Everything You Need to Know about
The Olympia Food Co-op

An Updated Guide
Letters to the Editor

"REAL" NEWS WANTED

Dear Co-op Newsletter,

I've enjoyed reading the Newsletter this past year. It's well-written and attractively laid out. But recently, I've wondered at the absence of real news in its pages.

We all know what a small town Olympia can be. If you don't know someone who works at the Co-op, then you probably know someone who knows someone who works there. So it's no secret that the Eastside staff collective has dealt with some very heavy issues this year, including the firing of two staff members (myself among them).

No mention has ever been made in the Newsletter about either of these firings or the important issues they raised (sexual harassment, religious intolerance, and cultural diversity). In fact, staff members have refused to give any information to the public (the member-owners) about the firings.

I support the autonomy of our collectively-managed staff and their right to handle these matters internally. I do wonder, however, at the apparent news blackout of these issues in the Newsletter. If this is truly a member-owned, member-run cooperative, then the membership needs to be kept abreast of important developments like these.

The members should be involved in an open discussion of the issues which affect their organization. The feel-good tone of the Newsletter does a disservice to the Co-op if real issues are being shoved under the rug. Are members being deliberately kept in the dark, or is this a benign error of omission?

For a World Without Bosses,
Jess Grant
see response in Editor's Note, p. 3

To the Editor:

Thank you for the inclusion of some "healthy eating" places in this latest (Sept. 95) issue. I don't eat out much & don't live in Olympia, so it's difficult to know where to eat when I come to town. I have tried the "Pleasant Peasant" & it is excellent. They are wonderful about preparing things just the way I ask. It's nice to know there are a couple other good places. Please keep us informed. Thanks.

Lana Chafee
This is a special issue of the Co-op News. In these pages you will find a complete guide to the Olympia Food Co-op. We have laid out all the information we could think of concerning membership, how to shop, and how to understand the way things work when you enter the store (weighing bulk items, recycling, requesting certain types of music).

As you read on, you’ll learn about membership, worker-member opportunities, becoming involved. We have a section on product selection, and a list of issues specific to Co-op operations. In the back of the issue, you can catch up on who’s who within the staff. By printing photos and short paragraphs on the wonderful people who make up our staff, we hope that you can understand and appreciate the effort that goes into making the Co-op run. We also hope that you will become more familiar with these workers and recognize them when you shop. Future issues will feature photos of our current board, staff subs, and several different committees of the board, such as the personnel committee and the finance committee. It’s good to know who folks are.

I was going to have my column simply introduce the issue, since we hope this will be a “keeper” for your household; a guide for making the best use of your Co-op membership. But, the letter from Jess Grant on page two directs a question, and I feel that it is important to give him an answer.

The question posed is: do we only print good news? Or, more bluntly, do we avoid tough topics and paint a distorted image of what actually goes on in the Co-op? You can read his letter and see what specific concerns he has.

As editor-slash-coordinator, I have composed this answer. In order for it to be in print, it must pass the scrutiny of two members of the newsletter committee, one of whom is on staff. Everything that goes into the newsletter is discussed in committee, then goes through a final proofreading and review before publication. There is a newsletter policy which outlines the priority of what fits into these 32 pages. The top priority is Co-op-related information, and the remaining space goes to community and member-related topics which dovetail with the Co-op’s mission and philosophy.

The particular events which are alluded to in Mr. Grant’s letter are personnel matters which cannot be legally discussed in the forum of the Co-op News. Workers who are no longer employed by the Co-op have a right to privacy, and it is inappropriate for us to make these issues public. There is a grievance policy within the Co-op (see page 14). Issues of censorship should not be confused with issues of legal and ethical confidentiality.

I take exception to the inference that the newsletter shies away from controversy. During the Colorado boycott concerning gay and lesbian rights, we had an intense series of issues dealing with the differing opinions and leanings of members. The other example of taking a potentially uncomfortable subject can be found in my November 1994 editorial concerning the financial struggles of the Co-op and the need for member responsiveness. Believe me, if I only wanted to print fluffy good news, I never would have ventured taking the heat that came my way after that issue. I hope this answers the question.

Nancy Sigafos

DEADLINES
FOR THE CO-OP NEWS

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EASTSIDE

By Eion McRready, Staff Member

My goodness! Would you look at those leaves turning colors? I just love this time of year! We’ve bided a fond farewell to September and rushed head long into October with nary a backward glance. Well, maybe just this one backward glance that I’m going to make, so that you’ll be “up-to-speed” on the doings over here at the Eastside store. September was “Back-to-School” month, and a lot of our young (and some not so young) members returned to the classroom for massive amounts of study and various private academies. Thanks to all of them for the terrific work that they did over the summer. (Boy! Will they be MISSED!)

September was also “Capital-Plan-Implementation” month, and a goodly number of the repair plans and a few upgrades that the Co-op needed went into effect. Two of them have been done already. One of them was that the deli was able to upgrade to a much needed industrial food processor. The other I’ll let the Westside folks tell you about, because I don’t want them to go through the ceiling!

While we’re on the ceiling, the last day of September was the day that the staff and a core of wonderful Working Members counted everything from floor to ceiling thus completing another INVENTORY! If you weren’t one of the W.M.’s who helped out, you really missed out! There was laughter, fun, good music and conversation, not to mention the wonderful little buffet that fueled all of our fires ‘til the end was in sight. If you’re kicking yourself that you didn’t come in for inventory, we have another one coming up in December. Keep your eyes peeled for a poster announcing the day and time.

Don’t take your peepers off the future, yet, though, because it’s time to take a peek at what’s coming up in October. First, there’s going to be another of the Capital Plans finished...probably as this goes to print. The new french drain is being installed on the west side of the Eastside store (confused?) down next to the warehouse, by our Maintenance and Repair manager Fred and his trusty Working Member, Doug. I took an article at last night, and the hole looked pretty deep, so I’m grateful for all of their hard work. If you see ‘em, tell ‘em “Thanks,” if you feel the mood hit.

Also happening in October, All Hallows Eve is approaching, and the Eastside has already laid in a supply of sugar free Halloween candy, which will be on the shelves for your Trick or Treat needs. These are accompanied by a pretty large batch of “Sale” items for October, including many brand new products—such as caramel corn with nuts!—that may just surprise you. I know they surprised me!

Last of all, but by NO means least, is the fact that we’re now doing a slew of new Working Member trainings for folks who want to keep busy during the upcoming rainy season. Among the trainings planned are for the areas of Deli, Stocker, Produce and Cashier. We’re also in desperate need of Openers and Closers. If any of these sound like the working member job you’re seeking for, contact Nina, our Working Member Co-ordinator, and she’ll set you up.

So... that’s all the news I can think of this time. See ya!

WESTSIDE

By Virginia Lange, Staff Member

RAISING THE ROOF

Thanks to an amazing crew of volunteers the ailing Westside roof got torn off in an also amazing two days. The Co-op also got painted this month—thanks to Pyramid Painting and the leftover recycled paint from the Eastside Co-op. We’ll be completing more Capital Plans in the next month. We’ll be moving most of the Bulk Department into more durable and cleanable dispensers AND increasing the product line. I’m excited about the new dairy cooler floor and the chance to play, er, put in concrete into the mysterious access tunnel under the floor. The wet rack of the produce cooler will just barely make it to the installation of its new guts. We hope to reset some small areas of the store if we can make the time. But...

IT’S SO BUSY!

