

Whately OKs solar tax break

Helps clear the way for developer of solar farm in Whately.

PAGE C3



Dandelion greens

Tasty, bitter greens you can use in salads and many other dishes.

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RAIN, SNOW

Brody Williams
Northfield Elementary
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Area food businesses change ownership recipe

Move to worker-owned structure to preserve core local values

By RICHIE DAVIS
Recorder Staff

GREENFIELD — From pickles to granola to beverages, a few local food makers are mixing up the recipe for how to own their growing businesses.

In each case, spokesmen for the

businesses say there are advantages, in taxes and borrowing, that they discovered while the changes were in the works, but that their main motivation was to keep the small-scale, locally oriented businesses operating that way, with greater worker involvement in ownership.

The simplest change comes with the merger last week of Katalyst

Kombucha and Green River Ambrosia, two related Wells Street businesses now known as Artisan Beverages Cooperative.

There, General Manager and CEO Will Savitri, who helped found the “living elixir” business in 2002 using a recipe for a 2,200-year-old, cultured Chinese drink, is one of seven worker-owners who decided to form a cooperative to emphasize workplace democracy. They also wanted to protect what he calls the “values” of the locally owned business from an outside buyer who might try to take

“Staying small, sourcing regionally, selling our products regionally are all those key parts of what our social mission’s always been.”

Dan Rosenberg
Real Pickles co-founder

over and move it.

In the case of its neighbor, Real Pickles, which since its 2001 founding has turned commercial pickle-

making on its head, owners Dan Rosenberg and Adie Rose Holland

See OWNERS Page A2

Senate OKs Hagel

By DONNA CASSATA
Associated Press

WASHINGTON — A deeply divided Senate voted on Tuesday to confirm Republican Chuck Hagel to be the nation's next defense secretary, handing President Barack Obama's pick the top Pentagon job just days before billions of dollars in automatic, across-the-board budget cuts hit the military.

The vote was 58-41, with four Republicans joining the Democrats in backing the contentious choice. Hagel's only GOP support came from former colleagues Thad Cochran of Mississippi, Dick Shelby of Alabama and Mike Johanns of Nebraska — all three had announced their support earlier — and Rand Paul of Kentucky.

The vote came just hours after Republicans dropped their unprecedented delay of a Pentagon choice and allowed the nomination to move forward on a 71-27 vote.

Hagel, 66, a former two-term Nebraska senator and twice-wounded Vietnam combat veteran, succeeds Defense Secretary Leon Panetta. Hagel is expected to be sworn in at the Pentagon on Wednesday.

Obama welcomed the bipartisan Senate vote, although 41 Republicans opposed his nominee, and said in a statement that “we will have the defense secretary our nation needs and the leader our troops deserve.”

The looked past the divisions and said he was grateful to Hagel “for reminding us that when it comes to our national defense, we are not Democrats or Republicans, we are Americans, and our greatest responsibility is the security of the



HAGEL

See DEFENSE Page A6

FAMILIAR FACE?



An old Dodge farm truck, that was last inspected in 1991, rests in a field off Stillwater Road in Deerfield on Tuesday.

Recorder/Paul Franz

Heath OKs wind ban

By DIANE BRONCACCIO
Recorder Staff

HEATH — Speaking as if with one voice, 96 special town meeting voters quickly and unanimously approved the Planning Board's zoning bylaw amendment banning “industrial scale” wind turbines from being built within town borders.

“Well, that was easy,” said Town Moderator Doug Wilkins, who had worried a minute earlier about being able to discern a two-thirds majority voice vote. “It’s very clear this was a decision made by the whole town.”

The audience cheered after the measure passed, and they gave a standing ovation to the town's Renewable Energy Advisory Committee, which had spent the past year researching the issue.

Before the vote was taken, Planning Board Chairman Calvin Carr gave a brief presentation about why wind turbines taller than 100 feet shouldn't be allowed in town.

In a hilly terrain like Heath's, said Carr, the advisory committee recommended that any commercial-scale wind facility be located at least 2 miles from residential areas, to minimize noise disturbances, flicker and possible property devaluation, or health complaints that have been reported by residents in Falmouth, and now in Florida and Monroe.

