Summer!

In this issue: Special center section
Ballot for the 1997
Board Election and Bylaw Change Proposals
Olympia Food Co-op

WESTSIDE STORE: 921 N. Rogers, Olympia WA, 98502
360/754-7666
Open everyday, 9:00 am — 8:00 pm
EASTSIDE STORE: 3111 Pacific Ave., Olympia WA, 98501
360/756-3870
Open everyday, 9:00 am — 9:00 pm
CLOSED THESE DAYS:
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

Statement 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 a 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.
- Increase democratic process.
- Support local production.
- See to the long-term health of the business.
- Assist in the development of community resources.

Co-op News
The Co-op News is produced by working members and staff on a bi-monthly basis. All members are encouraged to participate. Opinions expressed in these pages are those of the authors and do not necessarily reflect the views of the Co-op staff, board of directors, Co-op News advertisers or anyone else. Co-op members with opposing viewpoints are invited to respond. Submissions and comments can be directed to:

Co-op News, 921 N. Rogers, Olympia, WA 98502, or can be left in the front office’s newsletter box. For more information call the editor at 943-5430, or e-mail to: NSIGAF0OS@aol.com

Acceptance of advertising does not indicate endorsement by the Co-op of the product or service offered.

Editor
Nancy Signeaux
Advertising Coordinator
Thia Witcher (TlWitcher@aol.com)

Olympia Food Co-op

LETTERS TO THE EDITOR

CALL TO ACTION
FOR DOWNTOWN BIZ

Dear Nancy,

Thanks for your recent story on the passing of the Smithfield Cafe, as well as your ongoing reminders for folks to support local businesses whenever possible.

Legend has it that many years ago, the Olympia Co-op almost folded. Word went out to the community that tangible support was needed if the Co-op was to survive. The community came through and the Co-op has gone on to become one of the mainstays of life in Olympia. This year, two downtown businesses that I believe to be valuable resources to our community are in need of tangible community support in order to assure their survival. These businesses are Four Seasons Books at 7th and Franklin, and Bulldog News at 116 East 5th Ave. Four Seasons Books has been in business since 1984 and has long served as a place for community events such as Playback Theater, musical, dance, and spoken word performances in addition to their great selection of quality books and a dedicated and knowledgeable staff. Bulldog News is a bit younger, but has enriched our downtown by providing a wealth of independent and foreign publications, as well providing a wonderful space for casual social interactions and housing for the Liberation Cafe.

My feeling is that the stakes here are much higher than the fate of two well-regarded local businesses. Our community, like communities everywhere, is under attack by powerful political-economic interests both in the worlds of publishing and retail. Independent bookstores are the life blood of independent publishers. Independent publishers are the only means for avant-garde and left-of-center writers to have a voice on the important questions of our time. If Barnes & Noble achieves its stated goal of 85% of the US book market, who will order from the small presses? How will those of us who don’t work for Disney Inc. publish our art and ideas?

It is my belief that as the global economy bears down on us, people of conscience must support those who create and sell what we value: organic food, community radio, fair trade products and independent book and magazine sellers. I hope that fellow Co-op members will join me in holding the line against creeping corporativism and refuse to let multinational publishers and chain stores suck anymore of the life out of our community!

Sincerely,
Michael MacSems

Four Seasons Books at Carnegie's

Want to write a letter to the editor? It's really easy. Just write down your thoughts and submit them at either Co-op location in the office. There is a box that says Co-op News submissions in both places. If you write something on a computer, please include a disk. MAC users: any program will do. IBM folks: Save your file as normal or text. It can be easily converted. Please don’t double space between sentences!! E-mail is another great way to submit a letter. Address: NSIGAF0OS@aol.com. Thanks.
This is a commercial. It is a commercial for wearing sunglasses, for avoiding cigarette smoke, and for a few seemingly unrelated healthful foods, such as spinach, collard greens, blueberries...and some supplements, especially zinc. The reason that I'm compelled to promote these things is personal. Not too long ago, I went in for a routine yearly eye exam. The purpose of my visit was 95% vanity: I wanted a new pair of glasses to replace my old pair, the frames of which had been chipped during a trip to the clothes dryer.

