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Volume KK, Number 26

December 22, 2016

Pension Plan Changes, Coop Expansion Study Dominate November GM

By Gayle Forman

Should the Park Slope Food Coop expand to a second location? While a decision on that remains a long ways off, the November 29 General Meeting took a step forward by electing nine members to a committee that will begin an 18-month feasibility study on a possible expansion.

It was Jonathan Farber's fourth time before the GM since 2010, exploring ways "to build on the goodwill of the Coop." At the July GM, the membership voted to authorize the committee, whose candidates would be presented at a later GM for a vote. Farber presented the candidates— Kubi Ackerman, Eugenia Di Girolomo, Andrew Kimball, Michael Freedman-Schnapp, Adam Lubinsky, Dan Miller, Margaret Stix, Thomas Storck, and Farber himself—that he and General Coordinators had chosen from 50 applicants.



PHOTO BY KEVIN RYAN

Hands say "yes" on the 401(k) rollover vote.

Most of the candidates appeared in person to give brief presentations about their experience. Di Girolomo spoke of her seven years working for the Department of City Planning and saw this as a great opportunity to give back. Others, like real estate attorney Margaret Stix, had statements read by proxy.

The membership responded

to the candidates with general concerns about an expansion. Glenn Moller recalled his fears over the Coop's earlier real estate buys. "I thought we were going to go bankrupt," he said, while expressing fresh worries about how a new location might cannibalize Union Street. Alan Rosner wondered how the recent election might destabilize the economy. But as Farber noted, such concerns were precisely what the committee, which will comprise nine members and up to four coordinators, will explore in the coming months.

Diversity, or Lack Thereof

Other members took issue with the makeup of the committee candidates. Kent Corbell, who had applied for the committee but was not selected, noted the "very white group up here. Was there a more diverse applicant pool?" Farber responded that the candidates represented "the makeup of what we received. We picked the best people we got."

Other members were concerned about the dearth of experiential diversity. Several members pointed out that the nominees' expertise slanted heavily toward architecture and urban planning, and worried

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Coop Members Plunge Into Post-Election Activism

By Hayley Gorenberg

Following the wave of disbelief and dismay that washed over many New Yorkers with the presidential election results last month, Park Slope Food Coop members are springing into action, individually and by drawing others together.

Many gathered at an overflowing local event at Congregation Beth Elohim, organized days after the election by local City Councilman Brad Lander. Max Miller, a 13-year-old 8th-grader from a Coop family, felt devastated by the results in "the first election I really followed," and went on

his own to the CBE event. "I wanted to know what could be done," he said. "It was good just to be in that space. The fear subsided—but not totally—when I went." Describing himself as "most passionate" about racism and sexism, because he observes them in daily life, he decided to take action against Islamophobia and hate crimes, and followed up with other attendees in early December at Grand Central Terminal, where he drew hope from engaging in a protest. "We have to speak out. We have to stand. We have to act," he said.

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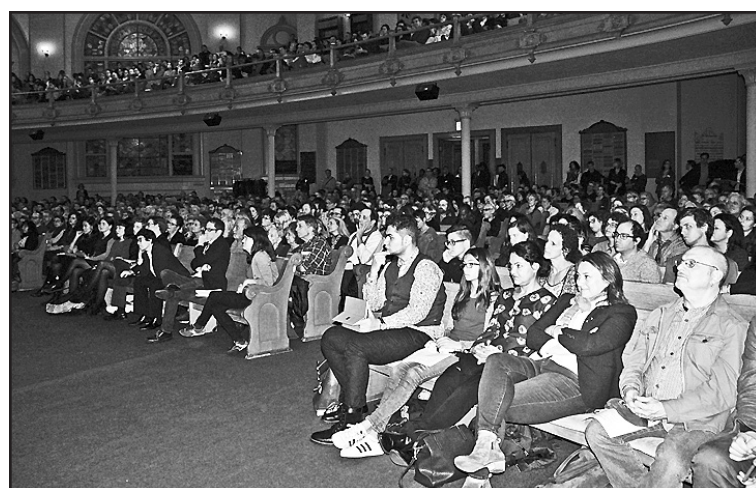


PHOTO BY LISA COHEN

Congregation Beth Elohim was packed to the rafters with post-election, shell-shocked Park Slopers.

December General Meeting is Cancelled

The November General Meeting voted to cancel the December 27 GM.

The next General Meeting will be on Tuesday, January 31, at 7:00 p.m. at **St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.**

For more information about the GM and about Coop governance, please see the center of this issue.

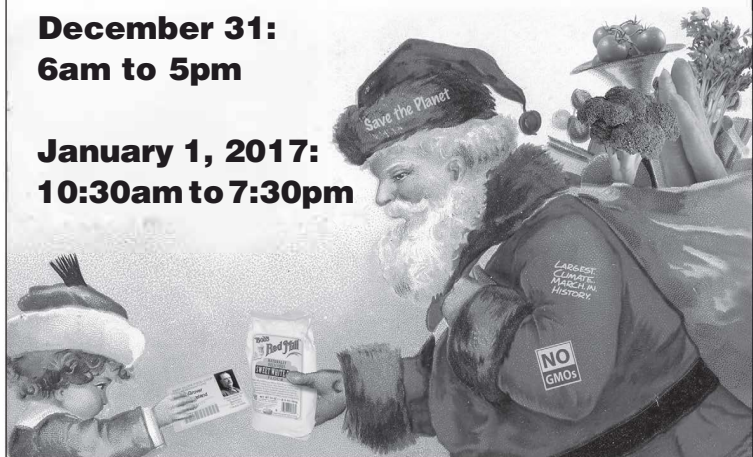
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HOLIDAY SHOPPING HOURS:

December 24: 6am to 5pm

December 25: CLOSED

December 31:
6am to 5pmJanuary 1, 2017:
10:30am to 7:30pm

November GM

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there was not a candidate with specific financial expertise. “To spend 18 months, if you don’t have strong finance integrated into it, you could be wasting your time,” warned Paul Hogan. Member Evelyn Koehler echoed that notion. “Architecture, while it’s an important thing, shouldn’t be the only thing,” she said. “I would think our goal as a Coop is to make the wonderful products available here available to people who would not have access.” She asked if the committee might continue to canvas for more diverse applicants.

Nine members were elected to a committee that will begin an 18-month feasibility study on a possible expansion designed to “build on the goodwill of the Coop.”

Joe Holtz, one of the General Coordinators who will be on the committee, recommended voting without further delays, while General Coordinator Ann Herpel noted that the first half hour of every meeting would be open to the membership and she hoped this would allow a wide range of input and voices. Farber also pressed that candidates like Andrew Kimball, who could not attend the meeting but whose résumé included stints as the CEO of



Left: Second Location Study Committee candidates. Right: Jonathan Farber leads discussion on Second Location Study Committee candidate elections.



PHOTOS BY KEVIN RYAN

Industry City and on a committee that tried to bring the Olympics to New York City, had sufficient finance experience.

In the end, such concerns seemed to be quelled. All the candidates were elected by wide margins.

Changes to Pension and 401(k) Plans

The defined benefit pension and 401(k) plans offered to Coop staff were discussed at great length in two separate items. During the Coordinator Reports, Herpel read a statement announcing the resignation of George Haywood, who has served as co-Trustee of the Coop’s defined benefit pension plan for more than 20 years. Haywood came under fire in the August GM and a later piece in the *Linewaiters’ Gazette*, after members complained about the fund’s poor performance and its lack of diversified investments.

Longtime member and investment professional Dan Wiener will take over as the Investment Manager of the Plan. Wiener is founder and CEO of Adviser Investments, LLC. He will be the sole Investment Manager, making decisions for the Pension Plan Trust fund. His only compensation will be his work slot credit, as was the case with George Haywood.

Holtz will remain in his position as Plan Trustee, but will relinquish his role as Plan Administrator to General Coordinator Lisa Moore.

Herpel also announced that 60 percent of the pension’s portfolio—\$4.4 million—has been converted to cash and put under Wiener’s management. The remaining 40 percent of the portfolio currently in stocks will be steadily reduced and transferred to Wiener’s management over the next three to four months. Herpel suggested that members’ concerns about the investments had been heard and repeated a statement made by Holtz in the October *Gazette* piece that he was “open to the idea of converting a higher percentage of the plan’s assets to more diversified investing.”

To that end, a new investment policy statement is published separately in this issue on page 5.

Longtime member and investment professional Dan Wiener will take over as the Investment Manager of the plan.

A separate agenda item presented by General Coordinators Holtz and Lisa Moore concerned the 401(k) plan available to PSFC employees. Holtz differentiated between the defined benefit pension plan, started in 1993 and fully funded by the Coop, and the 401(k), which was created in 2008 after employees requested an additional savings plan. The 401(k) is funded by employee contributions and is not supported by the Coop (i.e., no matching funds).

“When the plan was set up,” Moore explained referring to the 401(k), “there was a stipulation that it would not accept rollover contributions from external sources.” This was to streamline the process and minimize administration expenses to the Coop. “This year requests came in for rollover contributions from external funds. In order to do that we have to make an amendment to the plan.”

Members expressed mild concern over whether this would cost the Coop anything beyond the administration (no, and in fact the administration process was now simplified) and if the rollover amount was limited (also no) and, without much further discussion, passed the measure.

Coordinator Reports: Talking Turkey

Business is booming, according to the Coordinator reports. General Coordinator Mike Eakin presented a healthy financial report. “Sales per week are averaging better than a million dollars,” he said. A first for the Coop and an increase of 6 percent over 2015, an uptick he attributed to a rise in membership and increased spending per member.

General Coordinator Joe Szladek gave the impressive Thanksgiving stats: In the two weeks leading up to the holiday, the Coop sold over 1,000 turkeys, 14,000 boxes of clementines, and 24,000 pounds of potatoes. Plus, the Coop sold 1,000 pies and 450 pounds of Brie per week. “It was a huge operation,” he said. “I have so much gratitude for the staff I work with and the members as well.” Though he did add, “One of things I’m thankful for is that Thanksgiving is over.” Judging by the chuckles this drew from the membership, he wasn’t the only one.

Animals, Fun, and Trade

During Committee Reports, the Animal Welfare Committee, which aims to provide shoppers with information about the meat, dairy and eggs the Coop sells, announced magnetic versions of the guides

next to where products are sold. Downloadable guides are also available online at: <http://psfc-animals.blogspot.com>. Future guides on chicken and pork are in the works.