“Safe setbacks cannot be achieved in Heath,” he said.

In weighing out the pros and cons, Carr said no towns in Massachusetts are collecting taxes for commercial wind facilities, but are instead getting PILOT (payment in lieu of taxes) funds. He said the average commercial wind turbine, costing \$3 mil-

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Education officials ask legislators to OK \$550M for education

By CHRIS SHORES
Recorder Staff

GREENFIELD — State education officials urged legislators at a budget hearing Tuesday to follow through on Gov. Deval Patrick's call to increase education spending by \$550 million next fiscal year — an effort they said would boost state support for Greenfield Community College and dramatically improve the academic experience at all levels.

Patrick's education proposal would improve early education and literacy rates, better prepare high school students for college and make public education more affordable, state officials told members of the Legislature's Joint Committee on Ways and Means, convened in the Greenfield Community College Dining Commons.

But officials said that education reform is only pos-

■ A \$116 million increase to fund the MASSGrant Scholarship program is also long overdue, officials said. The scholarships only cover 8 percent of the total tuition and fees for its recipients, compared to the 80 percent it covered in 1988.

sible if legislators approve Patrick's call to revise taxes — which includes increasing the income tax to 6.25 percent, cutting the sales tax to 4.5 percent and doubling personal exemptions.

“While incremental funding increases are always welcome and appreciated ... it will never be enough to get the job done in education,” said Secretary of Education Matthew Malone, who was appointed to the post in December. “In the absence of new revenues, we will simply not be able to meet the needs of our youngest and oldest learners.”

As part of the annual budget process, the hearing was one of several held across the state and comes at a time when automatic federal spending cuts are scheduled to take place Friday and could affect state spending in many ways.

Officials estimated that there could be \$27 million in education cuts at the K-12 level because of the federal budget cuts, along with other reductions in federally

See EDUCATION Page A6

Ex-grocery chief has expired food plan for Boston

Associated Press

BOSTON — The former president of the Trader Joe's grocery chain has an idea for the massive quantities of food that America's supermarkets throw out every day because it is near, at or past its sell-by date.

Doug Rauch says he can take that still-edible food and turn it in to a healthy, palatable and affordable meal to sell to Boston's low-income families.

Rauch is negotiating to open a 10,000-square-foot store in Boston's Dorchester section for his Urban Food Initiative, an idea that emerged from his research into hunger while studying as a fellow at Harvard University's Advanced Leadership Initiative.

He tells The Boston Globe the idea is to make healthy meals avail-

See FOOD PLAN Page A2

Owners: Preserving local rule

From Page A1

decided to ensure that even if they choose to do something else, the business would retain the principles of buying from local farmers and selling their naturally fermented products on a scale that made sense to them.

The Real Pickles Cooperative Inc., which they established in October to have its workers join and collectively buy the business, has received approval from the state Securities Division and its counterpart in Vermont to sell non-voting stock to Massachusetts and Vermont residents to raise \$500,000, in preferred stock to finance the transition to worker ownership. The community invest-

ment campaign, which will take place over the next six months, provides for investors with at least \$2,500 to buy stock over the next five years. Five of the pickle company's 12 workers have become part of the founding group of worker-owners with common shares purchased for \$6,000 each, with other workers planning to join as they become vetted in the business and can buy in. The workers are not obligated to become co-op members, Rosenberg said.

Staff ownership

"We're pretty excited about making this happen," said Rosenberg, who with Holland moved to Franklin County to

turn back the clock in pickle-making, using a natural fermentation process and all local ingredients. As a sole proprietorship that's won regional and national awards for products sold around the Northeast, Real Pickles has grown at the healthy rate of 125 percent a year. It outgrew its Western Massachusetts Food Processing Center home after eight years, moving into its own factory across Wells Street, which has been outfitted with state-of-the-art refrigeration and photovoltaic panels to power it.

