



December 19, 2013 –8:45am

Dear customers-

We appreciate you, that you eat our bread and like it, and that you have supported us over the past year and a half. We would not be the same without you. So, we want to share

some news with you, about changes taking place at Bread Uprising.

Bread Uprising is a community bakery. **Our mission** (newly written this fall!) is to **bake nourishing, thoughtfully sourced food that is accessible and affordable to support our community, provide jobs with dignity, build alternatives to capitalism, and grow collective power.** We have always been a community project that is membership-based and mission-driven; we currently have 4 baker-members and 45 household-members who receive bread and make decisions about bakery happenings.

Throughout our 4-year existence, we have often found being a financially

stable business that can provide living wage jobs to be in competition with the other aspects of our mission. Specifically, we have never been able to pay a living wage to bakers, and bakers who are worker-owners actually earn the equivalent of less than minimum wage. In the fall of 2012, we launched a campaign to expand with the goal of being able to pay a living wage to bakers. We grew from 3 to 4 bakers, started doing markets, festivals, special order cakes, and catering – and began to sell bread wholesale (like this loaf you are eating). The expansion has been an amazing experience in many ways, very challenging at times, and we have learned a lot.

In the past several months, we have

been engaged in a business planning process with our membership. The planning process is not yet complete, but we do know that we are entering a new phase. As we have reflected, sought out advice, visioned, and looked at the numbers, we have realized that if we actually want to meet our goal of paying a living wage, we will have to expand significantly more than we already have. We are in process of deciding whether this is something that we want to do, or whether we would prefer to scale back. We hope that whatever decision we make will allow us to continue in a sustainable way as a community-based, member-based organization. In the coming month, our membership will be making some ...

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...decisions about what this will look like.

There is a lot we do not yet know about the future, and we hope to continue to do some wholesale baking. There are a few things we do know:

- We will not be baking through January 27, 2014. We are taking an extended break to give our membership the time to make these decisions more slowly, and to look for a new space that will meet our needs.
- We are holding a membership meeting at the beginning of January, so that members can discuss their commitments to Bread Uprising and what we want to do. The core of

our work has always been a membership program where members contribute whatever they can and receive the bread they need – our current membership is 45 households throughout Durham and beyond. After this meeting, we will know more about our next steps.

- We will begin to look for a new space immediately. We have been based out of Noah's house for close to 4 years, and have decided that whatever happens next, we will be moving to a different kitchen.

Even though you are not a member, we value your support and opinions; it is strange to us to send an anonymous letter to you like this. We will of course

be keeping our wholesale customers (the business from which you purchased this loaf) up-to-date about what happens and when/how baking will resume. If you would like to keep in touch over the break period, or have any feedback you'd like to give us, please contact us:

- Join our email list by visiting [www.breaduprising.org/join-our-mailing-list](http://www.breaduprising.org/join-our-mailing-list)
- Email us at [breaduprising@resist.ca](mailto:breaduprising@resist.ca)

In gratitude and solidarity,  
Noah, Javiera, Tim  
Bread Uprising worker-owners



*Our very first assembly, a gathering of members and supporters, in April 2010*

**Panadería Bread Uprising Bakery**  
Bread Uprising, LLC  
816 Yancey Street / Durham, NC 27701  
[www.breaduprising.org](http://www.breaduprising.org)

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