offered from

MIDDLE AGES
BREWING COMPANY



120 Wilkinson Street | Syracuse, NY 13204
Phone: (315) 476-4250
Web: middleagesbrewing.com

Agenda

Syracuse Real Food Co-op Annual Membership Meeting

Tuesday, November 14, 2017 at 7:00 pm

All Saints Parish Center

(1342 Lancaster Ave, Syracuse, NY 13210)

1. Welcome & Refreshments	7:00 pm
2. Call to Order & Introductions	7:30 pm
3. Determination of Quorum	7:35 pm
4. Proof of Due Notice of Meeting	7:38 pm
5. Reading & Disposition of Minutes: Fall Membership Meeting 11/2016	7:40 pm
6. Annual Reports	7:45 pm
a. President's Report	
b. Treasurer's Report	
c. General Manager's Report	
i. Co-op Branding	
7. Unfinished Business	8:20 pm
8. New Business	8:25 pm
a. Proposed Amendment to Bylaws	
b. Q&A	
9. Election of Directors	8:40 pm
a. Nominations Report	
b. Introduction of Candidates	
c. Ballot Instructions	
10. Adjournment	9:00 pm

Proposed Bylaws Changes

Proposed Bylaws changes to be voted on (with the presence of a quorum) at the Annual Meeting to be held on November 14, 2017.

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time to time by the Cooperative that are available generally to members.

(iii) Members retain the right to due process, to dissent and to free effective speech, and do not forfeit any civil rights by joining the Cooperative. In the exercise of their rights, members have the responsibility not to interfere with the operations of the Cooperative or the rights of others. The Board of Directors may establish guidelines to optimize members' rights.

(iv) The Membership owns the Cooperative and has the right to control the Cooperative through participatory democracy. The Members retain the right to elect the Board of Directors, to recall any official as provided in these bylaws, to shape the Cooperative's position and actions in regard to important social issues.

III. MEETINGS OF MEMBERS

A. Annual Meeting.

(i) **One annual meeting per annum** of the members of this Cooperative shall be held at the principal place of business of the Cooperative or at any other place conveniently located within the area served by it at such time as the Board of Directors shall determine. **The annual meeting** will be scheduled within 6 months after the close of the fiscal year.

(ii) A written report including a balance sheet showing the true assets and liabilities of the Cooperative, and an operating statement for the fiscal period under review, shall be submitted to the annual meeting of the Cooperative held after the close of the fiscal year.

B. Special Meetings. Special meetings of the members of the Cooperative may be called when a majority of directors, or 5% per cent of the members, or 75 members, whichever is less, submit a petition in writing and request a special membership meeting, which shall be called by the Board of Directors within thirty days of that request.

C. Notice. Written notice of every regular and special meeting of members shall be prepared and **mailed and/or emailed to the last known address of each member, and posted on prominent signs at all Cooperative locations**, not fewer than 10 (ten) nor more than sixty (60) days before such meeting. Such notice shall state the nature of the business expected to be conducted and the time and place of the meeting. No business shall be transacted at any special meeting other than that referred to in the notice.

D. Voting.

(i) Each member shall have one vote only upon any matter submitted to a vote of the members. In the case of any member that is not an individual, such member shall designate in writing an individual to act on the member's behalf in conducting the affairs of this Cooperative. That designation shall remain in effect until written notice of a properly authorized change in the designated individual shall be received by the Cooperative.

(ii) Voting may be by written ballots, if authorized by the Board of Directors. Members shall be allowed to vote on written ballots until the close of the voting period as set by the Board of Directors. Voting to elect directors, except to fill a vacancy, must be by written ballots, as authorized by the Board of Directors, and shall commence at the annual General Membership Meeting and continue with point- of-purchase balloting for a period of 30 days immediately following said Meeting.

(iii) There shall be no proxy voting.