"Addie and I have been thinking about this for a few years, and we brought the idea to the staff about a year ago," says Rosenberg. "We're trying to create a structure for the business where Real Pickles would stick to its social mission long term, a structure that would allow us to eventually move on, where we could help the business get to the point where it's not dependent on founders. We want to see Real Pickles continue to do well and do good in the world for a long time to come."

Rosenberg, who founded the business a matter of months before Cain Foods announced plans to sell its South Deerfield pickle plant, has focused attention on growing Real Pickles gradually to ensure that it would use locally grown products and employ a year-round local work force.

"Over the years, the business has relied more and more and more on its staff for its success, and we're excited by the idea of bringing in the staff to share in the ownership," said Rosenberg. "It feels like a key part of this business' formula for success is to get the staff, on whom the business increasingly depends, increasingly invested and get them to stick around."

Real Pickles has about \$650,000 in sales a year from 11 organic, naturally fermented products, including pickles, sauerkraut, kimchi, beets and ginger carrots — more than 160,000 jars a year.

Another approach

Meanwhile, New England Natural Bakers, on Laurel Street, converted on Jan. 1 from a corporation that had been owned by founder John Broucek, to an Employee Stock Ownership Program (ESOP) that for now retains the 35-year-old business's same top-down governance structure as well as its core values, says Broucek, whose role is now general manager.

Broucek, who began by looking at selling the company to another business but insisted on finding buyers who would keep its jobs in Greenfield, turned instead to selling the business to its 45 employees, with help of a bank loan that totaled "millions."

Each employee's ownership is based on wage and salary, so that in effect, Broucek says his ownership is in the range of 3 to 4 percent instead of the 100 percent he shared with his ex-wife.

"It makes sense for the employees to have ownership," Broucek says, "and if we can leverage the deal where



Garth Shaneyfelt, Sam Dibble and Will Savitri drink their Green River Ambrosia mead at the People's Pint in Greenfield.

we can get some financing through banks, I can pull some money out and do my work without being a full owner, that makes sense."

The downside, he said, is that he takes home less profit at the end of the day.

"But there are plenty of owners, especially in natural products companies, where their number-one motivator is not to maximize profit."

New England Natural Bakers, which in 2011 broke the \$10 million wholesale sales mark — translating to about \$20 million retail — makes more than 40 products including granolas, granola bars and trail mixes sold around North America.

Broucek said he was surprised to learn that as a corporation that's switched to an ESOP, the business will save paying \$200,000 to \$300,000 a year in federal taxes because employees will get a share of the company profits as part of their retirement income. The company continues to offer a 401(k) savings plan for employees.

Tax breaks; who knew?

At Real Pickles, Rosenberg said he discovered that as a worker-owner cooperative, the business won't have to pay corporate income tax on the profit sharing. It may choose each year to pay workers in proportion to how much they've worked. It can also retain that money for a limited time to help cash flow, he said.

And at Katalyst Kombucha, Savitri said that as a cooperative, his business, like Real Pickles, has access to a loan fund operated by the Cooperative Fund of New England. Whereas a few years ago, banks may have been reluctant to lend to worker-owned co-ops, that's changed in Massachusetts. Also, as a result of the growing success of co-ops, he said, the U.S. Small Business Administration recognizes them as legitimate businesses, so it's willing to back loans to them.

But most important, said Savitri, "I've seen a big shift regarding employees and work, in their attitude about the business. People are more invested as owners. And as businesses are getting more environmentally and socially

Marguerite S. Crown-Gallagher-Pinger

WINCHESTER, N.H. — Marguerite S. Crown-Gallagher-Pinger, 89, a resident of Winchester, passed away peacefully on Friday, Feb. 22, 2013, at the Cheshire Medical Center, following a period of declining health.

She was born May 30, 1923 in Brattleboro, VT, the daughter of Harold and Olive (Monmaney) Crown. She was a 1941 graduate of St. Michael High School in Brattleboro, VT.

In addition to her family, Marguerite also loved reaching out to her community through her work as the Past Master of the Guiding Star Grange in Greenfield, MA., or as the President of the Ashuelot/Winchester Catholic Society. She was also a very proud member of the Ladies Auxiliary of the Veterans of Foreign Wars.