Chelsea Cipriano of the FUN Committee invited members to join the Listserve for announcements about upcoming events.

Susan Metz of the International Trade Education Squad announced that plans to leaflet the PSFC in opposition to the Trans Pacific Partnership (TPP) were now obsolete as the Trump administration has vowed to kill the plan. “We are now turning our attention to fair trade, as suggested by members at the August GM,” Metz said.

Open Forum: BDS and the PSFC

Naomi Brussel of the Diversity and Equality Committee began the Open Forum with questioning why there has not been a vote about the boycott of SodaStream. This led to a contentious exchange, with member Jesse Rosenfeld calling the request “grandstanding” and Glenn Moller replying: “It ain’t finished. The Middle East is still an open topic in the Coop.”

See You in January

The final item of the night was a proposal to cancel the December 27 GM. “The rules for December allow for an earlier meeting in December in a case where the November meeting is earlier,” explained General Coordinator Jess Robinson. But this year, because of the lateness of the November meeting, the earliest feasible date for the December meeting was the 27. “Our experience is member participation overall tends to be limited,” Robinson noted. Members are often out of town, and those with agenda items are reluctant to present knowing attendance will be low.

After some quibbling and concerns about how this might impact members seeking to use the GM meeting for a credit, the proposal was passed. The next General Meeting will be on January 31, 2017. ■

Sudoku

Sudoku is a puzzle. You are presented with a 9x9 grid of squares, and that grid is divided into 3x3 zones. You solve the puzzle by filling the empty squares with single-digit numbers so that every zone, column and row uses each of the numbers from 1 to 9.

					9			5
						6		
4	8		5	7				
	4	2					9	
3						4	8	1
		9						7
	5		4		6	7		
7				9	1			6
			8					

Puzzle author: Abdul Powell. For answers, see page 11.

Activism

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Rebekah Laskin, whose pre-election Facebook feed read like a Hillary Clinton campaign adjunct, emailed all members of the Electoral College whose contact information she could acquire, adding to “an avalanche” of messages. “I’m also basically signing every petition that comes my way,” she wrote, “to investigate Trump, for the recounts, protesting his cabinet picks, to protect healthcare and Medicare, etc.” Laskin plans to participate in the Women’s March on Washington on January 21. She’s also diverting her holiday gifting to support her activism, “donating to organizations like ACLU, NARAL, Planned Parenthood, Southern Poverty Law Center, Sier-

more than expected!” she said. On the other hand, the second-generation Coop member describes herself as “the child of activists,” perhaps due to become one herself, at least in this instance. “This election made me feel like I need to put some work into our community, our world,” she said. “This election just scares the crap out of me, that so many people, people that I know personally, that up till now I thought to be reasonable people, have very different feelings about what voting for Trump actually meant.”

“It’s January, it will be cold, I have a final the following week,” Ennes-Cabrera remarked. But she says the march is “an easy thing to do,” and has committed herself to “getting more involved with social justice issues.”

“This election made me feel like I need to put some work into our community, our world.”

—PSFC Membership Coordinator Silvia Ennes-Cabrera, who has organized 150 friends to attend the Women’s March in Washington on January 21

ra Club in the name of family members.”

“I want to make substantial donations to organizations that will advocate for women’s rights, climate change and voters’ rights and that’s how I can afford it,” she wrote. “It all still feels so inadequate.”

PSFC Membership Coordinator Silvia Ennes-Cabrera decided to pitch in with a family friend who owns Zuzu’s Petals to organize people for the Women’s March. Networking on social media, they filled three buses with 150 friends. Ennes-Cabrera is organizing them in spreadsheets and plans to acquire purple hats for the contingent. “It’s gotten to be a bit

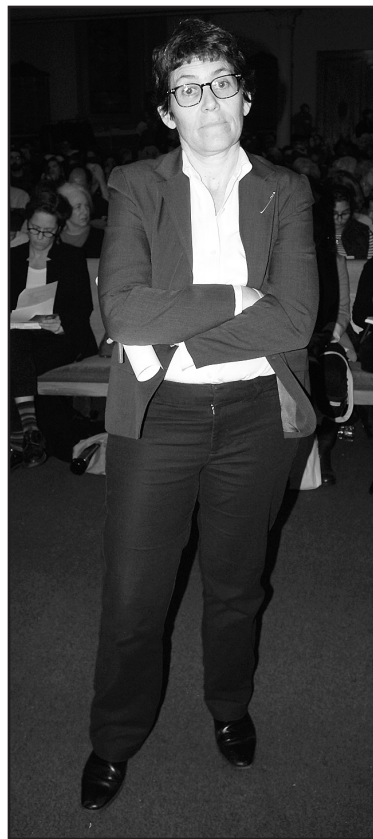
Her coworker Ellen Weinstat will be joining the “sister” Women’s March in New York City, also on January 21, “to participate in something that’s contrary to the ugliness that’s out there,” with the Brooklyn Women’s Chorus, which has a deep political streak. In the wake of the election, “I feel like I’m just holding it together, myself,” Weinstat said. After 20 years in the chorus, she takes strength from singing protest songs “and just being together at this point in time, being part of community.” She counts the Coop as another significant community, where members can join and work together “to feel less isolated.”

The New York City march begins with a rally at Dag



PHOTOS BY LISA COHEN

Max Miller went on his own to the post-election meeting and ran into his friend’s mother, another Coop member, Laurie Muchnick.



Left: The huge gathering was hosted by Garfield Temple and Rabbi Rachel Timoner.

Right: Councilman Brad Lander was the organizer of the event.

Hamarskjold Plaza, before proceeding across 47th Street and up Fifth Avenue to Trump Tower. Information can be found at <https://www.facebook.com/events/160110850126741/>.

Weinstat and other Coop

Registry and designating a “hate-free zone” in Jackson Heights. Many of Yin’s New York City grantees are organizing a march for International Migrants Day (<http://www.thenyic.org/march4immigrantNY>), asking people to

“It’s grim in immigration—groups are mostly working on defense at this point.”

—Longtime PSFC member Monona Yin, who works for an immigrant rights advocacy group

members plan to again attend the World Fellowship Center (<http://worldfellowship.org/>) in the White Mountains of New Hampshire this summer to boost their engagement and activism.

Longtime PSFC member Monona Yin works for a national funding intermediary that supports the immigrant rights field. She wrote, “It’s grim in immigration—groups are mostly working on defense at this point.” She noted that the Queens group DRUM is leading a national effort to block a Muslim

join in defending immigrant New Yorkers.

Member Barbara Kancelbaum, former communications director of the U.S. office of Doctors Without Borders and chair of the board of the Reproductive Health Access Project

(ReproductiveHealthAccess.org), which “works to integrate early abortion, evidence-based contraception, and better miscarriage management into basic primary care,” noted, “The work we do becomes more important every time abortion rights are curtailed.” The organization is communicating with other reproductive health organizations “to prepare for anything dire.”

Several Coop members (including this reporter) attended the Anti-Defamation League’s summit on anti-Semitism, which included several panels addressing election-connected anti-Semitism and other racism, and is leading to ongoing efforts on those fronts. (<http://www.neverisnow.org/>)

Many Coop members have joined the widespread community organizing campaign called #GetOrganizedBK, with information and event notices available on Councilman Lander’s web page (<http://bradlander.nyc/>). After the CBE kickoff, many PSFC members joined the subgroups that formed to support local immigrants and fight Islamophobia and anti-Semitism through a Muslim/Jewish alliance. The groups plan to potentially oppose Trump appointments and future Supreme Court nominees, develop programming for students and educators, fight the Trump administration on climate change and environmental issues, work against attacks on women’s health and reproductive rights, engage in deep and challenging conversations about race in the context of a Trump presidency, promote art as activism, organize against threats to safety net programs (Medicare, Medicaid and the Affordable Care Act), engage in upcoming election planning, fight corruption and conflicts of interest, protect First Amendment rights, and conduct outreach to municipalities and organizations in more conservative states. (See news at <http://bradlander.nationbuilder.com/getorganizedbk-meeting3> or on Facebook at <https://www.facebook.com/groups/1813825858829536/>). ■

ANNOUNCEMENT

Two members have been arrested at the Coop for theft—one on November 30, 2016, and one on December 6, 2016. These two stole approximately \$18,000 from the Coop during 2016 alone. Both members came to our attention through reports by checkout workers who noticed not all goods were offered for scanning at their registers. Thank you! —The General Coordinators



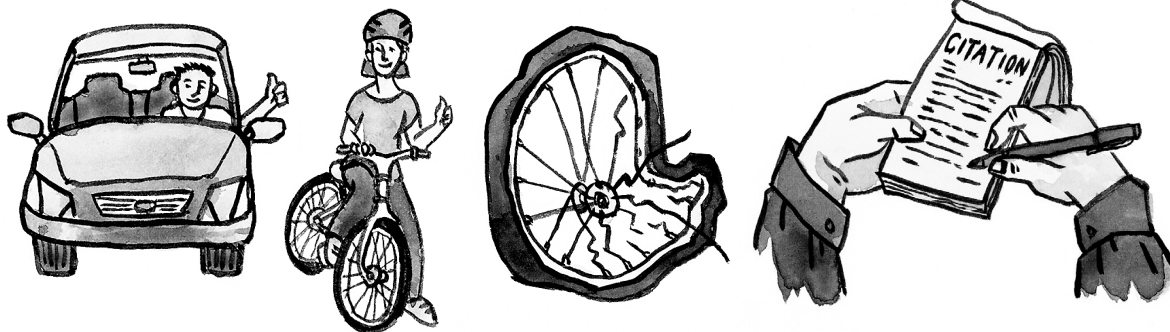
Vision Zero Explained: NYC's Campaign to Protect Pedestrians and What It Means for You

By Taigi Smith

According to the NYC.gov, "being struck by a vehicle is the leading cause of injury-related death for children under 14 and the second leading cause for seniors. On average, vehicles seriously injure or kill a New Yorker every two hours. Dangerous driver choices—like speeding and failing to yield—are the primary or contributing cause of 70 percent of pedestrian fatalities."

It's statistics like these that drove Mayor Bill DeBlasio to adopt the Vision Zero Action plan almost three years ago. "Vision Zero," as it's commonly called, is an aggressive citywide program designed to sharply decrease the number of pedestrian related accidents and deaths in New York City. The initiative includes an aggressive marketing campaign, stricter enforcement of traffic guidelines by police and a strong educational component in city schools.