In the course of the exam, the assistant dilated my eyes before the doctor came in. It was during his examination that I began to feel the panic. I'm referring to the panic when a health professional begins to make furious notes on your chart, and keeps checking and rechecking whatever is being looked at. Because of the drops, my vision was completely blurred, so I couldn't sneak a peek at what he was writing. "Have you found something weird?" I finally asked.

"Yes, I'll explain in a minute..." he muttered. Then, after what seemed like forever, he explained that I had all the signs leading to macular degeneration, which is the progressive loss of vision due to the degeneration of the macula. One of the first signs is decreased night vision. It's an early warning.

There are two types of this disease, wet and dry. Most people have the dry form, which essentially amounts to waste products from damaging smoke and sunlight building up and eroding the macula. The macula is a notch at the back of the eye. It's job is to do the fine focusing; to let us see words on a page, the faces of our friends, the beauty of a flower. The good news is that there is a lot one can do to slow or stop the progress of the condition. Research shows that diet can arrest the degeneration, and allow people to maintain their vision. Macular degeneration is present in roughly 30% of all people over 60. Being in my early 40's, I want to be very careful and do all the preventative measures possible.

What causes it? Exposure to UV rays, for one. I thought about the past 20 years of not wearing sunglasses because of the almost perpetual overcast around here. But the clouds don't stop the UV from getting through. Another factor is smoking. I smoked when I was younger, and I have spent lots of time in smoky places, getting it second hand.

The best treatment is prevention. Which brings me to the Co-op, for organic, dark leafy greens. The other foods to keep the disease at bay are those high in vitamins C and E. Another helper food is the blueberry, (and its cousin the bilberry) which contain antioxidant flavonoids. Antioxidant supplements (especially zinc) are also helpful. The foods to avoid are those high in saturated fat, especially butter.

It is important to wear sunglasses which have 100% UV protection. With the depletion of the ozone layer, many reptile species are displaying blindness due to UV exposure. Protect your eyes. Get an exam, and ask for this to be checked. There's no reversing the condition, but a person can keep it from progressing. I used to stare into the sun to prevent seasonal affective disorder. Bad idea. I'd rather fight the winter blues than lose my sight. I have a new respect for people who have visual impairment. It is an act of courage to survive and thrive in a world which is so based on visual cues.

Being aware of people who live with physical challenges is part of the ongoing effort here at the Co-op, to broaden our understanding of the diversity that exists in the community around us. Let's keep supporting our neighbors, and keep sharing information with one another.
eastside

By Eion McReady, Staff Member

Author and international lecturer Quentin Crisp once said, "My function in life was to render clear what was already blindly conspicuous." In my case, though, that isn't necessarily so...

The problem over the last couple newsletters has been that the majority of stuff going on at the Eastside Co-op is not all that visual, but has more to do with changes that those of us at the Co-op are going through at this time in history. It all started with the newsletter on diversity. That issue's appearance in our collective mailboxes brought up an entire slew of things a lot of us had never thought of before. I've talked to staff and Co-op members alike, and it seems that the overriding theme is that we're not comfortable with ourselves. Our ways of being with each other just don't quite fit us anymore, like a shirt that we've outgrown. So... What does that mean? It means it's time to make a new shirt.

In that spirit, two diversity coordinator positions were formed to help the Co-op create its new clothes; to start the process of change. Our goal is to "draw a pattern" for new lines of communication to follow, so that everyone, whether Co-op member, staff, or working member, can more fully bring themselves into the store. To live diversity, rather than just talk about it. I believe that I told you in the last newsletter that the staff folks had decided to get the ball rolling on this by going to a diversity training, just to see where we are in the process. It was quite an eye opener. One of the many things that we learned was that we are, for the lack of a better phrase, "back in elementary school." We must go back to the basics and unlearn some of the things that we've learned, in order that we might more fully embrace ourselves, and in so doing, become more fully able to embrace others. So, the staff of both stores have given up the upcoming July 4th "holiday," and scheduled a day-long workshop to begin the real work that our talking about diversity founded.