(iv) Unless otherwise stated in the Certificate of Incorporation, or these Bylaws, or required by applicable law, all questions shall be decided by a vote of a majority of the members voting thereon, and each member shall be entitled to only one vote.

E. Quorum. At any regular or special meeting of the members, a quorum necessary for the transaction of business shall be at least 100 members or ten percent (10%) of the total number of members of the Cooperative, whichever is lower. Only members in actual attendance at the meeting shall count towards a quorum.

F. Order of Business. The order of business at the Annual Meeting, and, where applicable, at all other meetings of the members shall be:

- (i) Determination of quorum.
- (ii) Proof of due notice of meeting.
- (iii) Reading and disposition of minutes.
- (iv) Annual reports of officers and committees.
- (v) Unfinished business.
- (vi) New business.
- (vii) Election of directors.
- (viii) Adjournment.

IV. BOARD OF DIRECTORS

A. Number, Eligibility. The Cooperative shall have a Board of Directors of 9 directors, each of whom shall be a member of the cooperative in good standing, or, for those members who are not natural persons, a designated representative of such member. The number of directors may be changed to an odd number of directors not fewer than 7 nor more than 13 by resolution of the board. No reduction in the number of directors may be made unless corresponding vacancies exist as a result of deaths, resignations, expiration of terms of office, or other actions provided by these bylaws. A copy of the resolution of the board covering any increase or decrease in the number of directors must be filed with the official copy of the bylaws of the Cooperative. Paid employees and spouses or domestic partners of paid employees may not serve as Directors. A person with a conflict of interest so continuing and pervasive that he is unable to effectively fulfill the responsibilities of a director with the Cooperative shall not be qualified to serve as a director.

B. Terms, Limits. Directors will be elected for three year terms at the annual meeting or members. Terms of office shall be so staggered that one-third shall expire in each year. Directors shall hold office until their successors are elected.

C. Termination. The term of office of a director may be terminated prior to its expiration in any of the following ways: (i) voluntarily by a director upon notice to the Cooperative;

(ii) automatically upon termination of membership in the Cooperative; (iii) by action at a meeting of members whenever the best interests of the Cooperative would thereby be served; and (iv) for cause by the members in accordance with Section 63 of the Cooperative Law.

D. Vacancies. Any vacancy among Directors elected by the members may be filled by appointment by the Board of Directors. A Director so appointed shall act as Director and shall serve until the next annual meeting, at which the members shall elect a Director to complete the pertinent term.

E. **Board Compensation.** Compensation of the Board of Directors shall be determined by resolution of the Board of Directors. A report shall be made at the annual membership meeting regarding the amount of compensation paid to Directors in the current year and the amount proposed to be paid for the upcoming year. The value of such compensation shall not exceed \$2,000 per year for each Director;

Officers and directors shall also be entitled to reimbursement for actual expenses incurred in attending Board of Directors meetings or other business of the Cooperative. Such expense claims shall be approved by a majority of the Board of Directors.

F. Contracts for Profit. During **their terms of office, directors shall not be parties** to contracts for profit with the Cooperative which in substance shall differ in any way from similar contracts by it with members or with others, or which shall vary from terms generally current among members.

G. Conflict of Interest. Directors shall be under an affirmative duty to disclose their actual or potential conflicts of interest in any matter under consideration by the Board of Directors. Directors having such an interest may not participate in the discussion or decision of the matter. A transaction in which a director has an interest shall be prohibited unless the transaction is fair to the Cooperative and is approved by no less than a two-thirds majority of all disinterested directors.

H. Powers and Duties. The business and affairs of the Cooperative shall be managed under the direction of the Board of Directors. The Board of Directors shall make all necessary rules and regulations not inconsistent with law or with these Bylaws. The Board of Directors shall have power to hire, oversee and dismiss a General Manager to coordinate and facilitate the daily functioning of the Cooperative.