This is one of the busiest times of the year at the Westside Co-op. Sometimes it seems like the old days before there were two Co-ops. Nighttimes seem to be most frantic. If you prefer a more relaxed time to shop the mornings are a better bet than evenings. Thanks to all the volunteers that make that much business seem reasonable. We’re happy and gratified that the Westside Co-op is still so popular even though there is that spiffy store on the Eastside. We went from a financially bleak looking year to pretty good year. Thanks to all our customers.

IT BEATS SHIVERING BOREDOM!

I used to volunteer at the Co-op years ago to avoid my under-heated student household and I stayed for the camaraderie and the discount. You can train at either Co-op for a shift at either or both Co-ops. Volunteers at the Westside Co-op do about half the work done in the store. It’s a rare and beautiful thing.

Editor's note: Virginia's article and her bio information on page 28 came to the Co-op News via e-mail. If you would like to submit an article or give a comment by e-mail, send it to NSIGAFOOS@aol.com.
ALL AROUND THE TOWN

By Susan Trinin

Lately, my partner has taken to reminding me more frequently that I manifest my Norwegian heritage even more clearly in the autumn months. The days get shorter and the world seems bleaker. Other years I’ve focused on the Festivals of Light that we used to transform the dark season, that remind us of the redemption aspect of our planet’s fated tilt. This year, I have to admit, it’s the case of the Student of History/Poly-Sci/Socio-Cultural Phenomena confronted by a really seamy season in our climate of Modern Pop Culture.

I cannot wink at my surroundings (or find solace in archaic expression) for, lo, the Computer Age is upon us, all around us, making quite a difference. Instantaneous communication, world wide webs, the global village, all of it accelerating in seemingly geometric progressions. I can’t ignore it all, or bury my head in time-gone-by sands. Sometimes I look up and notice what transpires, what illustrates and accompanies our passage through this set of dimensions.

There are always the wars, usually fratricidal in nature, there are the massacres, and the disorganized yet systematic violence. Violence toward the helpless, the noncombatants: women, children, the poor and disenfranchised, those different from the mainstream, the gay people (a gift to our society as example of an integrated philosophy of love), the unconventional conscience keepers...

I can’t help but be influenced (and my sleep patterns disturbed) by the frenetic and cold-blooded march of each flavor-of-the-month curiosity/atrocity, one after another. Rape, dismemberment, murderous intolerance, throat-slitting slaughter — all of it somehow entertainment, a diversion, a passion. Divert me! from my numbing and isolated existence. Faze me! with tales and recellings that can push me beyond the shock of what you told me yesterday.

After studying and enjoying film, the American Cinema, for decades, I see fewer of each crop of releases. This is because of my decision not to consume what I cannot conscience. I won’t pay (or choose freely) to be horrified and repulsed by gratuitous violence, to be “thrilled” by base man’s inhumanity to man, or, more often than not, to woman. This decision leaves me out of “Silence of the Lambs” with supposedly brilliant performances by two of my favorite (intelligent) actors. It keeps me away from “Pulp Fiction,” a “masterpiece.”

So many of my friends and family are “into” murder mysteries, the TV pap is full of them, too. Murder, murder, murder — why is it so fascinating? Why are we now viewing predatory obscenities from the killer’s point of view? Why are hit men sympathetic protagonists?

Saturated in this insanity, my spiral of depression coincides eerily with the falling of the helicopter maple seeds (seems like a particularly bountiful year for the maples, doesn’t it?) and makes it awfully hard to motivate myself to accomplish much of anything. Like writing my column, for instance.

In my life I’ve see the execrable sins of racism and intolerance in such a resurgence that it is scaring me to death. Justice is not to be found in our crazy, convoluted, socially institutionalized standards of worthiness, acceptability. Justice is not to be found, and an insanely-driven consumer capitalism lurches unchallenged.

Yes, I’m Norwegian, and yes, I’m depressed. You noticed. However — two times a week I work at the Co-op. Off and on, I’m dropping in for something or another. There I am experiencing something different. There I see caring, about ourselves, about each other, about our world. There I see hard work for intrinsically valuable, worthwhile ends. This work is done by our awesome staff, by our intrepid volunteers. This work is done by those versatile and flexible pinch hitters: the famous Staff Subs and paid emergency cashiers.

This community is beyond valuation. The atmosphere, and tangible reality is so positive, so uplifting with the idealism allied to practicality that it helps me keep my chin off the ground. It is marvelous, and I am grateful for it.

This issue is “about” How to Shop at Our Co-op. I’m going further than that. I call for us to do more — not just shop here, but to do everything possible, all within our power, to keep this reassuring place available. It takes an investment to maintain this island in the sea of what I see as depravity, to manifest this organism/community. The investment is more than worth it.

As you follow the paths of functioning as a shopper in the Oly Food Co-op environment, sustain it as well. All of us together can do it. We can co-operate, we can be tolerant, assume responsibility and be aware of the challenges of its coexisting with the predominant commercial mass culture. Boring? No. Survival.
Welcome to the Olympia Food Co-op! This handy-dandy-save-in-the-kitchen-drawer issue of the Co-op News is designed to give you all the information you need to become involved in the Co-op at the level of your choice. If you’re new to the Co-op, the “How to Shop Here” section may make your trips to the Co-op easier and more comfortable, and the section on “How to Get Involved” will help you decide how involved you want to get. If you’re an old hand at the Co-op, you may need a refresher on “How to Effect Change,” or an update on current policies and staffing. If you have an excellent memory, you may recognize a lot of this information from a 1992 issue. But many things have been updated since then, so we’re reprinting with all the new information included. We hope you find this issue informative and easy to use. Enjoy!

**HOW TO BECOME A MEMBER**

You’ve no doubt heard it before, but we’ll say it again: “You don’t have to be a member to shop at the Co-op.” There are, however, benefits to becoming a member, and membership is easy and relatively inexpensive.

The primary benefit to being a member at the Co-op is that members pay less for their food. The prices marked are the prices members pay. Non-members pay a 10% mark-up at the register. Members can also volunteer and receive a larger discount, and vote or run for the Board of Directors. The quarterly newsletter is mailed free to members’ homes (unless they are willing to pick it up at the Co-op and save that much postage). Your Olympia Food Co-op membership will also allow you to shop at member prices at any Puget Sound area co-op, and at many co-ops across the country.

With the exception of business memberships, all Co-op memberships are individual memberships. We ask that each adult member of your household have their own membership. This policy, set by the Board of Directors, is designed to be as fair as possible to everyone. Some married couples feel that their marital status should entitle them to shop on a single membership. That would, however, unjustly penalize single people and people whose relationships are not sanctioned by the dominant government and religion. Children under eighteen are welcome to shop using their parent’s membership.

**GENERAL MEMBERSHIPS**

It’s easy to become a member of the Co-op. There is a one-time, lifetime $5.00 fee, plus a total of $24 in dues-on-deposit. The dues can be paid in one lump sum, or in $6 increments over four years. The dues-on-deposit are refundable if you withdraw your membership for any reason, or when you turn 62 and become eligible for a free senior membership. Ideally, within a couple of weeks of signing up, your name will be on the computer list at the registers of both stores. These computer lists will be updated as you pay, so cashiers at both stores can verify your status for you. Of course, you may pay all or any part of the $24 at any time, and you will be issued a pink, paid-in-full card which will make you a lifetime member.

![Olympia Food Co-op]

**Name Nancy Sigafos**

**PAID**

Please bring your membership card with you when you shop at the Co-op, and show it to the cashier when you check out.

**10% DISCOUNT MEMBERSHIPS**

The Co-op offers free memberships and 10% discounts to senior citizens (over 62) and disabled persons, as well as to non-profit organizations and collectively managed businesses or Co-op suppliers. If you feel that you qualify for a 10% Discount Membership, please let the cashier know, and s/he will have you sign up on the proper form. Your membership card will be blue. Remember to show it to the cashier when you shop so you will be sure to receive your discount.