Now I can just hear some of you saying, "Well, what does that do for me?" Let me put it to you this way... The mission of the Co-op, aside from just putting out the best available food for the cheapest available prices, is to be a part of the Olympia community. To do that, it's vital that we understand, and can interact with, the broadest range of the community possible. We all need to recognize things like the fact that there are folks who have been doing holistic medicine for years, and those who are just hearing about it. There are people in our community who have eaten plamains since they were children, and folks who just tried their first one yesterday. There are people who want to try every kind of food that the human race has ever cooked, and those that only want meat and potatoes.

continued, next column

westside

By Virginia Lange, Staff Member

WELCOME

Lou Seligman is the new guy on the Westside collective. He's most recently from Minnesota and has tons of Co-op experience. Howdy to Lou and his family.

HOT TIME, SUMMER IN THE CITY...

Many of the Westside Co-op's coolers and freezers are older than many of our customers...even the college age customers! On hot humid days, you can hear the compressors dutifully wheezing away in the back of the Co-op. We're trying to get as many years out of the old machinery as we can (with a big thanks to Jim, our refrigeration wizard). You can help by opening the doors as little as possible during the summer.

TAKE TIME TO HELP US AND YOU

Summer is an excellent time to rack up the volunteer hours at the Westside. Some families volunteer together and really accumulate discount hours. Sign up for a training at the Co-op. You can choose from social situations like cashing or produce or less social tasks like cheese packaging or opening the store.

PUTTING OUR THINKING CAPS ON

Like the Eastside, we will be closed for a Staff Workshop on July 4th. We're trying to figure out how to run a 4 million dollar business with 34 employees. With consensus and Working Members, no less! I don't know if it's ever been done anywhere, but we will. It's so cool our store is a successful renegade.

Eastside Report, continued

But it goes beyond even that... The other day I put a CD of Algerian music on the stereo. This made Karim, one of our new staff members, extremely excited because, he said, it was music he didn't expect to hear outside his own house. This taught me that the music we play, or don't play, is also a way to embrace, or ignore, our community. I'm sure you can see where I'm going with this... That there are myriad ways in which all of us can embrace each other and ourselves. For the Co-op to embrace the community, it needs to reflect a larger range of the people that inhabit it. One Co-op member/customer described the Co-op to me this way, "Hey!" she said, "The Co-op is, like, this funky, groovy, hippie place where everything's pretty laid back." Yes, I can see that, but it will be a whole bunch more.
Monarch butterflies are visiting the deciduous azalea outside my window. They lilt. Why does it seem like we’ve had more of so many, often conflicting, weather patterns this year? More rain this spring, an uncharacteristically early hot muggy spell, more sun days, more flooding—why am I remembering extremes? Is Nature having mood swings, or am I?

Overlaid by the usual hazy disintegration experienced by those of us affected by the seasonality of the school year, my life has seemed unusually frenetic—hasn’t yours? It seems lots of people have this perception among all of my spheres of travel here in Olympia. Isn’t it nice the Farmers Market is open four days a week for the season? I’m looking forward to more St. Jude’s milk at the Co-op soon (wishing them well with logistics and management of a very organic enterprise, in the primary sense of the word).

One of the things I’m reflecting on during this transitional time of the yearly wheel is how spiral a shape life in this universe has. Seasons return again and again as our experience unwinds in time and space, marked by social and biospheric cyclic events. We cling to the comfort in the sameness of these events to reassure ourselves of the continuity of life. The journey into the frontier, the future, the uncharted jars sometimes.

Scott Douglas, who performed on guitar during that same talent show and cashed beside me for more than two years, is just graduated from Georgetown University Law School this spring, and will be hitting town soon to celebrate. During this season’s wave of graduations I can remember so many others, others whose children now play in our playcorner just as mine used to. I watch their parents interrupted to rush over to solve problems—I’ve watched this so many times before, I’ve done it before. We are so lucky to have this place and group to belong to. We’re still able to buy the best food in town here, make and meet friends, participate in the organization. I think this kind of reflection is a direct result of living with rapidly morphing adolescents.