Kim Wiley-Schwartz, who



ILLUSTRATIONS BY BRIANNA HARDEN

aggressively enforce drivers who fail to yield to pedestrians, text while driving, make improper turns and violate traffic signals. And while city officials acknowledge that it will be nearly impossible to reduce the number of pedestrian deaths to zero, the City of New York can "no longer regard traffic crashes as mere 'accidents,' but rather as preventable incidents that can be systematically addressed. No level of fatality on city streets is inevitable or acceptable."

Elsa Mehary, an avid cyclist

time she was taken away in an ambulance. "The second time it happened, it was in the evening. I was totally illuminated. I was wearing all white. There was a black car and I just didn't see it," Elsa recalls. The dark car had its lights off and when Elsa realized the driver was opening his door, it was too late to stop. "I had nerve damage in my tooth. My wrist was jacked up," remembers Elsa who also suffered a concussion and was unable to work for a month.

For years, Elsa was could be seen riding around Brooklyn on her brown, Vintage cruiser—especially in the summer months. But since the accidents, her desire to ride has changed. "It was really traumatic and I don't ride as much as I used to. I just ride to the Coop in the morning. People are very aggressive in driving. They will beep you down to get out of the way versus allowing you to get out of the way. They need more bike lanes, especially on busy streets."

Wiley-Schwartz agrees that drivers in New York need to work a lot harder when it comes to sharing the road with cyclists and pedestrians. She hopes the Vision Zero television commercials and citywide outdoor media campaigns will reinforce the message that drivers need to slow down and yield to pedestrians. "This is what we know kills people in New York City," says Wiley-Schwartz. "Of course NYC culture of aggressive driving is a long standing culture. We had more bicycle fatalities this year than last year. They spike up and down on an annual basis and we don't understand why." Still, says Wiley-Schwartz, "we've seen a consistent drop in fatalities." In fact, she says the city has had eight fewer fatalities this year than last year.

Karen Overton, the Executive Director and founder of Recycle-A-Bike, believes Vision Zero is long overdue. "For years, the car has ruled

the universe at the expense of other street users," like pedestrians, skateboarders and cyclists. "When I first moved to New York, you could hit and kill someone with no repercussions. Why is that okay? There was no accountability for motorists." And like many cyclists in New York, Overton was almost hit by a car. "The driver told me I'm a reckless cyclist," Overton recalls. "I'm just a cyclist. Drivers need to be accountable because they can kill."

As the Executive Director of Recycle-A-Bike, Overton has had the opportunity to work with young cyclists from all over the world. "We had a young man who came with his family from Russia. It was the summer of 2005. He was an only child and earned a bike through Recycle-A-Bike. He was killed a week before

Vision Zero Ambassador Program "kids will be educated about how to keep themselves safe in the streets (as part of an in-class activity) and then go out into the community and perhaps put up posters, interact with the public and hand out leaflets. Through the experience the children would become empowered to share their knowledge with their parents and others." Pushed by personal loss and rising vehicular homicides in his Fort Greene neighborhood, Rosen hopes more members of the PSFC will become involved with the initiative. "I see the PSFC as very rooted in the idea of community and so I would like the PSFC to itself become an ambassador of change in the relationship of people to our physical community, our streets, our safety and our relationship to each other. How that will manifest exactly is yet to be seen but through this interaction with the *Gazette* I would like to gauge the level of enthusiasm that members have for this topic."

Elsa Mehary now takes a train to work and every day crosses the busy West Side Highway. "Drivers going down the highway sometimes won't stop. People will coast through red lights or stop in the crosswalk. I've had a lot of drivers

Under Vision Zero, law enforcement officers will aggressively enforce drivers who fail to yield to pedestrians.

works for the Department of Transportation, oversees NYC's educational programs and all communications campaigns related to Vision Zero. "This is our third full year of the Vision Zero program. It's a multi-agency effort to drive traffic fatalities and injuries down to 'zero.' We know it's statistically impossible to get to zero," says Wiley-Schwartz, but she's adamant that the City will continue to aggressively work to reduce the number of pedestrian fatalities. "We want to drive it down to the lowest possible number. The Department of Health has been involved. The MTA is involved to look at how buses are driven on city streets. It's a big effort," says Wiley-Schwartz.

According to NYC.gov, under Vision Zero, law enforcement officers will

and longtime member of the PSFC knows all too well what it feels like to be a cyclist involved in an accident with a car. Last year, she was involved in two incidents with cars that resulted in bodily injury. In fact, she was "doored" twice in Brooklyn—meaning drivers opened doors while she was riding her bike down the street and she crashed into the doors. "I was on the way to get a health treatment and I was in shock when it happened," she says of the first incident. Although she was briefly knocked unconscious, Elsa got back on her bike and rode, in a daze, to her chiropractor's office. Elsa was given an immediate adjustment and while her body was realigned, she was emotionally shaken.

Within a few months, Elsa was "doored," again and this

"Drivers going down the West Side Highway sometimes won't stop. People will coast through red lights or stop in the crosswalk. I've had a lot of drivers give me dirty looks."

—PSFC member Elsa Mehary

he went to college." So many years later, Overton still remembers the young life cut short. "This woman came to the U.S. for a better life, and she lost her son." The young man's name was Mark and he was just 17 years old. Overton still can't believe the punishment the driver suffered for taking the young man's life. "The driver paid a ticket for going through a red light," says Overton. "Vision Zero has come way too late for us. Changing the speed limit to 25 was huge, but we wish it would've been 20. We need driver education. We need the cops to stop blaming cyclists."

PSFC member Gil Rosen is hoping to bring Vision Zero awareness to a school in his neighborhood. Now in the early stages of development, Rosen says, via email, that he hopes that through the

give me dirty looks. People look for cars but not for bikes. They need to be trained to look for bikes. In New York City, there are a lot of bad habits."

Wiley-Schwartz believes that in order to reduce pedestrian accidents, drivers should re-acclimate themselves with the rules of the road and do their very best to show courtesy to pedestrians. "The majority of pedestrian accidents are at intersections. We recommend that people take their turns at 5 mph. Unless drivers are making local deliveries, trucks must drive on designated truck routes. When you talk to drivers, you have to give them something to do. It's not just slow down, it's slow down to 25 mph. We tell people to expect pedestrians in the crosswalk all the time. Driving safely will help us get to zero." ■



ILLUSTRATION BY ROD MORRISON

COORDINATORS' CORNER

Updated Joint Pension Plan Announcement From the November General Meeting

By the Pension Plan Trustees and General Coordinators

We recently learned that George Haywood will be resigning in the near future as co-Trustee of the Coop's defined benefit pension plan. As he approaches retirement age, he has decided to become less active as an investor. In addition, George has just been named to the board of directors of Fannie Mae, the world's largest financial institution, and will be devoting more of his focus to the corporate responsibilities associated with that new assignment. (For further information on this appointment, see <http://finance.yahoo.com/news/fannie-mae-names-george-w-214000161.html>)

General Coordinator Joe Holtz will continue as an elected Trustee of the Coop's Pension Plan and step down as Plan Administrator.

In light of this news, the fiduciary obligations the Pension Plan Trustees have to manage and administer the Plan in a responsible manner and questions raised by the membership, the Trustees and the General Coordinators have three changes to announce:

1. The Pension Plan and Trust document that was approved by the General Meeting authorizes the Trustees to exercise the option to appoint an Investment Manager. Therefore the Trustees have appointed longtime member and investment professional Dan Wiener to be Investment Manager. We are extraordinarily fortunate to have Dan's expertise working on behalf of the Coop. Dan is founder and CEO of Adviser Investments, LLC, one of the most respected advisory firms in the country. The Dow Jones publication *Barron's Magazine* named Dan as one of the top 100 investment advisors in the country in 2015. Dan's firm will not be involved in managing our pension plan trust fund; it will be Dan himself who will be the sole Investment Manager and will make all the investment decisions for the pension plan trust fund. Dan's only compensation for his expertise, as was the case with former co-Trustee George Haywood, will be Coop work slot credit.

Having outperformed pension fund benchmarks during the 20-plus year period of their trusteeship, Joe and George are happy with the portfolio's performance. They are also pleased that this performance was achieved while avoiding investments in companies involved in tobacco, alcohol, firearms, defense, and practices that harm the environment. Joe and George believe that this is a good time to pass the baton to the extremely experienced and capable hands of Dan Wiener.

2. Sixty percent of the entire portfolio of the pension fund has been converted to cash. Thus, over \$4.4 million in cash is being immediately put under the management of Dan Wiener. (See accompanying report showing which investments Dan has made so far.) The 40 percent of the portfolio that remains in stocks will be steadily reduced and as that occurs that money will also be put under Dan's management. We anticipate that that process will be completed within the next three to four months.

A new Investment Policy Statement, written by Dan Wiener in consultation with Joe Holtz, is published below. The change in investment policy should come as no surprise to readers of the *Linewaiters' Gazette* since the October 13 issue specifically quoted Joe Holtz as follows: "We are both open to the idea of converting a higher percentage of the plan's assets to more diversified investing."

3. The General Coordinators have been discussing General Coordinator succession planning with the Personnel Committee for a number of years. We have decided that this is a sensible time to delegate the role of Plan Administrator of the pension plan to General Coordinator Lisa Moore who currently serves as 401(k) Trustee and handles confidential and sensitive payroll information. We hope to make this change shortly. Joe Holtz had served as Plan Administrator since the establishment of the pension plan in 1993. The Plan Administrator transmits and

receives confidential personnel information to and from the outside actuaries and CPA's. The Plan Administrator also directs the Trustees to pay pension benefits to pension plan participants and submits pension contributions from the Coop to the trust fund among several other responsibilities.

We recognize that these changes are being introduced while conversations regarding the pension plan are on-going in the Coop; but our primary responsibility is to ensure that the management of the Plan continues to secure the benefits promised to the beneficiaries, our Coop employees. We take this responsibility with the utmost seriousness and acted prudently but swiftly to put in place a plan to make a successful transition.

Investment Policy Statement

The Park Slope Food Coop Inc. Pension Plan & Trust Investment Policy Statement—December 2016:

Please note that the following Investment Policy Statement is being phased in as the Trustee(s) migrate from our former investment policy. This new investment policy should be fully phased in no later than the end of April 2017 with the large majority of the asset changes phased in much sooner.