**BUSINESS MEMBERSHIPS**

Business memberships differ from regular Co-op memberships in that a one-time, non-refundable fee of $30.00 is charged, and no dues are charged thereafter. A business membership allows any representative of the business to use the member card to make business-related purchases at Co-op member prices. Please bring your tax number when you sign up. Your green business membership card is the only thing that will identify your representatives, so be sure to have them bring it along when they shop.
JUST PASSING THROUGH?

If you're traveling through, or just in Olympia temporarily, we will honor your current membership at your home Co-op, wherever that may be. If you're settling in Olympia for a substantial amount of time, you may prefer to transfer your membership, or join here in order to participate fully in Co-op membership.

HOW TO SHOP AT THE CO-OP

As the mega-mechanization trend sweeps the grocery industry, the Olympia Food Co-op stands virtually alone in staunch defense of Participatory Food Shopping. In light of this unique and sometimes lonely position, there is some information which you might find helpful as a Co-op shopper.

MEMBERSHIP CARDS

When you join the Co-op, you receive a wallet-size membership card which includes your current dues status and is updated each time you pay dues. Your card will also indicate whether or not you are a Sustaining Fund donor (see related article). Please bring your card with you when you shop, even if you've been shopping here forever (or the life of the Co-op, whichever is longer).

Memberships are individual and are valid at both Co-op outlets. See the previous section on "General Memberships" for dues information.

WRITE DOWN PRICES

Many products sold in packages at the Co-op are priced with a Co-op price sticker or with printed prices from the manufacturer. However, when purchasing bulk goods (including deli salads, carrot juice, treats, nut butters, fluids, tofu & supplements), candles, produce, or frozen foods, PLEASE WRITE DOWN THE PRICES. Scratch paper and pencils are available at the front of each store.

RECYCLING AND CONTAINERS

You don't have to bring your own containers to shop at the Co-op; however, we encourage you to recycle your paper sacks, plastic bags, containers with lids, and egg cartons. We provide new plastic bags and paper sacks free of charge, and sell new plastic squeeze bottles and yogurt-style containers. We also provide a space for you to contribute, or make use of, recycled containers, bags, and egg cartons.

TARE WEIGHTS

When using recycled containers, please weigh the empty container and write down its weight. You may use the scales in the bulk department or at the registers. If you don't weigh the container, then you will end up paying for the weight of the container as well as the food you put in it. The empty container weight which is subtracted from the total filled weight is called the tare weight.
PRODUCT INFORMATION

In-store signs provide you with information you may want or need about products. Items marked with a green sign are certified organic. Organic products were grown, stored, and processed without chemical fertilizers, pesticides, preservatives or flavor enhancers, and meet organic certification standards set by state or federal law or by recognized organic certification agencies. Blue, “unsprayed” signs indicate that products are not certified organic but meet all or some of the organic certification standards. In produce, these items are often locally grown by organic gardeners or small farmers and orchardists. These items may also be from fields that are transitioning from non-organic to organic, or products that have tested residue-free. Orange signs or price stickers indicate items that are on sale. Other signs or price stickers indicate items that are commercially produced and non-organic. Please feel free to ask for more information at any time. You may also want to make use of our small reference library, located near the front of each store. Ask a staff person for assistance in locating the materials you need.

SUGGESTION BOX

If there is a product you would like us to carry (or not carry), or a way we can improve our service, or if you just want to give us a pat on the back, please write down your comments and put them in the suggestion box at the front of the store. If you want a personal response to your comment, include your name and a phone number where you can be reached. Otherwise, your suggestion or comment will be responded to by a staff member and placed on the bulletin board near the suggestion box.

KID’S AREA

The kid’s area is an unsupervised play area which you and/or the children with you are welcome to use while you’re shopping.

MUSIC

Some shoppers hate to shop in stores where music is playing. Sometimes our music ends up too loud or frantic or muzak or whatever for your personal taste. We want you to be comfortable while shopping here. If you would like the music changed or turned down or off, please just ask a staff person or the cashier.

BULK AND SPECIAL ORDERS

If there is a product you want that we don’t carry, or if you want a case lot of something, or a larger amount than we are likely to have in stock, you may place a bulk or special order. Some bulk orders receive a discount in price. Most bulk orders take about a week to receive. See a staff person if you would like to place a bulk order.

PLEASE, ASK!

Can’t find what you’re looking for? Again, feel free to ask. Our stores are small, and frequently the product you’re looking for is just temporarily out of stock on the shelf, but there’s more in the back room. If it is really out of stock, staff people can tell you when it is expected in. If we don’t carry it, you may want to make a suggestion, or place a special order.

ASK WHOM?

So, whom do you ask? Whenever the store is open, there is a staff person whose job is to provide customer service. That person, the floor coordinator, will respond whenever the cashier rings the bell. So, one way to find an answer is to have the cashier call the staff person up to help out. Also, frequently, there are volunteers on the floor (such as stockers and packagers) who can answer your question, or help you find the right person to ask. We won’t always know the answer, but we’ll do our best to find out.
RETURNS

We try to make sure that everything we sell is fresh and in top condition. Sometimes, however, we fall short of that goal. If you purchase a product here that is not satisfactory, please feel free to return it for a refund. A staff person can authorize the refund for you. For refunds on housewares and mercantile items, please bring your receipt.

AT THE REGISTER

Please have your member card handy and show it to the cashier. If you are not a member, the cashier will add a 10% surcharge to your purchases. If you are shopping with food stamps, please let the cashier know at the start of your transaction. The registers will handle a combination food stamp/cash transaction, but it helps the cashiers to know in advance. Also, if you have any coupons, please have them ready (we do accept manufacturer's coupons as well as our own).

You will need to have your bulk, produce, and frozen prices ready, as well as your tare weights. If you are a Sustaining Fund donor and have shown your stamped member card, the cashier will automatically add 1% to the total of your purchases at the end of your transaction. If you do not want 1% on a particular purchase, and your card is stamped, be sure and tell the cashier. If you are a volunteer working member, you need to have a valid discount card in order to receive your purchase discount. If you are a senior or a disabled member, your blue card verifies your discount status. Be sure to show it!

We accept checks for over the amount of purchase. The cashiers are authorized to allow for a $10 addition to your purchase. More than that requires a staff initial. If the line is long, or you are in a hurry, and there is only one cashier, ask the cashier to ring for a back-up. Please remember that most of our cashiers are volunteers and work only 3 hours per week. If you need more help than they are able to give, please see a staff person.

Do your part in the eternal struggle of life against machines! Bring your containers and your member cards and revel in the joys of Participatory Food Shopping!

HOW TO RECYCLE AT THE CO-OP

Yes, folks, garbage is a problem; a personal problem. And, although a lifestyle which creates no garbage is a great goal, most of us in this country are a long way from being there. In the meantime, we can recycle.

The most basic form of recycling is reuse. Bring your own containers when you shop at the Co-op. Or, bring clean, reusable containers, including paper and plastic bags, for others to use.
**HOW TO GET INVOLVED**

Since the Co-op is owned by its members, it seems only right that the owner/members should have the opportunity to work in their store. The Olympia Co-op has one of the Northwest’s largest and smoothest running Volunteer Working Member systems.

Volunteer Working Members (WM’s) can work a regular weekly shift, or work sporadically on committees or special projects. All WM’s must:

- Be a member of the Co-op in good standing;
- Complete a 9-hour training in the job they choose;
- Commit to a weekly shift for a minimum of 3 months
- Be dependable and responsible, at least when it comes to covering their Co-op shift.