Many people, as they’re shopping, when I see them elsewhere, tell me they notice my column in this wonderful newsletter; this may explain the tone of this installment. I am grateful to be among the company of such a great and talented collective—the writing of Grace Cox, Steve Drutz, Harry Levine, Sam Chandler, Elaine Waterman, Stephanie Nead, any and all esteemed Board of Directors communicators, Meryl Bernstein, Eion and Virginia, etc. etc. etc. (and all the rest I am forgetting) is wonderful to be included in.

Then there are the principals—the nuts and bolts people who really produce this piece of work: Tina Witcher, formerly Jacinta McKoy, and the very talented and dedicated (not to mention patient and supportive) Nancy Sigafos.

Onward now, to another twenty. Don’t think this is all I have to say on the matter, either.
CELEBRATE
INTERDEPENDENCE
DAY

The Co-op will be closed on Friday, July 4th for a staff workshop
Dialogue on Diversity

by Susan Trinin

One evening, about six weeks ago, I was working a cashier shift on the Eastside. As I reconciled my cash-out sheet, I fell into a conversation with my friend Meryl Bernstein. You see, for the past two years, my partner in life has been serving as the president of the congregation at Temple Beth Hatfiloh, the only synagogue in Olympia. This has put me in an interesting position: "first lady" of the Jewish community. This position is not usually held by a captive pagan bride (see your Ancient History, right around the time of King David of Judea, as the Hebrews strove to "subdue" Canaan and keep their monotheistic community safe from the insidious inroads of the heathen idolators) like me.

I know, you want an explanation. Well, so did Meryl. How did a nice Jewish hippie locksmith who had not darkened the door of a shul since his younger sister's Bat Mitzvah, and a deeply closeted pagan raised by rather lackadaisical northeuropean ethnotype Christians find themselves in this position?

The answer is simple: we reproduced. We sponsored two new lives, two hybrids, who must take their own places in the society we live in. From the very first moment we looked into those infant eyes of infinite depth and potential we knew we wanted them to know where they came from, and what kind of crazy world we were introducing them to. However were we going to do that?

Both my pregnancies had the intriguing side effect of sharpening my spiritual conflict/inner dialogue. Concurrent also was a brilliant flowering of historical thought, brought about by the birth and growth (and acceptance) of the so-called social sciences. Historians began to explore beyond the kings/presidents/wars linear history we are all far too familiar with — and women's history was among the first to break through the mold. And, as women's roles in history were being re-examined, or, rather, examined for the first time with a new paradigm, the fuzzy edges of my private philosophy began to come into focus.

Meanwhile, back at the mundane side of life, my natural interest and curiosity about the culture of this man I made new people with (What?! You get two days off from work in September or October just because you have a funny name?) led us into our local synagogue. I was interested in what these High Holy Days were about, really. This led us into the arms, hearts, and smiling faces of some of the most wonderful people I've been privileged to meet (along with the Co-op fabulous family). Here we found the answers to a lot of our questions. A community is a community. And continuity of a community is the stuff history is made of.

Meryl wanted to know about the education situation. This is a good question in this stab at an article on diversity. For it is finally our children who will benefit, who will reap the peace and harmony we sow with our pains to understand and to coexist. Since they were eligible, we've enrolled them in religious school, our children. Jeffrey had "detention" often in religious school and my experience was sketchy at best. We were a military family, so consistency was lacking. Our Sunday School attendance was abruptly interrupted on one occasion when my young brother informed my Jack-Mormon mother that she was hellbound "for swearing." Their enrollment is not necessarily a proclamation of faith. It is to augment their education. They are to learn the ancient, fundamental stories/myths/histories/(dreams?) that underlie all our literature, historical perspective, philosophy? Yes, that is what they have to learn...so they are not adrift in their culture without a map, compass, or clue. Religious school teaches faith, they teach that ethnocentric creation myth and tribal history is Truth. The greatest insight to be gained from human experience or education is that truth, like everything else, is relative.