Purpose

The purpose of this policy is to express the philosophies and intentions of the Trustee(s) of the Park Slope Food Coop Inc. Pension Plan & Trust (the Trust) with regard to managing the assets of the Trust.

Statement of Investment Goals and Principles

Our goals are to protect the principal value of the Trust after inflation, and to effectively manage the assets and earn returns to support and benefit the Trust in order to meet future benefit obligations.

Risk Tolerance

We seek to be prudent in

our approach and to preserve the principal value of the Trust's assets. However, we are able to tolerate some decline in value in exchange for higher returns over time.

Return Goals

The overall return goal is to closely match, after-fees, the return of a hypothetical portfolio composed of securities representing the agreed upon asset allocation (see guidelines below).

Asset Allocation

The intended asset allocation for investments is as follows:

	Strategic Target
Equities (U.S. and International):	65%
Fixed-Income:	35%
Cash or other short-term investments:	0%-1%

Asset Guidelines

The Plan expects to invest almost 100 percent of non-cash assets in mutual funds and exchange-traded funds (ETFs).

Rebalancing Asset Classes

Over time, an asset class allocation in any given account may move away from its long-term target as defined by this investment policy statement. The Trustee(s) may reallocate funds within the PSFC's pension fund account when the divergence from target is approximately 5 percentage points higher or lower than the stated target, either via cash flows or by rebalancing within an asset class to bring the actual allocation back toward its strategic target.

Pension Investment Report as of Dec. 5, 2016

Summary: Following our new Investment Policy Statement, we have invested nearly \$4 million in the following seven funds. Approximately 65 percent is invested in funds that hold common stocks and 35 percent is invested in funds that hold debt obligations. The remaining \$3-plus million are invested in stocks that will be sold in the coming months. The proceeds from the sale of those stocks will be invested in the following or similar funds until more than 99 percent of the pension fund money is invested in diversified fund investments.

Vanguard Total Stock Market ETF (VTI)

The current value of our investment: \$1,369,200.

Summary: The investment seeks to track the performance of a benchmark index that measures the investment return of the overall stock market. The fund employs an indexing investment approach designed to track the performance of the CRSP U.S. Total Market Index, which

CONTINUED ON PAGE 9

STATEMENT ON THE COOPERATIVE IDENTITY

DEFINITION

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.

VALUES

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

PRINCIPLES

The cooperative principles are guidelines by which cooperatives put their values into practice. The International Cooperative Alliance adopted the revised Statement on the Cooperative Identity in 1995.

They are as follows:

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

REFERENCE: ICA.COOP

LINEWAITERS' GAZETTE

The *Linewaiters' Gazette* is published biweekly by the Park Slope Food Coop, Inc., 782 Union Street, Brooklyn, New York 11215, 718-622-0560. Opinions expressed here may be solely the views of the writer. The *Gazette* will not knowingly publish articles that are racist, sexist or otherwise discriminatory.

The *Gazette* welcomes Coop-related articles and letters from members.

SUBMISSION GUIDELINES

The *Gazette* will not knowingly publish letters, articles or reports that are hateful, racist, sexist, otherwise discriminatory, inflammatory or needlessly provocative.

The *Gazette* welcomes Coop-related articles, letters and committee reports from members that follow the published guidelines and policies. The following is a summary—please see the detailed guidelines for each type of submission on the Coop website: www.foodcoop.com.

All submissions must include author's name, phone number and e-mail address, conform to the following guidelines and to the Fairness, Anonymity and Respect policies. Editors will reject letters, articles and reports that do not follow the guidelines or policies. Submission deadlines appear each edition in the Coop Calendar section.

For topics that generate a large number of submissions (letters or Member Articles) serially and continuously over an extended period of time, the *Gazette* will not necessarily publish all submissions, but the editors will use their editorial discretion to select a small number of submissions (whether letters or Member Articles) from each side as representative of that viewpoint of the issue. The selected submissions will also adhere to the current guidelines of civil discourse and should serve to advance the discussion in new ways.

You may submit on paper, typed or very legibly handwritten, or via e-mail to GazetteSubmissions@psfc.coop or on disk.

Letters: Maximum 500 words.

Voluntary Articles: Maximum 750 words. A Voluntary Article is held to a higher standard than a letter and must meet at least the following criteria: A Voluntary Article must analyze the topic it is discussing; it must present accurate, verifiable corroboration for factual assertions; it can criticize but not attack Coop practices and personnel; if critical it must present positive solutions; it cannot be solely or mainly opinion. It must strive to make a positive contribution to the understanding of the reader on a topic. If a submitted Voluntary Article is substantially opinion, it must be re-submitted, under 500 words, as a Letter to the Editor, possibly to a future issue. Editors will reject articles that are essentially just advertisements for member businesses, those of family and friends of members, solely expressions of opinion or that do not follow the guidelines and policies.

Committee Reports: Maximum 1,000 words. Reports must follow the published guidelines and policies.

LETTERS, ARTICLES AND REPORTS SUBMISSION POLICIES

Letters must be the opinion of the letter-writer and can contain no more than 25% non-original writing.

All submissions must be written by the writer. Letters or articles that are form letters, chain letters, template letters or letters prepared by someone other than the submitting member will be rejected.

Letters, articles and reports must adhere to the Fairness, Anonymity and Respect policies. They cannot be hateful, needlessly inflammatory, discriminatory libelous, personal attacks or make unsubstantiated claims or accusations or be contrary to the values of the Coop as expressed in our mission statement.

All submissions must be legible, intelligible, civil, well and concisely written with accurate, attributed, easily verifiable statements of facts separated from opinions.

Letter and article writers are limited to one letter or article per issue.

Letter and article writers cannot write gratuitous serial submissions. Editors may reject submissions to consecutive editions of the *Gazette* on the same topic by the same writer.

Editor-Writer Guidelines: All submissions will be reviewed and, if necessary, edited or rejected by the editor. Writers are responsible for the factual content of their stories. Editors must make a reasonable effort to contact and communicate with writers regarding any questions or proposed editorial changes. Writers must be available to editors to confer about their submissions. If a writer does not respond to requests for editorial changes, the editor may make the changes without conferring with the writer, or reject the submission. If agreement between the writer and the editor about changes does not occur after a first revision, the editor may reject the submission, and the writer may revise and resubmit for a future issue.

FAIRNESS, ANONYMITY AND RESPECT POLICIES

In order to provide fair, comprehensive, factual coverage:

Fairness

1. The *Gazette* will not publish hearsay—that is, allegations not based on the author's first-hand observation.
2. Nor will we publish accusations that are unnecessary, not specific or are not substantiated by factual assertions. The *Gazette* will not publish gratuitous personalization. That is, no unnecessary naming of Coop members in polemical letters and articles. Writers must address ideas not persons.
3. Submissions that make substantive accusations against specific individuals, necessary to make the point of the submission and within the Fairness, Anonymity and Respect policies will be given to those persons to enable them to write a response, and both submissions and response will be published simultaneously. This means that the original submission may not appear until the issue after the one for which it was submitted.

Anonymity

Unattributed letters will not be published unless the *Gazette* knows the identity of the writer, and therefore must be signed when submitted (giving phone number). Such letters will be published only where a reason is given to the editor as to why public identification of the writer would impose an unfair burden of embarrassment or difficulty. Such letters must relate to Coop issues and avoid any non-constructive, non-cooperative language.

Respect

Submissions to the *Gazette* must not be hateful, racist, sexist, otherwise discriminatory, inflammatory or needlessly provocative. They may not be personally derogatory or insulting, even when strongly criticizing an individual member's actions.

The *Gazette* is a collaboration among Coop members. When submitting, please consider the impact of your words on the writers, editors and production staff who use our limited workslot time to try to produce an informative and cooperative publication that reflects the values of our Coop community.

Printed by: Tri-Star Offset, Maspeth, NY.

Friday, January 20, 8:00 p.m.

The Brooklyn Society for Ethical Culture
and the Park Slope Food Coop present:



PROSPECT CONCERTS



Brooklyn & Beyond is a dynamic string duo featuring violinist **Helene Bergman** and cellist **Mary Robb**. The ensemble's name symbolizes the intersections of their new Brooklyn roots and focuses on performing string duos from around the world in a classical setting. This concert showcases the versatility of their instruments within the classical repertoire. The varied program includes works by Vasks (b. 1946), Giuliani (1760-1818), Hofmann (1738-1793), Glière (1875-1956) and J. S. Bach (1685-1750).



Photo by (C) Mardok

The **Myk Freedman Quintet** is a little big band; it's a salon orchestra; it's a cabaret pitband; it's a New School concert band, half-remembering old school psychedelics in a district West of Weimar and North of San Antonio. It can swing like a Kollektief or shamle like a seaside sinfonia. **Anna Webber**, tenor sax; **Yoshie Fruchter**, guitar/oud; **Michael Bates**, bass; **Carlo Costa**, drums; and **Myk Freedman**, lap steel/tunes. "Lap-steel whiz Myk Freedman excels at intensely evocative instrumentals... His aesthetic is wistful yet subtly surreal." —*Time Out New York*

www.facebook.com/ProspectConcerts

53 Prospect Park West [at 2nd Street] • \$10 • 8pm [doors open at 7:45]
Performers are Park Slope Food Coop members and receive Coop workslot credit.
Booking: Bev Grant, 718-788-3741

RETURN POLICY



The Coop strives to keep prices low for our membership. Minimizing the amount of returned merchandise is one way we do this. If you need to make a return, please go to the 2nd Floor Service Desk.

REQUIRED FOR ANY RETURN

1. The Paid-In-Full receipt **MUST** be presented.
2. Returns must be handled within 30 days of purchase.

CAN I EXCHANGE MY ITEM?

No, we do not "exchange" items. You must return the merchandise and re-purchase what you need.

CAN I RETURN MY ITEM?

Produce* Bulk* (incl. Coop-bagged bulk)
Cheese* Seasonal Holiday Items
Books Special Orders
Calendars Refrigerated Supplements
Juicers & Oils
Sushi *A buyer is available during the week-days to discuss your concerns.