I. Limitation on Director Liability. **Directors of the Cooperative shall not be** liable personally to the Cooperative or to any of the Cooperative's members for damages for any breach of duty in **their capacity as Directors**, provided that this provision shall not eliminate or limit the liability of any Director if a judgment or other final adjudication adverse to the Director established that **the individual's** actions or omissions: (i) were in bad faith; (ii) involved intentional misconduct or a knowing violation of law; (iii) resulted in the Director personally gaining in fact financial profit or other advantage to which the Director was not legally entitled; or (iv) violated Section 719 of the New York Business Corporation Law, as amended, or any successor statute.

J. Indemnification of Directors. This Cooperative shall indemnify each director, officer, or manager of this Cooperative, and any person serving at the request of this Cooperative as a director, officer or manager of another corporation, partnership, joint venture, trust, or other enterprise, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonable incurred to the greatest extent to which such officers, directors or managers of the Cooperative may be indemnified under the New York Business Corporation Law, as amended, or any successor statute.

K. Insurance Regarding Directors. This Cooperative shall have the power to purchase and maintain insurance on behalf of any person who is or was a director, officer, manager, employee, or agent of this Cooperative, or is or was serving at the request of this Cooperative as a director, officer, manager, employee, or agent of another corporation, partnership, joint venture, trust or other enterprise against any liability asserted and incurred in any capacity.

L. Committees. The Board of Directors may establish and dissolve standing and ad hoc committees.

M. Election. All directors shall be elected by secret ballot, and the candidate(s) receiving the greatest number of votes shall be elected.

V. MEETINGS OF BOARD OF DIRECTORS

A. Meetings. Regular meetings of the Board of Directors shall be held at least quarterly, at such times and places as the Board of Directors may determine. The Board of Directors shall meet within thirty (30) days after the conclusion of voting for new board members.

B. Action without a Meeting. Decisions of the Board of Directors may be made without a meeting if a consent in writing, stating the action to be taken, is signed by all of the directors of the Cooperative who would be eligible to attend and vote at a regular meeting of the Board of Directors and filed with the minutes.

C. Action by Conference Call, Etc. Action of the Board of Directors may be taken by participation in a meeting by means of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other at the same time; participation by such means shall constitute presence in person at the meeting.

D. Special Meetings. A special meeting of the Board of Directors shall be held whenever called by the president or by a majority of the directors. Each call for a special meeting shall be in writing, shall be signed by the person or persons calling the meeting, shall be addressed and delivered to the secretary, and shall state the time and place of such meeting. Only the business specified in the written notice shall be transacted at a special meeting.

E. Notification. Notice of each meeting of the Board of Directors shall be given each director by, or under the supervision of, the secretary of the Cooperative not less than forty-eight (48) hours prior to the time of meeting. Notice may be waived by any director, and appearance at a meeting shall constitute a waiver of notice.

Proposed Bylaws Changes

Proposed Bylaws changes to be voted on (with the presence of a quorum) at the Annual Meeting to be held on November 14, 2017.

Changes are highlighted in yellow. See also Page (3) for Summary of Changes.

F. Quorum. A majority of the Board of Directors shall constitute a quorum at any meeting of the Board of Directors.

G. **Attendance.** If a Board member is absent from 3 consecutive meetings or 4 out of any 12 consecutive meetings, unless excused by the Board for good cause, the members seat may be declared vacant by an affirmative vote of a majority of the Board.

VI. OFFICERS

A. Designation of Officers. At the first meeting following the annual meeting of members, the Board of Directors shall elect a President and Vice President, Secretary and Treasurer from among the Directors, and may, in their discretion, combine the office of Secretary and Treasurer. All such officers shall hold office for a term of one year, or until their successors have been elected and qualified. Such officers shall serve at the will of the Board of Directors and may be removed by the Board of Directors and successors elected at any Board of Directors meeting.