**THE WEEKLY WORKER OPTIONS ARE:**

**Cashiers** - For those who have always wanted to get their hands on a lot of cash.

**Stockers** - For those who like rotation and love it when all those little cans line up! Must be able to lift 50 pounds.

**Openers** - For the early bird who likes the solo flight. Mop the floors and stock the dairy cooler. You’ll have great company if you like yourself.

**Closers** - For the anal retentive, clean-till-you-drop type. Sweep, wipe, dust, empty, wash, etc. It’s a cleansing experience.

**Produce Workers** - For the artsy-fartsy type. Stock and arrange vegetables and colors. Prep the greens. Lots of lifting.

**Deli Workers/Juicers** - For those who think they’re half Picasso, half Betty Crocker. They slice, they dice, and wait, there’s more...there’s always more. If you like pulverizing defenseless carrots, be a juicer.

**Packagers** - For those who like wrap music and bad jokes. Compile all the cut cheese jokes known to humankind. But seriously, folks, cheese packaging is fun and relaxing.

**B.O.S.S. Squad** - For those who like the late evening group cleaning scene. Bulk Only Super Stockers. If it’s broken, call the B.O.S.S. Squad.

Don’t fret if none of these appeal to you, or if your schedule is too tight. There are plenty of occasional non-weekly ways to volunteer. Some of these options are:

**Child Care** - Any Co-op member can do child care for any WM while they’re working a shift, and receive discounts.

**Inventory** - Four times a year, rain or shine, the Co-op counts everything. Music, food and fun are provided.

**Committee Work** - The Board of Directors has work committees that usually meet monthly and usually need member-at-large volunteers. The current committees are:

- Personnel Committee
- Finance Committee
- Outreach and Education Committee
- The Newsletter Committee

If you’ve got energy, experience, or ideas in any of these areas, join a committee!

**Special Projects** - Sky’s the limit on projects. Create one for yourself. Fix things, clean things, make signs, teach a cooking class, or improvise. If you see a need, create a solution. Talk to a staff person if you’ve got a hot idea.

These are skeletal descriptions of WM possibilities at the Co-op. Come on down to either Co-op and get some more info. Most people find volunteering at the Co-op a fun and fulfilling way to spend a few hours a week. Of course, the 25% discount on food doesn’t hurt, either. The Olympia Food Co-op loves its Worker Member system!
COMMUNITY SUSTAINING FUND

The Community Sustaining Fund is an organization which provides grant money for progressive and community-oriented projects in Thurston County. Their funding is aimed at creating a democratic and localized, equitable and just, nonviolent and ecologically sound society. As a Co-op member, you can support the Sustaining Fund by becoming a donor and adding a 1% surcharge to your Co-op purchases. Sustaining Fund donors have their Co-op cards stamped with a Sustaining Fund logo. When they check out at the register and show the cashier their card, the cashier automatically adds the 1% surcharge to the purchase. Each donation is entirely voluntary; if you are a donor and do not wish to donate at any time, just tell the cashier.

For many people the 1% surcharge is a painless way to donate; on a $10 purchase your donation is only a dime. If you’re interested in finding out more about the Fund, brochures and sign-up sheets are available at the register.

HOW TO EFFECT CHANGE AT THE CO-OP

Do you, as a member, feel that you can have a voice in decision-making at the Co-op? This article outlines who makes decisions and how, so you can see how you fit in. Let’s examine the groups that make Co-op decisions.

The Membership - Members are asked to vote on decisions which affect major policies and on changes to the by-laws. These member ballots are decided by the majority of those casting votes. A member must be in good standing (current dues paid) to vote. The Board of Directors decides which issues to put on the ballot, though membership can exert pressure by collecting signatures on petitions that advocate a member ballot. Ten percent of the voting membership (eligible electorate) may petition for a special meeting to address specific issues (see By-laws, Article II, section 7). And, of course, the membership elects the Board of Directors.

Board of Directors (BOD) - The BOD operates primarily by consensus, and its decisions concern the overall management of the organization. The BOD deals with issues like operating and capital budgets, major policy changes, planning, and ensuring compliance with all corporate obligations.

Much of the groundwork for BOD decision-making happens in its committees, which include Finance Committee, Personnel Committee, and Outreach & Education Committee. All of these committees accept representatives from the general membership.

All Board meetings are open to the membership, and members may get items on the agenda if they arrange to do so at least one week in advance. Any member can run for the BOD. Board elections are held once a year and Board members serve for two year terms. Board members can be recalled under the provisions of the By-laws, Article III, section 6.

Former Board Members Nila Pinder & Susan Trinh

The Staff - The staff collective makes group decisions by consensus. Individual staff make decisions as defined by their job descriptions. Staff, individually and as a group, make decisions concerning day-to-day operation of the store. This includes areas such as product line, distributors, store layout, and in-store policies. All staff decisions must follow existing policies set by the BOD and/or membership.

There are many ways to influence staff decisions. Members can place ideas, comments, or complaints in the suggestion box. Suggestions are answered and posted on the bulletin board. If you want to talk in more detail about an issue, any staff member can direct you to the appropriate staff person. If, after discussions with the staff person, you are still not satisfied, see about getting the issue addressed by the full staff at a staff meeting. Finally, a member may ask the BOD to review a staff decision. Usually, issues, ideas, or complaints can be worked out between a member and the staff.

Many ideas can be incorporated into Volunteer Working Member positions. If you’ve got a great idea for improving the store, you and staff can develop a plan to help you create that improvement.

There are approximately 8,500 active members at the Co-op, so it seems unlikely that all 8,500 would agree with all the decisions. Don’t be afraid, however, to raise your voice in disagreement and get involved in the workings and decision-making process at your Co-op.
STANDARD OF PURPOSE AND GOALS

The purpose of the Olympia Food Co-op is to contribute to the health and well-being of people, by providing wholesome food and other goods, accessible to all, through locally-oriented, not-for-profit cooperative organization. We strive to make human effects on the earth and its inhabitants positive and renewing. We seek to:

- Provide information about food
- Make good food accessible to more people
- Increase democratic process
- Support local production
- See to the long term health of the business
- Assist in the development of community resources

PRODUCT SELECTION GUIDELINES

Co-op shoppers see the end result of decisions based upon numerous guidelines and policies; some written, some not. The Product Selection Guidelines are a good example of documents upon which many day-to-day decisions are based. The following article is a synopsis of the Guidelines. The entire document is on file in the front office of both stores; any staff person can help you find it.

Defining product selection guidelines may seem simple; however, it's made more difficult by various Co-op mandates which may be in conflict when evaluating a product on an individual basis. These guidelines are tools to help make difficult product line decisions.

The Olympia Food Co-op differs from other groceries in our focus on natural, whole, and organic foods. It also is different in its ownership and management structures. We stand apart from other health food stores in that our product line focuses on food rather than dietary supplements. Our product line mandates include the following:

From the Statement of Purpose:
...providing wholesome food and other goods, accessible to all...make human effects on the earth and its inhabitants positive and renewing.

From the Goals:
Make good food accessible to more people...increase the diversity of the membership...increase our support for local businesses and organizations producing items purchased by the Co-op.

Member Ballot:
Currently, policies on sugar and meat have been established by member ballot.

The Co-op also operates under a number of unwritten assumptions. These include the promotion of organic foods, offering options to highly processed, highly packaged foods, and a commitment to making good food accessible to all by trying to keep prices down. Lastly, we believe in making choices available to our members rather than trying to dictate what people eat. We prefer to err on the side of flexibility rather than rigidity.

