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We've had a big year full of changes at Le Frigo Vert!

We started out the year with another successful Anti-Colonial Dinner at the Native Friendship Center. This yearly event brings together students and community members for a dinner and education about the ongoing effects of colonialism and current issues indigenous people are facing.

Over the winter we designed and implemented a new staff evaluation process, did some trainings around communication and collective skills, and started having Project Workers work with us more regularly in the store.

We changed the way we do memberships by accepting Concordia Student I.D.'s as member cards, changed the cost to sliding scale from 0-100\$ for community memberships, and changed the application process for community members. Our goals with this was to simplify interactions at the cash and reduce the work we spend making membership cards, as well to make it more clear who the community membership is geared towards and what the membership is supporting; marginalized people. So far this has worked in terms of simplifying things and often, people who can afford to pay more are paying more than the original 15.00\$ renewal fee while others who couldn't afford the membership now have access to it.

In the spring we had a staff visioning retreat where we made some big decisions to change the direction of Frigo. Stemming from our work on changing the memberships, we continued to focus on how to better fulfill our mandate and serve our members. The majority of our energy had been going into the running of the store while the rest of our mandate was getting neglected. Because of this we decided a few major things: To gradually decrease the amount of

hours shopping could happen in the store, to renovate the space so we could do more programming in it and share the space with other groups/projects, and to go mostly waste free by winter 2019.

Over the summer we put our plan into action, renovated, and prepared for a lot of programming to happen starting in the fall. So far we started the P.W.Y.C. (Pay What You Can) cafe once a week where you can get coffee, tea, snacks, and fresh local vegetables by donation, use our lounge, kitchen, and bathroom, and participate in the workshops/events that are happening in the space. We want for people to use the space more as a community center than as a store. As a big part of our visioning was about wanting to focus on alternative health resources for our members, we've started with some alternative healing workshops and also a monthly massage by and for trans people as well as nutritional and herbal consultations. We also want to encourage and empower people to make their own products, often at a cheaper price, rather than buying products from us that come from large multinational corporations. As we move towards a mostly waste free store, we offer workshops on how to make products yourself from the supplies we have in store. We also have begun offering vegan cooking workshops with the same goals in mind.

We hired 2 new staff people to the collective this year, Tasha and Amy.