**NEVER
RETURNABLE**

Refrigerated Goods (not listed above)
Frozen Goods
Meat & Fish
Bread

**RETURNABLE
ONLY IF SPOILED
BEFORE
EXPIRATION DATE**
Packaging/label
must be present-
ed for refund.

Items not listed above that are unopened
and unused in re-sellable condition

RETURNABLE

The Coop reserves the right to refuse returns on a case-by-case basis. If you have questions, please contact a staff member in the Membership Office.

This Issue Prepared By:

Coordinating Editors: Erik Lewis

Joan Minieri

Editor (development): Wally Konrad

Tom Moore

Reporters: Gayle Forman

Hayley Gorenberg

Taigi Smith

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Kevin Ryan

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Desktop Publishing: Diana Quick

Maxwell Taylor

Heloisa Zero

Editor (production): Regina Mahone

Advertising: Mary Robb

Puzzle Master: Abdul Powell

Final Proofreader: Lisa Schorr

Index: Len Neufeld

WELCOME!

A warm welcome to these new Coop members who have joined us in the last two weeks. We're glad you've decided to be a part of our community.

Shay Arick	Georgia Cool	Eichenwald	Kate Gyllenhaal	Jonathan Levy	David Newman	Oumou Sarr	Yuhan Su
Yukiko Asamura	Christopher Cox	Peter Erwin	Rigel Harris	Dave Lewis	Natalie Oshukany	Shelby Saucier	Kaley Sweeney
Sude Atilgan	Sarah Cox	Brian Fisher	Victoria Hood	Anouk Loreau	Stav Palti Negev	Guillaume Schaff	Max Taffet
Sylvia Beato	Michael Croes	Jamie Fisher	Chiyori Ishikawa	Benjamin Mackey	Laura Paskell-	Alexis Schulman	Julia Tejada
Lily Bellow	Samira Darvishi	Sandra	Cody Jacobs	Michael	Brown	Alex Schulte	Akiko Totsuka
Marissa Bero	Lauren Davis	Fredricksen	Samantha	Marturana	Jamaal Patterson	Shira Schwarz	Kentaro Totsuka
Alexander Blau	Nichole Davis	Avishai Gebler	Johnson	Emily Mayer	Maayan Pearl	Umit Sedgi	Colleen
Beth Breslaw	Karly de Fries	Ryan Gellis	Tal Keren	Alisha	Kaaren Lynn Ray	Donnelly Shah	Vecchione
Tara Buentello	Benoist de Vimal	Ben Gerlofs	Lindsay Kovnat	McWilliams	Sithara Reddy	Willa Sheikh	Nadine von
Ana Cantoran-	Marie-Gabrielle	Jordan Goldman	John Kroft	Cynthia Medina	Yocheved Retig	Marc Solomon	Ahsen
Viramontes	de Vimal	Elissa Gootman	Kimberly	Anna Meigs	Yudis Retig	Rainbow	Simone Wagner
Sharon Carpenter	Aimee Derbes	Desiree Grey	Landman	Sybrina Miller	Denise Romero-	Solomon	Melanie Wang
Umit Celebi	Kate Doyle	Leonard Grey	Stephanie Lazar	Dana Murray	Zasada	Nate Speare	
Max Chalfin	Nasuka Dublin	Jeffrey Grosz	Jonathan Leung	Shannon Murray	Charles	John Speck	
Ciara Clements	Michael	Margaux Groux	Rachel Levens	Sonjay Murray	Rosenbaum	Calvin Stalvig	

COOP CALENDAR

New Member Orientations

Attending an Orientation is the first step toward Coop membership. Pre-registration is required for all of the three weekly New Member Orientations. To pre-register, visit foodcoop.com or contact the Membership Office. Visit in person or call 718-622-0560 during office hours.

Have questions about Orientation? Please visit www.foodcoop.com and look at the "Join the Coop" page for answers to frequently asked questions.

The Coop on the Internet

www.foodcoop.com

The Coop on Cable TV

Inside the Park Slope Food Coop

The fourth FRIDAY of the month at 11 a.m. and 5 p.m. Channels: 56 (Time-Warner), 69 (CableVision), 84 (RCN), 44 (Verizon), and live streaming on the Web: www.bricartsmedia.org/community-media/bcat-tv-network.

General Meeting Info

TUE, JANUARY 3

AGENDA SUBMISSIONS: 7:30 p.m.
Submissions will be considered for the January 31 General Meeting.

TUE, JANUARY 31

GENERAL MEETING: 7:00 p.m.

Gazette Deadlines

LETTERS & VOLUNTARY ARTICLES:

January 19 issue: 12:00 p.m., Mon, January 9
February 2 issue: 12:00 p.m., Mon, January 23

CLASSIFIED ADS DEADLINE:

January 19 issue: 7:00 p.m., Wed, January 11
February 2 issue: 7:00 p.m., Wed, January 25

ALL ABOUT THE GENERAL MEETING

Our Governing Structure

From our inception in 1973 to the present, the open monthly General Meetings have been at the center of the Coop's decision-making process. Since the Coop incorporated in 1977, we have been legally required to have a Board of Directors. The Coop continued the tradition of General Meetings by requiring the Board to have open meetings and to receive the advice of the members at General Meetings. The Board of Directors, which is required to act legally and responsibly, has approved almost every General Meeting decision at the end of every General Meeting. Board members are elected at the Annual Meeting in June. Copies of the Coop's bylaws are available on foodcoop.com and at every General Meeting.

Next Meeting: Tuesday, January 31, 7:00 p.m.

The General Meeting is held on the last Tuesday of each month.

Location

St. Francis Xavier School, 763 President Street, between Sixth and Seventh Aves.

How to Place an Item on the Agenda

If you have something you'd like discussed at a General Meeting, please complete a submission form for the Agenda Committee. Forms are available in the rack near the Coop Community Corner bulletin board and at General Meetings. Instructions and helpful information on how to submit an item appear on the submission form. The Agenda Committee meets on the first Tuesday of each month to plan the agenda for the GM held on the last Tuesday of the month. If you have a question, please call Ann Herpel at the Coop.

Meeting Format

Warm Up (7:00 p.m.) • Submit Open Forum items • Explore meeting literature

Open Forum (7:15 p.m.) Open Forum is a time for members to bring brief items to the General Meeting. If an item is more than brief, it can be submitted to the Agenda Committee as an item for a future GM.

Reports (7:30 p.m.) • Financial Report • Coordinators' Report • Committee Reports

Agenda (8:00 p.m.) The agenda is posted on foodcoop.com and may also appear elsewhere in this issue.

Wrap Up (9:30-9:45) • Meeting evaluation • Board of Directors vote • Announcements, etc.

Attend a GM and Receive Work Credit

Since the Coop's inception in 1973, the General Meeting has been our decision-making body. At the General Meeting (GM) members gather to make decisions and set Coop policy. The General-Meeting-for-workslot-credit program was created to increase participation in the Coop's decision-making process.

Following is an outline of the program. For full details, see the instruction sheets by the sign-up board.

• Advance Sign-up required:

To be eligible for workslot credit, you must add your name to the sign-up sheet in the elevator lobby or sign-up at foodcoop.com. The sign-ups sheet is available all month long, except for the day of the meeting when you have until 5 p.m. to sign up. On the day of the meeting, the sign-up sheet is kept in the Membership Office.

Some restrictions to this program do apply. Please see below for details.

• Two GM attendance credits per year:

Each member may take advantage of the GM-for-workslot-credit program two times per calendar year.

• Squads eligible for credit:

Shopping, Receiving/Stocking, Food Processing, Office, Maintenance, Inventory, Construction, and FTOP committees. (Some Committees are omitted because covering absent members is too difficult.)

• Attend the entire GM:

In order to earn workslot credit you must be present for the entire meeting.

• Signing in at the Meeting:

After the meeting the Chair will provide the Workslot Credit Attendance Sheet.

• Being Absent from the GM:

It is possible to cancel without penalty. We do ask that you remove your name if you know cannot attend. Please do not call the Membership Office with GM cancellations.

Park Slope Food Coop Mission Statement

The Park Slope Food Coop is a member-owned and operated food store—an alternative to commercial profit-oriented business. As members, we contribute our labor: working together builds trust through cooperation and teamwork and enables us to keep prices as low as possible within the context of our values and principles. Only members may shop, and we share responsibilities and benefits equally. We strive to be a responsible and ethical employer and neighbor. We are a buying agent for our members and not a selling agent for any industry. We are a part of and support the cooperative movement.

We offer a diversity of products with an emphasis on organic, minimally processed and healthful foods. We seek to avoid products that depend on the exploitation of others. We support non-toxic, sustainable agriculture.

We respect the environment. We strive to reduce the impact of our lifestyles on the world we share with other species and future generations. We prefer to buy from local, earth-friendly producers. We recycle. We try to lead by example, educating ourselves and others about health and nutrition, cooperation and the environment.

We are committed to diversity and equality. We oppose discrimination in any form. We strive to make the Coop welcoming and accessible to all and to respect the opinions, needs and concerns of every member. We seek to maximize participation at every level, from policy making to running the store.