SPECIFIC ISSUES

Organically Grown  Organically grown food products will be made available, prioritized, and promoted by the Co-op.

Environmental Impact  The Co-op will endeavor to promote low-impact living by prioritizing bulk, organic, and/or local products; limiting non-recyclable or energy-intensive packaging; encouraging recycling and reuse; and encouraging manufacturers to make products available in recyclable containers. We will prioritize environmentally sound health, body care and household products.

Packaging Considerations Besides environmental impact, there are two other significant packaging issues: truth in advertising and exploitative/oppressive imagery. The Co-op will not carry products which make false or misleading nutritional, environmental, or ingredient claims on the package. The Co-op will not carry products whose retail packaging is deemed exploitative or oppressive. Packaging may be considered exploitative or oppressive if the graphics, narrative, or product name use or promote harmful stereotypes based on sex, race, sexual orientation, physical ability, looks, class, education, politics, religion, national origin, or species.
Food Politics/Boycotts Whenever possible, the Co-op will prioritize products produced and distributed by companies whose politics and procedures are in harmony with our Mission Statement and Goals. When possible, the Co-op honors nationally recognized boycotts which are called for reasons that are compatible with our goals and mission statement. For details on procedure and exceptions, see the Boycott Policy which is on file in the front office at both stores.

Local, Collective, and Co-op Businesses The Co-op supports other local, collective, and cooperative businesses through the purchasing and promotion of their products when appropriate.

Economics In order for good food to be made accessible to all, regardless of financial status, the Co-op will carry a selection of low-priced, quality foods, and endeavor to keep mark-ups and expenses low.

Special Dietary Needs & Desires/Cultural Considerations The Co-op is committed to carrying products which meet a variety of dietary needs, cultural and lifestyle choices, and economic situations.

Additives and Preservatives The Co-op will prioritize products free of artificial colorings, preservatives, and flavorings. The Co-op will make sure that products which don't meet these criteria are clearly labeled.

Sweeteners By member ballot, the Co-op will carry only unrefined sweeteners, fructose and turbinado. These restrictions also apply to products containing added sweeteners.

Meat and Poultry The Co-op will carry naturally and organically raised meat and poultry.

Vitamins and Supplements The goal of our vitamin and supplement department is to provide the membership with the products they need and want to supplement a healthy diet. We will attempt to carry reputable lines and refrain from making unfounded or questionable health claims.

Product line decisions are made by a number of different individuals and groups, starting with department managers. To effect change in the product line, see the appropriate department manager.
GRIEVANCE PROCEDURE

Life is conflict. (Dang, that’s depressing) But seriously, folks, we all know that, in the course of everyday life, conflicts arise. While it is always preferable to handle conflicts ourselves, sometimes we need outside help to work through those conflicts. To deal with conflicts at the Co-op, the Board of Directors have passed the following Grievance Procedure:

Goal: To empower staff persons, working members and general members of the Olympia Food Co-op to address and resolve grievances and personal conflicts within the organization.

In the event of a conflict or grievance that is not a policy concern, the Co-op encourages all staff persons and members to do the following:

Contact one of the Personnel Coordinators or the grievance contact person of the Personnel Committee. Your conversations with these contact people will be confidential and will be oriented toward the following objectives:

1. To clarify the nature of the conflict;
2. To find out what your needs are as a disputant;
3. To share with you what resources and options exist to help with your dispute, and how they are prioritized in the organization;
4. To help work out a plan with a timeline for you to follow in moving your conflict toward a settlement.

The job of the contact person is to help the disputant get clarity and make a plan for themselves, not necessarily to take on the responsibility of making things happen for the disputant.

OPTIONS

INDIVIDUAL SETTLEMENT

The preferred method of conflict resolution is direct negotiation between parties. We hope that many conflicts will be resolved by the disputants themselves after getting some clarification and support from the grievance contact people. The persons in conflict are most powerful in this option, having complete control of both the content and process of their negotiations.

CONCILIATION

The grievance contact person works with both disputants to set up a conciliation session where the persons in conflict will meet directly with each other in the presence of a mutually agreed-upon third party conciliator (or conciliation team). The conciliators will assist the disputants in expressing the conflict and negotiating a solution. In this scenario, the disputants are still in charge of their negotiations, although they have the assistance of a skilled third party to help with process and clarification. (Conciliators could not be Board Members.)

APPEAL TO THE BOARD OF DIRECTORS

This is an undesirable but potentially necessary approach to conflict. The disputants in the process would be making a direct written appeal to the Board for a judgement. In this scenario, the Board is in charge of both the process and the outcome.

DAYS THE CO-OP IS CLOSED

New Year’s Day - January 1
Martin Luther King Day - 3rd Monday in January
International Women’s Day - March 8
International Labor Day - May 1
Labor Day - 1st Monday in September
Thanksgiving - 4th Thursday in November
Christmas - December 25

See page 2 for individual store hours

OPEN EVERY DAY EXCEPT THOSE LISTED ABOVE • EVERYONE IS WELCOME

Page 14 • Co-op News • November 1995
ACROSS
3 Pat's Passion
5 Eliza's Hat Team
7 Rebeca's Fav Snack
8 One Of The Bean Counters
10 Semi-Retired And Not Bored
11 Stellar Westside Staff Member
13 Best Place To Shop
15 Cake-Baker Extraordinaire Virginia ...
16 Frozen Manager
18 Deel Manager
20 Nina Manages Dairy and ...
22 Our Returning Traveler
23 Stone Carver
24 Robin's Produce Partner
9 Westside Grocery Buyer
12 Process Queen
14 Eastside Vitamin Organizer
17 Corey's Focus
19 Westside Recycling Coordinator
21 Formerly Jim Reed

DOWN
1 One Of The Westside Fix-It Crew
2 Margaret Sews These
4 Volleyball Man
6 Bass-Playing Produce Guy

READ THE STAFF BIOGRAPHIES ON PAGES 26 THROUGH 29 FOR CLUES. ANSWER ON PAGE 29.
CROSSWORD CREATED BY TINA WITCHER
NOVEMBER SPECIALS
PRICES EFFECTIVE 11/1/95 - 11/30/95 limited to stock on hand

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"it's the best," says Grace
$1.98
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FAIR TRADE
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20% OFF ALL QUARTS
This month I will add my two cents to our How To Shop At The Co-op guide. My version is more like “Why the Co-op is so special”. First off, you can find foods at the Co-op that are not available anywhere else in Olympia. You will find foods that, while available other places, are much more expensive elsewhere because there is so little demand for them. And, you will find foods that the Co-op has carried for years — ever since they became available — that are now, due to the current “in” (and therefore profitable) way of eating, available at places like Fred Meyers. Here I make perhaps the most important point of this entire article: while Freddie’s currently sells some healthful foods, the Co-op has always carried them and will continue to carry them even when they are no longer “in” and profitable. Here we find one essential difference between the Co-op and Freddie’s: Freddie’s cares only for profit, not people, not environmental impact on the earth, not sustainability. The Co-op, on the other hand, cares about all the aforementioned before profit. The Co-op is not-for-profit. When you find something at the Co-op that costs more than at Freddie’s the reason based on one of those values mentioned above that Freddie’s doesn’t value. Namely, it is likely that the Co-op’s supplier costs a bit more because they are paying fair prices to small farming cooperatives rather than gouging them out of a living income. Or because the Co-op’s supplier is nourishing the earth through organic or biodynamic farming practices rather than abusing it through the use of chemicals. These values sometimes cost a bit more upfront, but, folks, it’s pay now or pay later. Be wise in your choices. Look into the distance and care for the future of your children and your children’s children on this planet. Think about the future health of your own body. The Co-op stands for and by much, much more than a price on a label. You buy at the Co-op to support and contribute to a more sustainable world and future for all of us. You shop at Freddie’s and you support...Freddie’s. Too much support of Freddie’s, too little of the Co-op, and we endanger not only the existence of the Co-op, but everything the Co-op values...we endanger our own ability to support and work toward a sustainable world. If you’ve never taken the time to read the Co-op’s Mission Statement and Guidelines, please do. You will be amazed, awed, and proud of the organization you’ve chosen to be a part of.