B. Duties of President. The president shall (1) preside over all meetings of the Cooperative and of the Board of Directors, (2) call special meetings of the Board of Directors, (3) perform all acts and duties usually performed by an executive and presiding officer, and (4) sign all membership certificates and such other papers of the Cooperative as **the president** may be authorized or directed to sign by the Board of Directors; provided, however, that the Board of Directors may authorize any person to sign any or all checks, contracts, and other instruments in writing on behalf of the Cooperative. The president shall perform such other duties as may be prescribed by the Board of Directors.

C. Duties of Vice President. In the absence or disability of the president, the vice president shall perform the duties of the president.

D. Duties of Secretary. The secretary shall keep a complete record of all meetings of the Cooperative and of the Board of Directors and shall have general charge and supervision of the books and records of the Cooperative. The secretary shall sign all membership certificates with the president and such other papers pertaining to the Cooperative as **the secretary** may be authorized or directed to sign by the Board of Directors. The secretary shall serve all notices required by law and by these bylaws and shall make a full report of all matters and business pertaining to **the secretary's** office to the members at the annual meeting. The secretary shall keep the corporate seal and affix it to all papers requiring a seal. The secretary shall keep complete membership records. The secretary shall make all reports required by law and shall perform such other duties as may be required by the Cooperative or the Board of Directors.

E. Duties of Treasurer. The treasurer shall perform such duties with respect to the finances of the Cooperative as may be prescribed by the Board of Directors.

VII. MEMBER CAPITAL CONTRIBUTIONS

A. Required Capital Contribution. For the reasonable capital needs of the Cooperative members shall make Capital Contributions in amounts and at times determined by the Board of Directors.

B. **Form of Capital Contributions.** Capital Contributions shall be made by means of cash, check, and any other methods approved by the Board of Directors. Capital Contributions may be made by means of a payment plan as determined by the Board of Directors.

C. **Waivers and Deferrals.** Capital Contributions may be waived or deferred in whole or in part by the Board on any reasonable basis. Required Capital Contributions and any available waivers or deferrals shall be applied equitably among members.

D. **Dividends.** Capital Contributions shall be entitled to no dividend or other monetary return

E. **Transferal.** Capital Contributions may not be transferred or pledged as collateral.

F. Redemption. Upon request following termination of membership, Capital Contributions shall be redeemed when replacement capital is provided by other members. Capital Contributions shall be redeemable at the lesser of their carrying value on the books of the Cooperative or their net book value less a reasonable processing fee, if any, as determined by the Board. Redemption proceeds shall be subject to offset by amounts due and payable to the Cooperative by the member. No redemption shall be made when such payment would impair the ability of the Cooperative to meet its other obligations as they become due or would impair the claims of instruments having a higher priority than Capital Contributions. Reapplications for membership after full or partial redemption shall be subject to full repayment of redemption proceeds.

G. **Unclaimed Equity.** If a member voluntarily or involuntarily terminates membership in the Cooperative, and fails to provide an accurate mailing address to the Cooperative, then the Capital Contribution and any patronage amount allocated to that member-owner will be retained by the Cooperative or donated to a non-profit to the extent authorized by state law.

VIII. BORROWING

A. **Authority.** The Board of Directors has authority to borrow on behalf of the Cooperative.

B. Member Loans. The Cooperative may borrow from its members.

C. Other Borrowing. The Cooperative may borrow from other persons or entities.

IX. FISCAL MATTERS

G. **Fiscal Year.** The Fiscal Year of the Cooperative shall be determined by a majority vote of the Board of Directors.

H. Annual Audit and Report. The operations of the Cooperative for each fiscal year shall be audited by an experienced bookkeeper or accountant or firm of accountants not otherwise regularly employed by the Cooperative. A written report of the audit, including a statement of services rendered by the Cooperative, with total amount of business transacted, balance sheet, and income and expense statement, shall be submitted to the annual meeting of members, and shall at all times be available for inspection by any member.

