

August 26th and 27th, 2014: Final preparation for launch of recall petition to all DNF members with supporting analysis. After a lot of back-and-forth, sharing concerns and ideas and suggested wording, we are close to launching the petition. Petition launched via DNF email blast to all DNF member-owners, by Kim at our request to reach all members. Please note: The petition was written and sent to members by Root and Pat; Kim sent the notice of it to all DNF members at our request, because we had no other outlet to reach the DNF membership in this existential crisis for our co-op. In the midst of this fracas Kim's own inner integrity found her loyalty was to DNF, its staff, and informing the membership at large, not to Board edicts.

In time-chronological order (not reverse email reply order)

Date: 8/26/2014 7:20 AM

From: Root

To: Kim

Cc: Pat

Subject: Working toward final draft of Petition to Recall and Supporting Analysis

Good morning Kim,

I have slept on it all after this marathon effort and I think I have a solution to propose that will satisfy everyone. Keep in mind, Pat and I are both furious about how vulnerable DNF has become and subject to the bullying of this Board president. It's a very serious case of fraud and we cannot be naïve about power politics and what has almost happened to DNF; and how we're still at risk from this guy who thinks DNF is his to do what he wants with it. Thus it's important his power grab is countered with strength, so I will insist that a slightly modified (I'll share this at our meeting today) supporting analysis go out to the members with some sort of petition + vote.

Looking forward to our meeting to hear, share and discuss.

Keep up your superb work, Kim; I'm pleased that this whole issue has got me to dig in deeply to how DNF has been run, and examine the financials and your and Brian's strategic plan for 2014 and beyond. You, Kim, are definitely the kind of strong courageous management leader I want to see running DNF!

Let's see if we can get something out today, as we cannot let this sit idle because DNF is still at grave risk of damage.

Root

Date: 8/27/2014 3:10 AM [Wednesday, all-nighter, almost, to get it finalized and out]

From: Root

To: Kim

Cc: Pat

Subject: Attached files are ready to launch; delete all earlier such files

Attached: 2014-08-27.Petition.DNF-MemberPetitionToRemoveDNF-Board-PaperSignaturesForm.pdf;
2014-08-27.Root.DNF-PETITION-to-remove-Board-SUPPORTING-ANALYSIS,21p-plus-appdx.pdf

Hi Kim,

Well, it's been a long and turbulent effort in just two weeks; but we're ready to launch. The only files that you will use (to avoid sending any wrong earlier draft) are the three files with "8-27-2014" in the file name.

1. Copy and paste from the "Email blast cover..." directly into your DNF style email blast, with DNF logo, etc. Test the petition link to be sure it's working (should be no problem; but verify)
2. Attach the SUPPORTING ANALYSIS file [not the "...Paper signatures" file]
3. I've printed several copies of the Paper signatures file, so you don't need to; but you have the file if you need it. I'll bring them over once I see the email blast come through.
4. The website petition is ready; I'll get a copy of the signatures each evening from Stephen, so we'll know by tomorrow evening how the first day went. It will be in an Excel file, which Evid or someone can verify membership by the names.

It's now 3 am, so I'm hoping to see the blast when I wake up; which won't be too early, I hope. Everything's really well proofed, Kim, so just get it out quickly as soon as you get in. Then you can take your time to read the supporting analysis; it's been thoroughly re-edited so even if you've read the earlier draft, you'll want to read the actual copy the members will be reading.

You are a courageous young woman, Kim; and Pat and I are so proud of you!



Root Routledge, PhD
[Alpine Analytics](#), President
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Root@AlpineAnalytics.com



Date: 8/27/2014 8:39 AM
From: Kim
To: Root
Cc: Pat
Subject: RE: Attached files are ready to launch; delete all earlier such files

Root,

I can make changes to the word doc but not the pdfs. Also wanted to note that I have an edit for the Supporting Document, an error I found. You can correct that and send it again if that's okay.

I am getting set up but will wait for edits and final approvals from both of you before sending.

Thanks,



Kimberly Wiggins
Co-General Manager
Finance & HR
Durango Natural Foods Co-op
575 E 8th Ave., Durango, CO 81301
p: 970-247-8129 extension 115
accounting@durangonaturalfoods.coop

Date: 8/27/2014: Launch of Recall Petition

**Kim's cover letter to DNF members alerting them to the importance of what was taking place.
Letter from Pat and Root to DNF Members describing petition with links to Online Petition and
Supporting Analysis.**



Dear Durango Natural Foods Co-op Member-Owners,

As one of your Co-General Managers, I am sending you this important member alert and the supporting analysis per request of our membership.

Please give this your earliest attention.

Sincerely,

Kimberly Wiggins
Co- General Manager
Durango Natural Foods Co-op

Durango Natural Foods Co-op URGENT MEMBER ALERT

Dear Fellow Durango Natural Foods Co-op Member-Owners:

Recent and on-going actions by the DNF Board of Directors has stirred a mobilization among members to reclaim the original Durango Natural Foods Co-op vision of local voice and ownership with a [PETITION](#) to request the resignation of all seven Board members.

This request comes about due to the Board's recent discussions regarding the sale of DNF to La Montañita, as well as compromising our organization's health with lack of transparency and their intention of replacing our competent Co-General Managers, Kimberly Wiggins and Brian Gaddy.

The discussion to request the Board's resignation has been in depth with much debate and contemplation. We would like to thank the current Board of Directors for their time and energy to date. We realize the Board was acting on what they felt was best for our Co-op; however, the membership feels the Board has become disconnected from the membership vision for the Co-op. Although unfortunate, we believe it is absolutely urgent and necessary to preserve the integrity of our DNF Co-op.

We as members feel this is the only way to save our Co-op from further threats. Please note this is a time-urgent matter. Based on the announcement from the Board on Monday, August 25th, we know the Board has every intention of bringing on a new general manager as soon as possible.

We hope you will read the attached [SUPPORTING ANALYSIS](#), which is comprehensive and justifies everything said here and within the [PETITION](#). Note, the [PETITION](#) will be up for **10 days**, closing at midnight September 7th. We appreciate your concern and involvement with DNF's future.

Sincerely,

Your Fellow Member-Owners of Durango Natural Foods Co-op
Root Routledge and Pat Blair

You are receiving this e-mail as a member of Durango Natural Foods Co-op

Our mailing address is:

Durango Natural Foods Co-op
575 E 8th Ave
Durango, CO 81301