Most of the foods I discuss in my articles are foods unique to the Co-op, though perhaps “in” at some other places. Flours: spelt, kamut, teff, brown rice, millet, sorghum, amaranth, etc. Alternative sweeteners (many in bulk): brown rice syrup, barley malt, honey, maple syrup, Fruit Source, turbinado, etc. Alternative milks: soy, rice, almond, amazake. Egg replacements. The list is long! One of the Co-op’s great integrities is its adherence to its own strict product selection guidelines. While many companies find loopholes through such things as organic labeling guidelines, the Co-op’s staff work diligently to research brands that offer true and accurate labeling. When something says organic at the Coop, I feel confident that it is organic. I can’t have that same confidence in any grocery store. I can be sure that the fruits and vegetables I’m buying are as fresh as possible, have nothing sprayed on them to make them look OK when they’re not, and come from sources as local as possible, most from within Thurston County. Bottom line: I trust the Co-op, its staff, its Board, its Guidelines; I trust the commitment of the people I see working through the Co-op to create a more sustainable world and future for all of us. It’s a vision I choose to support and be a part of.

Next issue, recipes will be back.

Stephanie teaches It Can Be Delicious classes demonstrating how to cook and bake with the alternative ingredients she discusses in her column. Her number is 352-2169.
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dance and music event that will set the
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**Bulletin Board**

**Remember!**
The Co-op is open to everyone!
Non-members are welcome to come in and join us.

**Crisis Clinic Training**
January 24, 27 & 28, 1996
Applications must be received by January 19, 1996
Call 754-3888 for an application
Send completed application to
PO Box 2463, Olympia, WA 98507

**Can't Volunteer at the Crisis Clinic?**
You can still support the clinic by becoming a member.
Call 754-3888

**Volunteer Opportunity**
Artists willing to teach in the Thurston County Jail are needed to provide creative opportunities for the inmates.

No pay, just the satisfaction of helping

Interested?
Call Bev Keareny
786-5510 x6903

**Free Natural Health Care Classes**
Wednesdays at 7:00 PM

- November 1: Aches and Pains
- November 8: Healthy Children
- November 15: Reflexology
- November 22: Stress
- November 29: Cancer
- December 6: Menopause
- December 13: Allergies
- December 20: Arthritis

Location: Red Apple Natural Foods
400 Cooper Point Road
357-8779

**Breast Cancer Support Group**
A support group for women with recurring and advanced stage breast cancer is being offered at St. Peter Hospital in Olympia. The group meets the 2nd and 4th Tuesday of the month, 11:30—1:00 pm on the 3rd floor. The facilitator is Maureen Foye Parker, M.A., Certified Marriage and Family Therapist. For information, call Maureen at 786-8879.
WESTSIDE SHOPPERS!

Due to some big remodelling plans, the Westside store may be closed for several days in late fall or early winter. Please watch at the store for signs; we don't have exact dates yet but will post them as soon as we know.

NATIVE PLANT WORKSHOP

The Native Plant Salvage Project, in conjunction with The Evergreen State College Organic Farm, is sponsoring a free evening workshop to be held on the college campus.

NATIVE PLANTS: I LIKE THEM, BUT HOW DO I GET THEM?
THE EVERGREEN STATE COLLEGE
LECTURE HALL 1
THURSDAY, NOVEMBER 9, 6:30—9:00

This workshop will cover all aspects of obtaining native plants: buying, cuttings, seed collection, transplanting/salvaging. No registration is required for this workshop. Please call 786-5445 for more information. Citizens with disabilities requiring special accommodation should contact Ernie Paul or Gina Suomi at (360) 786-5445 one week prior to the workshop. Citizens with hearing impairments may call Thurston County's TDD line at (360) 754-2933.

Funding by Thurston County Community Foundation, WSU Cooperative Extension & Thurston County Storm and Surface Water Department

THANKS! AND A TIP OF THE HAT TO:

STEVE DRUTZ
MIKE BUILDER
LYNNE TAYLOR
PAUL NYCTEA
AMI GREENBERG

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EASTSIDE STAFF

MARSHA CHUBB I've been part of the Olympia Community since the early 70's, and a Co-op member since the late 70's, as well as a working member in the early 80's. In preparation for opening the second store, I was hired along with 12 others. It's been an exciting and hectic year and a half; working at the Co-op, life is never dull! My primary area of work is managing the deli. Along with deli co-manager Eion McReady, many other staff and staff sub's, plus working members, we produce fresh deli items 6 days a week. Besides having a salad bar at the Eastside, we also make products to sell at the Westside store. Each week, we produce 400-500 sandwiches, plus over 250 pounds of fresh salads! As you might guess, I spend much of my time orchestrating this feat. I'm always looking for new salad and sandwich ideas and recipes. If you have some, feel free to bring them my way, or better yet, come and join us in the deli kitchen as a weekly working member!

Hi, I'm NINA CLARK, and I'm an Eastside staff collective member. My Co-op career started about 5 years ago as a working member cashier — then I got a staff sub position, and then was hired when the new store opened in April, 1994.

My responsibilities at the Eastside store are: WM Co-Coordinator (Margaret just joined me in the wacky world of working members), and Dairy & Cheese Manager. So, if you'd like a volunteer position here at the Eastside, or if you have a favorite dairy product you'd like to see us carry, I'm the one to talk to.

When I'm not at the Co-op, I'm busy with my 5 year-old son, Levi, or I'm somewhere with my nose stuck in a book (or 3), or off selling a house. Hope you all like the Eastside store as much as I do—and hope to see you there soon.

GRACE COX loves food, and she loves having a job that includes encouraging others to eat. As merchandising and marketing coordinator, she wheels and deals to get Co-op shoppers great prices on monthly specials. She also runs the advertising program and wears the hat of financial coordinator. As the senior staff member (she passed Harry thanks to his 18 month leave of absence!) she knows a lot and remembers a fair amount of it, so she is a good source for Co-op questions. Outside of work, she is a passionate sports fan, musician, and all-purpose process queen.

MARGARET CULBERTSON I started with the Co-op as a working member cashier. I took a break and came back three years ago as a working member housewares stocker. I became a staff sub then got hired as a staff member when the Eastside Co-op opened. Now I do a bit of a lot here at the Co-op. I mostly work at the Eastside store, but love being at the Westside when I get a chance. I work in the deli, produce, I process big deliveries, I do floor management and I am your buyer for housewares and "Health and Beauty Aids," (aka HABA) I also just started co-ordinating worker members with Nina.

When I'm not at the Co-op...well, I could be anywhere. Sometimes I'm staring into the trees watching birds or staring at tracks in mud holes determining what creatures were wandering the previous nights, I am also a seamstress and, among other things, make the catnip mice for you to take home to your cats for entertainment. Wacko is what my cats are!

KITTY KOPPELMAN I've been working at the Co-op since 1987. These days you'll find me at the Eastside store Tuesdays through Thursdays, and on the Westside on Fridays. I'm one of the Co-op's official bean counters (bookkeeper), and I coordinate the Eastside's store supplies. I'm originally from New York State, and I've been working in some way or another with food since 1978, which is a good thing, because food is my favorite thing to know about, work with, play with, and, hmmm...there's one other thing I like to do...oh well, I can't remember what it's called. I have to go now, I'm getting hungry.