She is survived by her daughter, Maureen Pelkey of Winchester; eight grandchildren, eight grandchildren, 10 great-grandchildren, one great-great-granddaughter; her sister, Claire Senn and her husband James of Millers Falls, MA, and many nieces, nephews and cousins.

She is predeceased by her husband, Brony Pinger; three sons: George Gallagher, Terrance Gallagher and Bernard Pinger; her brother, Merrill Crown, and her sister, Maverette Tatro.

A Mass of Christian Burial will be held on Saturday, March 2, 2013, at 10 a.m. at St. Stanislaus Catholic Church in Winchester. Burial will be held in Evergreen Cemetery in Winchester and will be announced in the Spring.

Family and friends are invited to call on the family on Friday, March 1, 2013, from 6 to 8 p.m. at the Foley Funeral Home, 49 Court Street, Keene, NH.

Harold L. Shattuck

GREENFIELD — Harold L. Shattuck, 90, lifelong resident of Greenfield, died on Feb. 26, 2013 in his own home in the presence of his wife, son and daughter-in-law.

He was born in Greenfield on March 2, 1922, the son of George A. and Clara (Smith) Shattuck. Harold graduated from Greenfield High School in 1940.

He worked at Lunt Silversmiths out of high school until he retired in 1990, only to work there part-time for the next several years. His work tenure was interrupted by WWII, where Harold was sent to Osaka, Japan, as an Army radio operator for the artillery, leaving the Army as a sergeant in 1946. In the Army he was awarded the Good Conduct Medal, Victory Medal, Asiatic Pacific Theater Campaign Ribbon and the American Theater Campaign Ribbon. He came back to Lunt's in 1946, where he worked in the cutlery department until his retirement.

Harold was predeceased by his son, Harold L. Jr., "Pug," who was killed in action in the Vietnam War on Father's Day 1969.

He is survived by his wife of 65 years, the former Gladys Sadoski; his son, Steve and his wife Becky; a grandson, Nathan Shattuck of Worcester and his wife Nicole and their two sons, Logan and Dylan; a grandson, Brian Shattuck of Downingtown, PA, and his wife Ashley and their daughter, Leighton. Harold also leaves several nieces and nephews. He was also predeceased by all of his siblings.

The biggest joy in Harold's life was his family. He cherished visits from all of them and enjoyed traveling to Worcester and Philadelphia to see them.

Harold was a Charter Member of the Green River Bowman's Club along with his wife and was an accomplished archer. He loved to travel to other archery clubs around New England with his family.

At the request of Harold, there will be no calling hours and a private burial at Green River Cemetery will be held at the convenience of his immediate family.

In lieu of flowers, memorial contributions can be made to Hospice of Franklin County, 329 Conway St., Greenfield, MA 01301 (online at www.hospicefc.org) or the Montague Dog Shelter at 413-676-9182.

To send a message of condolence to Harold's family, please visit: www.smithkellerfuneralhome.com.



John Broucek of Natural Bakers has decided to keep local control of his company, by selling it to his workers.



Staff member Kristin Howard from Real Pickles with a jar of the company's award-winning Garlic Dill Pickles at 311 Wells St. in Greenfield.

responsible, worker ownership can help retain the values of a business and make it a little more difficult for a large corporate entity to come in and buy out the company. That protects the value systems they're founded on."

Rosenberg says the real motivation for Real Pickles was simple.

"We're trying to rewrite the story line for a successful organic food business, because the typical path these days is that businesses keep getting bigger and bigger, and position themselves for getting bought out by a big industrial food corporations where it's hard to keep any meaningful social mission intact. We want to see the business stay small and stick to a really strong social mission. We felt this structure is

great way to help ensure that, inscribing our mission and guiding principles in the governing documents, the co-op articles of organization and bylaws, making them really hard to change. Staying small, sourcing regionally, selling our products regionally are all those key parts of what our social mission's always been."

You can reach Richie Davis at rdavis@recorder.com or 413-772-0261, Ext. 269

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