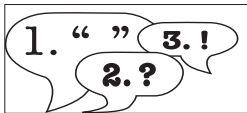
We welcome all who respect these values.

park slope
FOOD COOP

calendar of events

jan 3
tue 7:30 pm

Agenda Committee Meeting



The Committee reviews pending agenda items and creates the agenda for future General Meetings. Drop by and talk with committee members face-to-face between 7:30 and 7:45 p.m. Before submitting an item, read "How to Develop an Agenda Item for the General Meeting" and fill out the General Meeting Agenda Item Submission Form, both available from the Membership Office or at foodcoop.com. **The January General Meeting will be held on Tuesday, January 31, 7 p.m., at St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.**

jan 5
thu 7:30 pm

Food Class: Vegan Snack-Making For Kids



Quick meals and snacking can still be a challenge for plant-strong families. Yogurt, chips, fried foods and sweets devoid of vitamins and minerals are easy to find while confidence in nutrient-dense, kid-friendly foods remains elusive. Studies show children eat what they are invested in, so doing hands-on instruction with the little ones is a great way to support parents in raising healthier kids. You will take home recipes recommended for kids to help prepare for increasing enjoyment of healthier snacking and quality family time. Chef **Rebecca Johnson** began cooking at the age of six with her chef Dad in the village of Mt. Airy, in Philadelphia where she was born. As a catering manager, she moved to New York City in 1989, working as a model, actress, waitress and eventual restaurant manager at the famed Shark Bar Restaurant on the Upper West Side. In 1999, she began a career in health, then was diagnosed with a pre-cancer condition when she transformed her diet to plant-based. With amazing results, she began training, receiving a Certification in Plant-Based Nutrition from Cornell University in 2012. For six years, she has led nutrition education and culinary programs in schools in New York and Philadelphia. *Menu includes: quinoa breakfast bowl; cauliflower popcorn; vegetable confetti pinwheels; fruit kabobs with super hero dip; one-ingredient banana ice cream sundaes.* **ASL interpreter may be available upon advance request. If you would like to request an ASL interpreter, please contact Jason Weiner in the Membership Office by December 22.** **Materials fee: \$4. Food classes are coordinated by Coop member Olivia Roszkowski. To inquire about leading a Food Class, contact Olivia Roszkowski at parkslopefoodclass@gmail.com.**

jan 6
fri 7 pm

Film Night



Film to be announced. **To book a Film Night, contact Gabriel Rhodes, gabrielrhodes@me.com.**

jan 8
sun 12 pm

Qi Gong Health Practices to Rehab Neck & Shoulder Pain

This two-hour class will introduce attendees to the fundamental principles of practicing qi gong and will cover several simple exercises that can be practiced at home to increase mobility and range of motion in the neck and shoulders and to reduce aches and pains from old injuries or general stiffness. Participants will learn general exercises to support neck and shoulder wellness and will have the opportunity to discuss specific neck and shoulder injuries and learn exercises appropriate to help them on their journey to wellness. **Adam Wasserman** has been studying and practicing qi gong for more than 10 years. In addition to practicing qi gong, he studies and teaches a martial art known as Ba Gua Zhang, has an acupuncture practice in Park Slope and teaches qi gong and Chinese massage at the Pacific College of Oriental Medicine. He has been a member at the Coop since 2013 and is looking forward to sharing his knowledge with the community.

jan 15
sun 11 am–2 pm

Auditions For Our Coop Kids' Variety Show



Coop members ages 4-18 may audition on Sunday, January 15, 11 a.m.-2 p.m. or Saturday, January 28, 2-5 p.m. Contact **Martha Siegel** at 718-965-3916 or msiegel105@earthlink.net to reserve an audition time and confirm audition location. You must audition to be in the show. Polished act not required for audition; we can help you polish it. Singers and other musicians, poets, jugglers, stand-up comics, rappers, dancers, magicians, gymnasts, etc. (no lip-syncing please). Performance date is Saturday, March 18. Show time is 5 p.m. at the Old First Church. We look forward to hearing from you! **Another audition takes place on Saturday, January 28, 2-5 p.m. Performance date is Saturday, March 18, 5 p.m., at Old First Church.**

jan 20
fri 8 pm

Brooklyn & Beyond; Myk Freedman Quintet



Brooklyn & Beyond is a dynamic string duo featuring violinist **Helene Bergman** and cellist **Mary Robb**. The ensemble's name symbolizes the intersections of their new Brooklyn roots and focuses on performing string duos from around the world in a classical setting. This concert showcases the versatility of their instruments within the classical repertoire. The varied program includes works by Vasks (b. 1946), Giuliani (1760-1818), Hofmann (1738-1793), Glière (1875-1956) and J. S. Bach (1685-1750). The **Myk Freedman Quintet** is a little big band; it's a salon orchestra; it's a cabaret pit-band; it's a New School concert band, half-remembering old school psychedelics in a district West of Weimar and North of San Antonio. It can swing like a Kollektief or shamble like a seaside sinfonia. **Anna Webber**, tenor sax; **Yoshie Fruchter**, guitar/oud; **Michael Bates**, bass; **Carlo Costa**, drums; and **Myk Freedman**, lap steel/tunes. "Lap-steel whiz Myk Freedman excels at intensely evocative instrumentals... His aesthetic is wistful yet subtly surreal."—*Time Out New York* **Concert takes place at the Brooklyn Society for Ethical Culture, 53 Prospect Park West (at 2nd St.), \$10, doors open at 7:45. Prospect Concerts is a monthly musical fundraising partnership of the Coop and the Brooklyn Society for Ethical Culture.**



jan 28
sat 2–5 pm

Auditions For Our Coop Kids' Variety Show



Coop members ages 4-18 may audition on Sunday, January 15, 11 a.m.-2 p.m. or Saturday, January 28, 2-5 p.m. Contact **Martha Siegel** at 718-965-3916 or msiegel105@earthlink.net to reserve an audition time and confirm audition location. You must audition to be in the show. Polished act not required for audition; we can help you polish it. Singers and other musicians, poets, jugglers, stand-up comics, rappers, dancers, magicians, gymnasts, etc. (no lip-syncing please). Performance date is Saturday, March 18. Show time is 5 p.m. at the Old First Church. We look forward to hearing from you! **Performance date is Saturday, March 18, 5 p.m., at Old First Church.**

jan 31
tue 7 pm

PSFC JAN General Meeting



Meeting Agenda to be announced. For information on how to place an item on the Agenda, please see the center pages of the *Linewaiters' Gazette*. The Agenda Committee minutes and the status of pending agenda items are available in the Coop office. **Meeting location: St. Francis Xavier School, 763 President St., between Sixth and Seventh Aves.**

For more information on these and other events, visit the Coop's website: foodcoop.com

All events take place at the Park Slope Food Coop unless otherwise noted. Nonmembers are welcome to attend workshops. Views expressed by the presenter do not necessarily represent the Park Slope Food Coop.

Pension Plan

CONTINUED FROM PAGE 5

represents approximately 100 percent of the investable U.S. stock market and includes large, mid, small and micro-cap stocks regularly traded on the New York Stock Exchange and Nasdaq. It invests by sampling the index, meaning that it holds a broadly diversified collection of securities that, in the aggregate, approximates the full index in terms of key characteristics.

Fidelity International Growth (FIGFX)

The current value of our investment: \$394,210.

Summary: The investment seeks long-term growth of capital. The fund invests primarily in non-U.S. securities, including securities of issuers located in emerging markets. It invests primarily in common stocks. The fund invests in companies that Fidelity Management & Research Company (FMR) believes have above-average growth potential (stocks of these companies are often called "growth" stocks). It allocates investments across countries and regions. The fund uses fundamental analysis of factors such as each issuer's financial condition and industry position, as well as market and economic conditions, to select investments.

PRIMECAP Odyssey Growth (POGRX)

The current value of our investment: \$789,093.

Summary: The investment seeks to provide long-term capital appreciation. The fund invests primarily in the common stocks of U.S. companies, emphasizing those companies with the potential for above average earnings growth. It may invest in stocks across all market sectors and market capitalizations. Although it has historically invested primarily in large and mid-cap companies, it has also invested a significant portion of its assets in small-cap stocks.

Vanguard Short-Term Investment-Grade Fund Investor Shares (VFSTX)

The current value of our investment: \$399,625.

Summary: The investment seeks to provide current income while maintaining limited price volatility. The fund invests in a variety of high-quality and, to a lesser extent, medium quality

fixed income securities, at least 80 percent of which will be short and intermediate-term investment-grade securities. High quality fixed income securities are those rated the equivalent of A3 or better; medium quality fixed income securities are those rated the equivalent of Baa1, Baa2, or Baa3.

Vanguard Intermediate-Term Investment-Grade Fund Investor Shares (VFICX)

The current value of our investment: \$398,976.

Summary: The investment seeks to provide a moderate and sustainable level of current income. The fund invests in a variety of high quality and, to a lesser extent, medium quality fixed income securities, at least 80 percent of which will be short- and intermediate-term investment-grade securities. High-quality fixed income securities are those rated the equivalent of A3 or better; medium quality fixed income securities are those rated the equivalent of Baa1, Baa2, or Baa3. It is expected to maintain a dollar-weighted average maturity of five to 10 years.

Vanguard Long-Term Investment-Grade Fund Investor Shares (VWESX)

The current value of our investment: \$395,893.

Summary: The investment seeks to provide a high and sustainable level of current income. The fund invests in a variety of high quality and, to a lesser extent, medium quality fixed income securities, at least 80 percent of which will be intermediate and long-term investment-grade securities. High quality fixed income securities are those rated the equivalent of A3 or better; medium quality fixed income securities are those rated the equivalent of Baa1, Baa2, or Baa3. The fund's dollar-weighted average maturity is expected to fall within a range that is five years shorter than or five years longer than that of its benchmark index.

Artisan High Income Fund (ARTFX)

The current value of our investment: \$200,221.

Summary: The investment team seeks to invest in issuers with high-quality business models that have compelling risk-adjusted return characteristics. The

team will invest primarily in non-investment grade corporate bonds and secured and unsecured loans of U.S. and non-U.S. issuers.

Summary of Pension Plan Governance, Administration and Reporting Protocols: December 2016

The Park Slope Food Coop Inc. Pension Plan and Trust plan document: The Plan document was approved at a General Meeting followed by a Board of Directors vote.

Trustee(s)

The Plan document specifies that the Plan sponsor (the Coop) will appoint the Trustee(s). We accomplish this by electing the Trustee(s) at the General Meeting followed by a Board of Directors vote. As provided in the Plan and Trust document the

Trustee(s) will receive contributions for the benefit of the Plan from the Park Slope Food Coop Inc. (the plan sponsor) and will disburse pension benefits as instructed by the Plan Administrator. In addition, the Plan and Trust document provides that the Trustee(s) may appoint an Investment Manager.

Investment Manager

The Trustee(s) have appointed an Investment Manager. The role of the Investment Manager is to develop and implement an asset allocation plan consistent with the December 2016 Investment Policy Statement on behalf of the Trust Fund.

The plan Trustee(s), in keeping with the Plan document, will be the immediate liaison to the Investment Manager. The Trustee(s) will review reports on the investment portfolio and will consult with the Investment Manager about trends, allocations and returns.

Plan Administrator

As provided in the Plan

sponsor's bylaws, the General Coordinators are the Chief Administrative Officers of the Plan sponsor and in that capacity choose the Plan Administrator. The Plan Administrator, in keeping with the plan document, will perform certain services for the Plan, subject to the terms in the Plan and Trust document. This includes audit support, serving as liaison to the trustee(s), actuaries, external accountants and Plan participants.