BARBARA L'AIMONT I manage the vitamin department and co-manage the bulk department at the Olympia Food Co-op Eastside. I was formerly with the Rainbow Collective in San Francisco. It's challenging working at the Co-op and I'm growing a lot!

HARRY LEVINE has been on a leave of absence, but will be returning to the Co-op staff in the beginning of 1996. Harry was a co-coordinator in the expansion effort, which resulted in the wonderful new Eastside Co-op.
Hi, I’m TERESA McDOWELL. I’ve worked at the Co-op for 8 years. I have been a Frozen Manager at one or the other stores for 7 of those years. I also do membership information tracking. I have lived in Olympia for 21 years and enjoy Olympia very much.

EION McREADY (formerly Jim Reed)
Greetings to you, my fellow Co-op members. I’ve been asked to give you a brief biography so that you know not only who I am, but who I was, and, to a certain extent, who I still am... Born Eion (pronounced: ee-unh) T. McReady, my parents decided that I should wear the moniker James Reed (my father’s idea and name) until such time as I came to my senses and decided to change it. That time has arrived. Actually, I’m changing my name as a part of my reclamation of my (family’s) Irish roots. I’ve never felt like a “Jim” and I’ve come to the realization that it is needless to pass through my life with someone else’s name. Ergo, the change.

I’m a Pacific Northwest native (not to be confused with a Native American/Indigenous Person), born in Tacoma and raised in Centralia. I’m a writer and poet who’s lived in Olympia for almost eleven years, and been a Co-op member for the same length of time. I’ve had some of my work published locally in the Olympian newspaper and in Sound Out magazine.

A thirty-somethings guy, I purchased a home here in Olympia almost four years ago, where I reside with my Significant Other and my family of choice. We have a dog, but it wasn’t my idea. I’m currently in the process of creating a Rune garden, where I can go to commune with Myself, Nature and Spirit. My goals in life, right now, are to finish and publish my autobiography, compile my poetry and have it published, finish my garden and fence in my property to preserve my privacy. I adore working at the Co-op, where I co-manage two departments: Deli and Packaged Grocery. To close, I would just like say that my favorite colors are blue and green and I love the fact that I’m bald. Joy & Peace.

FRED SCHUG Consumer Co-ops have been part of my life for about 60 years, starting with my father in Canton, OH. Also in Maryland, Palo Alto, and Whittier, CA. One brother managed the Long Beach Co-op and the other is a long term board member of the Hyde Park Co-op in Chicago. Ellen and I started with Puget Consumer Co-op in Seattle when it was one small store on 65th St. We helped in the planning for the first Olympia Co-op on Columbia St. through contacts of Ellen at TESC. After I retired we discovered, as Ellen puts it, “retirement is twice as much husband and half as much income.” So, it seemed natural to apply to the Co-op for the new Eastside store.

I see the Co-op as a place to buy healthy, organic and special diet foods, as well as environmentally friendly products in a store where members have a say in policy matters. I have 5 departments. Bread: whole grain organic products with minimal sweeteners and bakery items for special diets. Books: a lot of cookbooks, vegetarian, vegan, allergy, macrobiotic, etc. Also books on health care, gardening, food preserving, hiking, biking, traveling, and creative kid activities. Magazines: cooking, kids, social issues, environmental concerns, do-it-yourself and others of special interest to our members. Containers: for all those bulk products we carry and that can be reused many times before they are recycled. Maintenance and Repair: everything from refrigeration units to padded posts. Three floor shifts round out my job. I got the variety I wanted; I am sure not bored.

My name is CAROL SIPE. I am Co-manager of the Packaged Grocery Department. Since Kim left, I have had the responsibility of developing the grocery area, such as bringing in new products and adding products that the Westside carries. My long term goal is to develop a product information system for the Co-op. I am an avid sailor and professional artist, currently studying stone carving.

ELIZA WELCH Hi! I am Personnel Coordinator and Organizational Coordinator for the Eastside store and I am the Staff Representative to the Board of Directors. I like to talk about the Co-op and think it is a great place. If you want to find me I am usually running around the Eastside store Thursday, Friday, and Saturday nights. I may be carrying a clipboard and am often covered in flour or some other debris. Some think the Sonics hat on my head is permanently attached.
WESTSIDE STAFF

Hi, I’m STEVE DRUTZ. I’ve been working at the Co-op almost four years now. I do bookkeeping here at the Co-op along with a few other miscellaneous tasks. Although I most often work on the Westside, you may see me East doing bookkeeping or other miscellaneous tasks. As a part of my job description, I also write the Finance Report as seen on these very pages (although in this issue I got a reprieve).

I ride my bike. I’m an ovo-lacto vegetarian. I like to play sports (volleyball especially). I don’t have a favorite color and I love to write about myself. Want to know more? Just ask—and maybe I’ll let you in on some other interesting tidbits about my life!

Hi. I’m HEATHER EDDY, and I got hired as staff with the big hiring when we opened the Eastside store a year and a half ago. Before that, I was a staff substitute, a paid cashier, and a volunteer cashier here at the Westside. I order dairy (which means tofu here, too) and cheese, and I am the staff observer on the Board of Directors.

AMI GREENBERG I’ve been a member of a food co-op nearly all my life, a member of the Olympia Food Co-op for 13 years, and have been on staff here since 1988. Currently, I co-manage bulk at both stores and maintenance & repair at the Westside. I’m also the Westside Recycling Coordinator.

VIRGINIA LANGE Cakes, kids, and chocolate. Mine are large and bittersweet. I’ve been working at the the Co-op for nearly eight years and a volunteer for almost fifteen years. Yow, how did that happen so fast! I still think the Co-op is the best job in the known universe and wish that dinosaurs were living animals.

PAT MALEY is well known for his involvement in the music world around Olympia, but he finds time to work at the Co-op as well. Pat is Co-personnel Coordinator, and Membership Coordinator for the Westside.

COREY MAYER Okay, our typical preface...“Hi, I’m Corey!” Here at our Westside Food Co-op, I’m responsible for overseeing the packaged grocery department with Laurie, and coordinating our powerful Working Member System. As those of you who are volunteers already know, you are in many ways the backbone of our organization and I thoroughly enjoy training and working with you all.

My life outside of these here environs is focused on my family, especially my youngest son, Cheyne, who needs a lot of focus. But, as I have mentioned to my fellow workers before, working here has been and still remains a wonderful social outlet for my rather gregarious needs. ‘Nuf said.
**REBECA ROQUEI** Hi. Well, what I do at the Co-op is take care of magazines, books, calendars, Equal Exchange and some other stuff. I’ve been on staff for 1 1/2 years, and my favorite snack is chocolate.

My name is **STAR SEIFERT** and I order vitamins and body care. Don’t I look happy?

**ROBIN SMOOT** Hi—I’m **ROBIN SHOAL**. I started at the Co-op as a working member in 1982. I’ve been a closer, a stocker, a produce worker, a cashier, and a staff sub. I was hired as staff in March of 1994. I work mostly at the Westside store. I manage housewares (mercantile) and co-manage produce with Helen. Ami and I are the Westside maintenance and repair team.

**LAURIE SORENSON** manages the packaged grocery department along with Corey. She was hired with the new wave of staff members during the expansion hire of 1994.

**HELEN THORNTON** has worked at the Olympia Food Co-op for 10 years. She is the co-manager of produce for the Westside store. She is also the person who trains all of the produce volunteers on the Westside.