X. OPERATIONS ON A COOPERATIVE BASIS

This Cooperative shall be operated on a cooperative basis. Each transaction between this Cooperative and each member shall be subject to and shall include as part of its terms the provisions of the Certificate of Incorporation and the Bylaws of this Cooperative. Upon doing business with this Cooperative, each member shall be entitled to the net savings or patronage proceeds, in the manner provided in these Bylaws, that arise out of the patronage transactions of such member with the Cooperative.

XI. PROCEEDS AND DISPOSITION OF PROCEEDS

A. Operation at Cost. The Cooperative shall at all times be operated on a cooperative service-at-cost basis for the mutual benefit of its members. No interest or dividends shall be paid by the Cooperative on any capital furnished by its members pursuant to this Article XI.

B. Refunds and Patrons' Capital. In its business with or for members, the Cooperative's operations shall be so conducted that all active members will through their patronage furnish capital for the Cooperative. To assure that the Cooperative will operate on a service-at-cost basis, the Cooperative is obligated to account on a patronage basis to all of its members for all amounts received from the business done with such member in excess of operating costs and expenses ("Net Savings"). Provided, however, that the Board of Directors retains the right to reduce Net Savings by the amount of such reasonable reserves as it determines for the necessary business purposes of the Corporation.

The Cooperative is obligated to make payments of all Net Savings in cash refunds or by credits to a capital account (whether or not reflected in allocation certificates or other evidences of allocation) for each member as determined by the Board of Directors, and in accordance with Subchapter T of the U.S. Internal Revenue Code. The books and records of the Cooperative shall be set up and kept in such a manner that at the end of each fiscal year the amount of capital, if any, so furnished by each member is clearly reflected and credited in an appropriate record to the capital account of each member. The Cooperative shall within 8 1/2 months after the close of the fiscal year notify each member or patron, in the form of a written notice of allocation (as defined in 26 U.S.C. 1388), of the amount of capital so credited to **the member's** account.

All other amounts, such as interest or amounts from non-patronage sources, received by the Cooperative from its operations in excess of costs and expenses shall, insofar as permitted by law and to the extent practicable, be allocated to its members on a patronage basis and any amount so allocated shall be included as a part of the capital credited to the accounts of members as herein provided.



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Proposed Bylaws Changes

Proposed Bylaws changes to be voted on (with the presence of a quorum) at the Annual Meeting to be held on November 14, 2017.

Changes are highlighted in yellow. See also Page (3) for Summary of Changes.

C. Revolving Capital. If at any time, the board shall determine that the financial condition of the Cooperative will not be impaired thereby and that such action is permissible under applicable law, the capital then credited to members' accounts may be retired in full or in part. Any such retirement of capital shall be made in order of priority according to the year in which the capital was furnished and credited, the capital first received by the Cooperative being first retired.

Notwithstanding any other provision of these Bylaws, the Board of Directors, at its discretion, shall have the power to retire any capital credited to members' accounts on such terms and conditions as may be agreed upon by the parties in any instance in which the interests of the Cooperative and its members are deemed to be furthered thereby and funds are determined by the Board of Directors to be available for such purposes.

XII. CONSENT TO TAKE PATRONAGE DISTRIBUTIONS INTO INCOME

Each person or organization that hereafter applies for and is accepted for membership in this Cooperative and each member of this Cooperative on the effective date of this Bylaw who continues as a member after the effective date shall, by these acts alone, consent that the amount of any distributions with respect to patronage which are made in written notices of allocation (as defined in 26 U.S.C. § 1388), and which are received by the member from this Cooperative, will be taken into account by the member at their stated dollar amounts in the manner provided in 26 U.S.C. § 1385(a) in the taxable year in which the written notices of allocation are received.

XIII. LOSSES

A. Netting of Losses. In the event of a loss in one or more departments or divisions of operation of this Cooperative, but not of such magnitude as to cause an overall loss for the fiscal year of the Cooperative, such loss or losses may be prorated against each of the remaining profitable departments on the basis of their respective percentage of the total net proceeds during such fiscal year.