Reporting

The Trustee(s) and/or the Plan Administrator will supply extensive and expanded information for the Coop's audited annual financial statements and/or an annual information supplement that will be presented at the Annual Meeting in June. In addition, every February, May, August and November the Trustee(s) will publish in the *Linewaiters' Gazette* a statement of the total Plan assets and how the assets are invested. ■

Coop Job Opening: Receiving Coordinator: Meat Co-Buyer

The Meat Co-Buyer/Receiving Coordinator will be responsible for purchasing the Coop's meat, poultry and smoked fish. Meat buyers seek high quality products, negotiate prices, nurture vendor/farmer relationships and make buying decisions while respecting and promoting local/sustainable/ethical practices.

Specific responsibilities of the meat buyers include but are not limited to:

- Analyze and monitor sales history to create accurate orders
- Maintain accurate inventory through quality assessment, checking of sell-by-dates and routine counting of product
- Check deliveries for accuracy, freshness, temperature and quality
- Weigh and calculate pricing for whole animals using Excel
- Review invoices for accuracy and price changes. Coordinate returns and track credits
- Ensure proper rotation, up-to-date prices and attractive display. Maintain clean meat and poultry cases
- Communicate with suppliers regarding the Coop's seasonal needs and understand projected availability of products

Forty percent of this position will be spent supporting Coop in areas other than meat:

- Facilitate and supervise continual stocking of the store
- Train working members how to stock and complete projects
- Communicate with Squad Leaders and squads about priorities
- Sustain knowledge about products and inventory
- Answer members' questions
- Respond to physical plant and refrigeration issues

The ideal candidate will:

- Possess professional experience as a butcher, livestock/poultry farmer or chef accustomed to preparing a variety of meats and poultry
- Have professional experience purchasing product
- Be knowledgeable about organic local and national issues regarding the raising of livestock and poultry and sustainable seafood practices
- Enjoy working with people and crowds
- Be an excellent team player with strong communication skills
- Have ability to teach, explain procedures, give feedback
- Be able to evaluate Coop needs, prioritize tasks and delegate work
- Meet deadlines and follow through on any problems
- Be comfortable with computers (Macs preferred) and Excel
- Facility with math. Knowledge of weights and measures
- Possess flexibility and willingness to learn
- Experience working in a grocery store is a plus

Hours: 38 hours, 5 days per week, Sunday-Thursday. Some early mornings. Availability to cover co-meat buyer absences required.

Wages: \$26.61/hour

Benefits: A generous package including but not limited to: 3 weeks vacation, 11 Health/Personal days, health insurance and a pension plan.

Job Requirements:

Candidates must be current members of the Park Slope Food Coop for at least six months immediately prior to application. Applicants must be prepared to work during holidays, the Coop's busiest times.

Applicants must be able to:

- Lift up to 50 pounds
- Reach, crouch, bend, stand, climb stairs and work for hours in walk-in coolers and freezers
- Work with and around common allergens including nuts and dust
- Work in noisy, hectic surroundings

How to Apply:

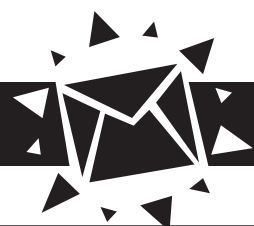
Please create an account, and attach resume and cover letter as one document at the link here: <http://tiny.cc/meatbuyer>

Applicants will receive acknowledgment of application via email. Do not call the Membership Office to check on the status of application. Applications will be reviewed on a rolling basis until position is filled. If you applied to a previous Coop job offering, please re-submit your materials.

We strongly encourage candidates to schedule a shift in Receiving by writing to hc-receivingcoordinator@psfc.coop.

We are seeking an applicant pool that reflects the diversity of the Coop's membership.

LETTERS TO THE EDITOR



SUGGESTIONS FOR FURTHER SPEEDING UP CHECKOUT

TO THE MEMBERSHIP:

In my opinion, faster checkout is central to the principle of cooperation, as it gives back to members their most valuable resource: their time.

We can make checkout workers and shopping members more aware of the produce PLU codes. The Coop's checkout menu is stuck in some early 1990s user interface paradigm of menus after menus, which are slow to navigate. Entering PLU codes directly is much faster than via the menus. I'm a nerd, and have been doing checkout for about 15 years, so I've learned to watch the PLU number as it is flashed on the screen after menu selection. I've even downloaded industry standard lists of PLU codes to further familiarize myself with them. But I wouldn't expect most members to have that sort of aspie curiosity.

I suggest printing the PLU codes, in a clear large typeface on the cards in the produce section. Members already come to checkout with rolled oats, no dot sticker on the bag, and just say, "2710," because for a single or unusual item, it's easier to mentally note the code than to find a pen, write out the sticker and attach it to the bag. Then, when someone bags some mixed greens, they can note the PLU in the produce aisle, and say "7658" to the checkout worker, avoiding the time wasting menu selection and confusion of asking "what sort of salad is this?" Additionally, this works to speed up shopping time as well. Also add the codes to the cards on the bulk items in the bread section and some happy day in the future, everyone will know not just "94011" for bananas, but "1999" for bagels.

Next, the PLU codes should be displayed on the menu buttons. Members will learn to associate the PLU numbers with the most purchased items. And when we have popular seasonal items, like cherry tomatoes in paper cups, the checkout worker will be reminded of the code (7804) and next time avoid the menu navigation.

Finally, a pet peeve of mine is the formatting of the text on the buttons. OK, we're at

vegetables, G-L, and then hit the "Lettuce menu" button. The next screen displays buttons all of which begin with the text: "Lettuce –" followed by the type of lettuce. I already know I'm in the lettuce section, I just pushed the "Lettuce menu" button! And people read English from left to right, and having to scan past the unnecessary text prefix Lettuce – is confusing and time wasting. Having the type of lettuce as the first word on the button will allow us to quickly scan down the list to select the correct item.

Summing up, PLU codes on the produce and bakery item's cards, removing redundant text on the buttons and putting PLU codes on the buttons are probably the simplest changes we can make to make checkout faster and smoother for everyone, giving back to members their most valuable resource, their time.

*In cooperation,
Bruce Lokeinsky*

TRAINING FOR BYSTANDERS?

TO THE EDITOR:

What to do when you see a hate crime in progress—say the person wearing a head scarf is being verbally attacked—or when any sort of bullying is taking place? There are reports currently afloat about efforts to give people the skills for making an effective and relatively danger-free intervention. Rather than dig down deeper into one's smartphone to avoid unsettling events, it is possible to do something. This is especially important now. I've heard about training classes for bystanders being held in different parts of the city, some sponsored by a local city council person. Does anyone know of such classes in Park Slope or is anyone that you know qualified to give such a class in the neighborhood?

Allan Novick

HOW TO REALLY SAVE SOME PLASTIC

FELLOW MEMBERS:

While shopping in the cheese cooler the other day, I had the most disturbing experience: there were at least 20 plastic containers of cream cheese, and out of the 20 plus containers of the

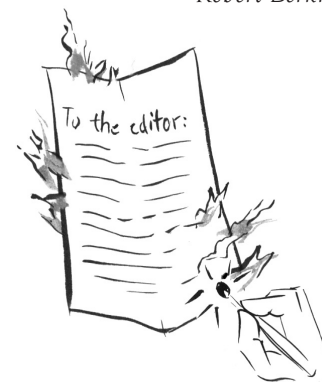
three kinds of cream cheese carried at the Coop, I would say that 90 percent of them were filled less than halfway. In fact, I found several containers that had, what I would observe, was equal to a single scoop of cream cheese. In fact, I even found a "pint" container that contained a single scoop of cream cheese. When I griped majorly to one of the coordinators who was minding the cheese case, her reply was, "I'm sorry, sir, but some people only need a little bit of cream cheese." Unsatisfied with this response, I calmly explained that I am in no way a "sir." The policy of addressing outwardly male Coop members as "sir" is an issue that I intend to bring up at a future General Meeting, by the way.

I rummaged through a pile of stingily packed plastic containers until I found two containers that were almost halfway filled and walked out of the Coop wondering why members spend so much time discussing eliminating plastic bags, when the real issue is how we pack cream cheese and other food stuffs, for that matter. On many occasions, I have found that I had to buy multiple bags of olives, raisins, chocolates and other Coop-packed food because whomever did the packing put in teensy-weensy amounts.

If we Coop members are truly sincere about cutting down on the amount of plastic we use, then we shouldn't be selling containers of "single scoop" cream cheese or plastic bags with 2 pieces of chocolate or 5 olives. While I'm sure there are some people who need a single scoop of cream cheese, wouldn't it be much less wasteful for them to walk around the corner to the bagel shop and buy bagel with a single scoop of cream cheese? Why would anyone buy just a single scoop of Ben's cream cheese? It's creamy and delicious!

Let's wise up, folks!

Robert Berkman



EXPERIENCED REPORTERS Please Apply



Workslot Description

We have four distinct *Linewaiters' Gazette* teams—each producing an issue every eight weeks. You will develop and produce an article about the Coop in cooperation with your team's editor every eight weeks.

For More Information

If you would like to speak to an editor or another reporter to learn more about the job, please contact Annette Laskaris in the Membership Office or e-mail her at annetteATpsfcDOTcoop.

To Apply

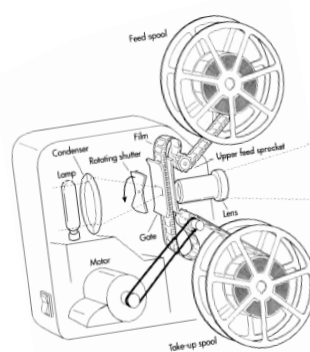
Please send a letter of application and two writing samples at least 800 words long (one sample must be a reported interview, *not* a Q&A) to annetteATpsfcDOTcoop. Your letter should state your qualifications, your Coop history, relevant experience and why you would like to report for the Coop. Your application will be acknowledged and forwarded to the coordinating editors, Joan Minieri and Erik Lewis.

Seeking Diversity on the *Gazette* Staff

The *Gazette* is looking for qualified reporters. We are interested in using this opportunity to diversify our staff. We believe that we can enrich the quality of the *Gazette* and serve the membership better with a reporting and editing staff that more closely resembles the mix of Coop members.

ARE YOU A BROOKLYN-BASED FILMMAKER?

Would you like to screen your work at the Coop?



Then submit your film for possible inclusion in the Coop's Friday Film Night Screening Series.

If you're a Coop member you'll receive one FTOP credit for screening and offering a Q+A with your film. If you're not a member, it's still a chance to spread the word about your work and build your fan base by screening for a local audience.