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**BUT WAIT, THERE’S MORE…**

It’s impossible to list the staff without also paying homage to the other members of the collective who do so much to make the system run. In upcoming issues of the Co-op News, we will be featuring photos and bios of the Staff Subs, and members of the different committees of the Board. Come to think of it, we haven’t given you a group shot of our new Board since the past election, so that will be coming up, too.

Maybe we should think about a yearbook with all of our working members listed. There are so many wonderful men and women who devote a few hours a week to the Co-op, and make it work. Last month, those people were thanked at the annual Worker-Member Appreciation event. This time, WM’s were treated to a performance by the Mud Bay Jugglers at the Washington Center for the Performing Arts. If you want to become part of the Co-op’s volunteer working member community, contact Corey at the Westside or Margaret and Nina at the Eastside.
With the holiday season fast approaching us, a very blessed and cherished time of the year, I thought I’d share my one and only favorite gravy recipe. Yes, I do cook a turkey (the Shelton turkey you order from the Co-op), because my family eats meat...but I indulge in the gravy and dressing!

**Turkey Gravy**

- turkey giblets
- 1 celery stalk
- 2 medium carrots, cut in half
- fresh or dried parsley
- 3 cups turkey stock*
- 1/4 cup turkey fat or butter
- 1/2 cup flour

*how to prepare turkey stock

- 2 lbs turkey parts and giblets
- 1 onion, quartered
- 2 carrots, cut in thirds
- 2 celery stalks with leaves, cut in half
- 12 crushed peppercorns
- 1 tbsp thyme
- 1 bay leaf
- 8 cups water

Add ingredients in a pan, bring to a boil, simmer partially covered 4 to 6 hours. Strain and add salt to taste.

The day before you want to eat the gravy, simmer giblets, celery, carrots and parsley in stock for 1 1/2 to 2 hours. Strain, discard veggies. (I eat them or give them, sprinkled with nutritional yeast, to whatever four-legged furry pet is in the kitchen.) Chop giblets, store in a container. Store broth in a separate container.

The next day, reheat broth, melt fat, add flour and stir well. Let bubble for a few minutes. Add two cups stock and cook for about 20 minutes until there is no flour taste. Add giblets. When heated through, serve and enjoy.

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**Fall Salad**
Take advantage of all the great fall fruits, combining them with vegetables.

- 3 cups cubed, unpeeled apples
- 1/4 cup chopped onion
- 2 cups cubed pears
- 1/2 cup chopped cabbage
- 1/2 cup chopped celery
- 3/4 cup yogurt
- 2 tsp honey
- 1/4 tsp cinnamon
- 1/8 tsp ginger
- 1/8 tsp cumin, coriander, turmeric, cloves, & cayenne pepper

*(this is my version of curry powder)*

- 1 tbsp lemon juice
- 1/4 cup raisins

Combine fruits and veggies, toss well. Combine yogurt, honey, seasonings, and lemon juice in a separate bowl. Stir well. Add to fruit/veggie mixture. Toss gently. Cover and chill before serving.

**Mediterranean Stew Seasonings**
Want to share an Eastern Mediterranean version of stew with your loved ones? Add this to your favorite stew recipe. (substituting for any seasonings you might have ordinarily added): salt, pepper, 1/4 tsp cinnamon, 1/8 tsp cloves and nutmeg. You’ll be pleasantly pleased...I was!

**Did You Know?**

Capsaicin, the chemical found in such foods as chili peppers and ginger root, acts as a natural decongestant. Since we are well into the season of colds and flu, these foods will relieve the symptoms most commonly associated with them. Also, capsaicin speeds up our metabolism so we burn up more calories. Careful on those chili peppers, though. A little bit goes a long way.

**A Thought for the Season**

Make time to enjoy friends and family during this time of the year. Remember, it is more blessed to give than to receive. So many people get caught up in the materialism during this time of year...sharing yourself through gifts of food is one of the most rewarding. Try something new. Eat healthy foods and take time to get plenty of rest.
Dear Nancy,
I have a great recipe for Thanksgiving from the book Kathy Cooks (which is not longer in print), and have made a few of my own changes. (Kathy has a vegetarian cooking show on PBS in Honolulu.) My friend Eva loaned me her copy of the book where I found this delicious recipe. So, if you can share this recipe with other vegans/vegetarians, I'm sure they would all enjoy it as much as my family does.

Sincerely,
Daryl Perry

Stuffed Tofu Loaf

6 cups mashed tofu
1/4 cup soy sauce (or tamari or Bragg's Liquid Aminos)
2 tbsp oil (you can use less if you prefer)
2 tbsp whole wheat flour
1/2 tsp thyme
1/2 tsp savory
1 pressed garlic clove (or more to taste)
1/4 chopped onion
1/2 cup nutritional yeast

Preheat oven to 350°. Oil two bread pans. Combine all ingredients together in bowl. Press about 1/4 of the mixture evenly into one oiled bread pan, do the same with the other bread pan. Stuff the center with stuffing and top with remaining tofu mixture. Bake for 30 minutes. Serve topped with gravy or cranberry sauce. Save leftovers to slice and use in sandwiches.

Stuffing:
1/2 cup chopped walnuts or seeds (I prefer sunflower seeds)
2 cups bread cubes
2 cups cooked brown rice
1 tbsp olive oil
1 pressed clove of garlic
1/4 chopped onion
1 cup chopped celery
1/2 cup tomato sauce
1/2 tsp thyme
1/2 tsp vegetable salt
several sprigs chopped parsley

Combine first 3 ingredients in a bowl. Sauté the next 4 ingredients together in a large skillet. Add the next 4 ingredients and simmer together a few minutes. Mix hot ingredients from skillet into bowl with bread cubes, seeds, and rice. Stuffing is complete.

Daryl receives a $5.00 gift certificate from the Co-op for contributing to the Co-op News and Reader's Corner. You could be the next published culinary artist to benefit from this prize! Submit your favorite recipe to either Co-op location or mail it, care of the Co-op News editor. See Co-op addresses on page 2.
What Is It???

If you’re 10 or under, write your name and your guess on THIS FORM and put it in the What Is It? box in the front office. Guess correctly and you’ll win a $1.00 gift certificate to the Co-op!! Look in that same box to find out if you’re a winner!! PRINT NEATLY!

NOVEMBER • What Is It?

NAME_________________________

AGE_________________________

GUESS_______________________

WHERE DO YOU WANT TO PICK UP YOUR GIFT CERTIFICATE?

Eastside ☐  Westside ☐

September Winners!

Answer: Peaches

Eastside: Alexei Calambokidis • Annaïs Perry • Anneliese • Ashley M. • Ben Rogue • Cassandra Maurer
Dakota • Emma Holly • Ian Arlow • Jeshua Bratman • Josiah • Karrga Coffman • Kati Barker
Katie Healey • Kirsten • Kyle Springer • Larissa • Lillian Pearl Cranmer • Mara H.
Mara kardas • Marissa Maurer • Nash Roberts • Nathan • Willis S.

Westside: Auresa • Avery • Ben • Brett L. • Brian Eschels • Casey Hook • Chago • Chaim Sisson
Chris • Clare • Emma • Glen Newcomer • Heather Henderson • Jamey • Johanna • Joni
Lael Sanford • Lena • Lukas Hunter • Meridan • Micaela Rose • Micah • Natalie Gilliom
Nikita Grower • Sebastian Chase • Serena Eschels • Shanti • Si Thacker • Silas • Sonya
Sophie • Tora • Ty • Yagha Sisson • Yarrow Ulehman

Olympia Food Co-op
3111 SE Pacific Avenue
Olympia, Wa 98501

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Address correction requested