B. Allocation of Net Losses. In the event this Cooperative shall incur a net loss in any fiscal year, the Board of Directors, in its sole discretion, may (a) charge such net loss against any earned surplus or paid-in surplus which is unallocated, or against any unallocated reserve other than valuation reserves; or (b) may recover the amount of such loss from prior or subsequent years' net margins or savings. If such loss exceeds the total of said unallocated earned surplus any unallocated reserves, or in any event, if the Board of Directors so elects, the amount of such loss may be recovered from prior or subsequent years' Net Savings. In no event shall the Board of Directors have the authority to make any assessment against members or patrons. This section shall not be construed or administered in such a way as to deprive the Cooperative of the right to carry back or carry forward net operating losses to past or future years, in accordance with the applicable provisions of the Internal Revenue Code or state taxing statutes.

XIV. UNCLAIMED MONEY

A claim for money against the Cooperative shall be subject to the provisions of this Article whenever the Cooperative is ready, able, and willing to pay such claim, and has paid or is paying generally claims arising under similar circumstances, but payment of such claim cannot be made for the reason that the Cooperative does not know the whereabouts or mail address of the one to whom it is payable or the one entitled to payment.

If such claim be not actually paid within a period of three (3) years after it became payable as herein provided, the Cooperative shall remove the claim as a liability on its books;

provided that no such removal shall be made unless at least 30 days prior thereto the Cooperative shall have sent by registered United States post, with the return receipt requested, a written notice of the proposed removal, addressed to the person appearing from the Cooperative's records to be entitled to payment of such money at the last address of such person shown by the records of the Cooperative.

If any such claim be removed of record after giving such notice, the claim shall be deemed extinguished but the Cooperative shall continue to maintain a memorandum record of such claim and shall pay the principal amount thereof without interest to any claimant who subsequently establishes to the satisfaction of the Cooperative **the claimant's** right to receive payment.

Any and all amounts recovered by the Cooperative pursuant to this Article, after deducting there from the amount of any taxes payable thereon, shall be placed in a special account. Any claim paid after the expiration of the period of years herein specified shall be deducted from such account.

XV. MISCELLANEOUS

A. Reserved Rights of the Membership. Only the members, voting according to these bylaws can amend the Certificate of Incorporation for the Cooperative. Only two-thirds of the members voting according to these bylaws can dissolve the Cooperative.

B. Amendments to the Certificate of Incorporation. The Certificate of Incorporation of the Cooperative may be amended only by the affirmative vote of two-thirds of the members voting thereon at any regular or special meeting.

C. Amendments to the Bylaws. These bylaws can be amended by the affirmative vote of two-thirds of the members voting thereon at any regular or special meeting held after due written notice setting forth the proposed action and the purpose of the meeting. These bylaws can also be amended by the Board of Directors, but any amendment adopted by the Board of Directors shall be reported to the next annual meeting of members and, if not affirmatively approved thereof, shall cease to be in effect.

D. Dissolution of the Cooperative. Dissolution can proceed only with two-thirds vote of members present in person or by written ballots at a meeting called and conducted in accordance these bylaws. A committee of three members, selected by the membership, shall carry out the dissolution. Notice of dissolution must be provided to the members of the Cooperative. Upon dissolution, after (1) all debts and liabilities of the Cooperative shall have been paid, (2) the value of capital contributions returned, and (3) all capital furnished through patronage shall have been retired without priority on pro rate basis, the remaining property and assets of the Cooperative shall be distributed among the members and former members in the proportion which the aggregate patronage of each member bears to the total patronage of all such members, unless otherwise provided by law.

E. Severability. In the event that any provision of these bylaws is determined to be invalid or unenforceable under any statute or rule of law, then such provision shall be deemed inoperative to such extent and shall be deemed modified to confirm with such statute or rule of law without affecting the validity or enforceability of any other provision of these bylaws.

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Details Inside