We accept documentary and fiction, both features and shorts (we program shorts as a group).

Please e-mail Gabriel Rhodes for details at gabrielrhodes@me.com.

COMMUNITY CALENDAR

Community calendar listings are free. Please submit your event listing in 50 words or less to GazetteSubmissions@psfc.coop.

Submission deadlines are the same as for classified ads. Please refer to the Coop Calendar in the center of this issue.

SAT, JAN 7

8 p.m. Reggie Harris & Pat Wicor at the Peoples' Voice Cafe. Community Church of New York Unitarian Universalist, 40 East 35th Street, NY. Wheelchair accessible, Sug. donation \$20/12 for subscribers. For info call 212-787-3903 or see peoplesvoicecafe.org.

SUN, JAN 22

4 p.m. BPL Chamber Player: The Cassatt Quartet. Muneke Otani and Jennifer Leshnow, violins. Ah Ling Neu, viola; Elizabeth Anderson, cello at the Dr. S. Stevan Dweck Center for Contemporary Culture Central Library, Grand Army Plaza Brooklyn. Admission free.



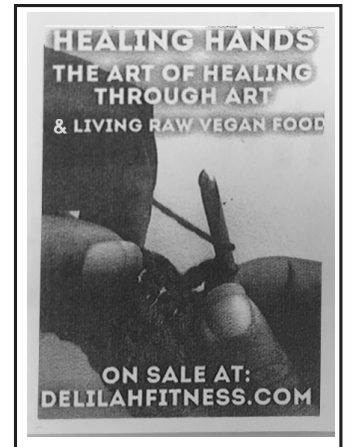
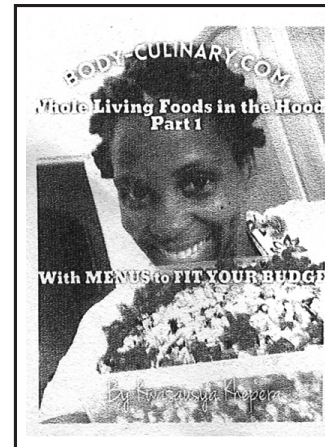
Solution to this issue's sudoku puzzle

1	2	7	6	8	9	3	4	5
5	9	3	1	2	4	6	7	8
4	8	6	5	7	3	1	2	9
6	4	2	7	1	8	5	9	3
3	7	5	9	6	2	4	8	1
8	1	9	3	4	5	2	6	7
9	5	8	4	3	6	7	1	2
7	3	4	2	9	1	8	5	6
2	6	1	8	5	7	9	3	4

To Submit Classified or Display Ads:

Ads may be placed on behalf of Coop members only. Classified ads are prepaid at \$15 per insertion, display ads at \$30. (Classified ads in the "Merchandise-Non-commercial" category are free.) All ads must be written on a submission form. Classified ads may be up to 315 characters and spaces. Display ads must be camera-ready and business card size (2" x 3.5" horizontal).

Submission forms are available in a wallpocket near the elevator in the entrance lobby.



CLASSIFIEDS

BED & BREAKFAST

THE HOUSE ON 3RD ST, serving Park Slope for over 20 yrs. Large floor-thru, located between Fifth and Sixth Aves. Parlor floor, sleeps 4-5, private bath, deck, AC, wifi, kitchenette, 12-foot ceilings! houseon3st.com, or call Jane, 718-788-7171. Grandparents are our specialty.

HOUSING AVAILABLE

LUXURY 1BD-1bath for sale in Jersey City @ The Beacon, 4 Beacon Way #1007, Jersey City, NJ. Free shuttle to 24-hr. PATH train. Private unit, private views, pet-friendly building. Contact 201-600-8495.

Kensington apartment for rent \$2,200 mo. includes heat, hot water & gas. Near FGQB trains, Prospect Park, tennis, smoke-free home, 900 sq. ft. top floor of town house, parquet floors, closets, stainless stove. No fee. Call or text Jay 718-809-3545.

SERVICES AVAILABLE

MADISON AVENUE HAIRCUTTER is right around the corner from the Food Coop, so if you would like a really good haircut at a decent price, please call Maggie at 718-783-2154. I charge \$60 and I work from Wednesdays through Sundays 9 a.m.-5 p.m.

EXPRESS MOVES. One flat price for the entire move! No deceptive hourly estimates! Careful, experienced mover. Everything quilt padded. No extra charge for wardrobes and packing tape. Specialist in walkups. Thousands of satisfied customers. Great Coop references. 718-670-7071.

HAIRCUTS HAIRCUTS HAIRCUTS. Color, low lights, hot oil treatments in the convenience of your home or mine. Kids \$20-25. Adults \$35-40. Leonora, 718-857-2215.

THE ARTFUL DODGER PAINTING CO. has served the NY metro area for over 30 yrs. "Everything with

paint." From rooms to cabinets and furniture. Expert wall prep and plastering. Specialized treatments available. Clean and efficient. Insured, EPA certified, REASONABLE! Free estimate: 646-734-0899, eyegrease@earthlink.net.

FINANCIAL COACHING with Suzanne Meadows, MS in Finance—Align a budget with your goals. Want to reduce debt, save more, take a vacation, buy a home, or grow a biz? Need to simplify your life-style? Implement a simple plan & stay accountable! Contact M:347-723-4750 or someadows@gmail.com FREE consultation.

VACATION RENTALS

White Mtns, NH Retreat. Gorgeous home on 28 secluded acres. 10 miles from Cannon Mountain ski area. Explore New England dining/antiques, or stay cozy to watch snow fall. Enjoy wood-burning stove, steam room. Sleeps up to 8. E-mail for more info, photos. \$100/week. RetreatNH@gmail.com.

Special Ordering Temporarily Suspended



We will not be taking special orders
11/19/16 through 1/8/17
(special orders resume 1/9/17)

Vitamins/Supplements special orders are suspended indefinitely and will not resume on 1/9/17

No special orders on fresh baked goods

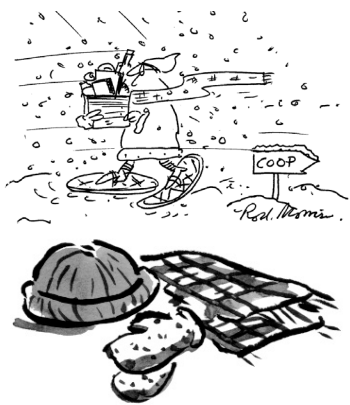
Orders for bulk or produce by the case must be placed directly with a bulk or produce buyer

The Coop will be closing early for shopping at 5:00 p.m. on Sunday, January 29, so that we can conduct our annual Coop-wide inventory.

Some shifts will be affected, others will not.

Please help inform our membership about this early closing by telling your Coop housemates and friends.

Members whose shifts are affected by the closing will be contacted by the Membership Office.



The Linewaiters' Gazette will not be published on January 5. The next issue will be published on January 19.



Hearing Officer Committee SEEKS NEW MEMBERS

The **Hearing Office Committee** is seeking two new members. The committee conducts and presides over disciplinary hearings, ensures that hearings proceed in an efficient and unbiased manner and, after a randomly selected Deciding Group has decided whether an accused member violated a Coop rule, determines what disciplinary action should be taken against the member. Applicants should be Coop members in good standing for at least two years and have good attendance records. Judicial, arbitration, or legal backgrounds a plus, but not required. Experience running meetings is desirable.

Members of the committee meet and earn workslot credit on an as-needed basis only, that is, when hearings are required. Therefore these members must maintain regular Coop workslots in good standing or be FTOP members in good standing.

The nature of the committee's work requires that all members maintain strict confidentiality with respect to all matters on which they work. The committee seeks an applicant pool that reflects the diversity of the Coop membership at large.

**Those interested, please telephone
Marian Hertz of the Hearing Officer Committee
at 212-440-2743.**



ecokvetch
the environmental
committee blog

Tip of the MONTH!

Election results got you worried about climate change?

Whatever you're doing about the big picture, here's something you can do at home:

Change five light bulbs. Replace the bulbs in your five most frequently used light fixtures with energy efficient bulbs, which, according to the EPA, use about 75 percent less energy than standard lighting. Reducing energy use reduces greenhouse gases.

Learn more at:
ecokvetch.blogspot.com

THANK YOU!

Thank you to the following members for referring friends who joined the Coop in the last four weeks.

Adina A.
Sonia A.
Brent Axthelm
Fernando Azevedo
Dawn Bailey
Julian Baring
Eylem Basaldi
Nancy Beck
Marilyn Bibi
Divya Bisht
Rebecca Brown
Audrey Campbell
Lynda Carter
Karen Chang
Adam Chasen
Tina Cheng
Ana Carolina Cherma Perdigao
Sam Cialek
Marco Conner

Ziad Dallal
Sharon Dang
David Daly
Brian Davis
Louisa deButts
Alyssa Dennis
Charles Dos Santos
Suzanne Drouet
Evan Duby
Iseult Duncombe
Ithran Einhorn
Mia Estadella
Nathalie Kyle Freeman
Storm Garner
Pedro Gomez
Nicole Gonzalez
Emilie Goodhart
Claire Haiman
Laura Hames

Ethan Heard
Sarah Heim
Emma Hoette
Elizabeth Hurst
Joe Jansen
Joseph/Williams family
Sara Katz
Naura Keiser
Penny Krakoff
Simon Kress
Greta Kroessler
Catherine Lacey
Irina Linetskaya
Eli Mark
Mickey
Virginia Navarro
Roberto Palomba
Augustin Paluel-Marmont
Nicolas Panken

Zachary Pek
Phelim
David Ranzino
Lauren Ranzino
Katia Righetti
Aisilda Rivera
Annie Robinson
Jean Rohe
Katherine Samels
Sarah Shapiro
Erin Shiffer
Anita Sidler
Steven Simmons
Stephen Simons
Evan Smith
Julie Smyth
Joan Spence
Raka Spoerri
Rebecca Stein

Robin Stein
Hannah Sumner
Jessica Tang
Lilia Teal
Mark Theunissen
Candace V.
Frederic Volhuer
Alex Von Reyn
Tracy Waksler
Carol Wang
Keri Watkins
Sasha Weiss
Michelle Williams
Alessa B. Wirchberg
Allen Wolovsky
Charlotte Wolovsky
Caroline Woolard
Zachary
Zhennia