At home is where interpretation happens. Just what does this mean to us, to you? At home, at the hearth, is where identity is forged—outside of the personality and destiny balled up in our fists as we emerge into this world. We trust our daughters to bring home their lessons to temper at our hearth. I assure you, questions are rampant. We bring a tree inside to celebrate the Solstice, but you'll never find an Easter egg around our house. My reasons are manifest and the subject of ongoing discussions with my 11 3/4 year old...

I suspect what Meryl wanted, after she listened to my extemporaneous exposition, was for me to share something with you in this article. I think it was maybe our experience outside of the mainstream, or maybe the complexity of our experience within it, as a pluralistic microcosm in a majority dominated social system. Whatever. What I'd like to say is—mine the variety for the strength of the universal, for there are answers everywhere and we are all in this reality together.

My friend, after our conversation, asked me if I'd contribute my ideas to this column. I kept that assignment in mind. Then my friend and editor said this whole space was mine this month. Now—what am I going to say for myself elsewhere?

(see Susan's ongoing column, All Around the Town, on page 5)
BOARD REPORT
by Eliza Welch, Staff Liaison to the Board

Somehow I’ve managed to escape having to write one of these letters to the membership. Alas, my time has come. Hi, I am Eliza Welch, and I am the staff appointed representative to the Board. I am the one member of the Board who is not elected. I have served on the Board now for five years as the Staff Representative. For six months previous to that I was a Board Observer for the Staff. The Board Observer from Staff has no consenting power but is there basically to help with communication to Board from Staff and vice versa.

Being a Staff Representative to the Board has been a sometimes fascinating sometimes tedious job. The tedious work is just the secretarial kind of duties which this paid position requires of me. It’s really not too tedious. I’m definitely not complaining.

I have learned so much from my fellow Board members over the course of the years. Each person brings so much to The Co-op and they are so willing to share their wisdom and insights with us. I have been impressed over the years with the commitment from our elected Board members. They volunteer much of their time and energy to keep our Co-op focused on its missions and goals and keep us working to make our visions realities.

The current Board has worked very hard towards these ends. Recently we have been focusing on the Bylaws changes which we are asking you to vote on in this month. We feel that the changes we are proposing in the Bylaws reflect The Co-op’s values as well as the legal requirements.

We have also spent time this year working on ways to address the needs of the community at large. One particular obvious problem in our community and beyond is the widening gap between rich and poor. The Board and the Finance Committee are discussing ideas for addressing this issue within the organization. We hope to have reports for you on our work within the year.

Another issue which the Board is trying to address these days is communication between the Board and the membership. By the time you read this we hope to have secured a good location in each store to post information regarding the Board and its activities. Here we plan to display for you the faces of the Board—pictures of all of us so you know who to go to with your ideas and concerns. We will post our meeting times and minutes from the previous meeting as well as other pertinent information. Please talk to us or write to us. We’d love to hear from you!

OLDER MEMBERS
THE CO-OP NEWS
WANTS YOU!

This year marks the 20th year of the Olympia Food Co-op’s existence. If you look around at what other co-ops were in business around the country 20 years ago, and you try to find those co-ops today, you’ll soon see that ours is a success story among many sad stories, and that our survival is indeed something to commemorate and celebrate.

The Co-op News is the place to record current events, and it is the place to recall our history. Okay, for those of you who would prefer, herstory. In that spirit, we are placing a call to the community for anything you can contribute to the recollection of what happened here in Olympia, Washington 20 years ago.

Does anyone remember the first day that the Co-op opened as a storefront down on Columbia Street? Does anyone remember shopping there in the early days? What was going on in the world during that time? What were you using for transportation? What did you wear? How old were you?

We welcome photographs, anecdotes, long stories, short paragraphs, and reminiscent meanderings. We’d like to assemble these pieces of the past in the September and November issues, so get out that Bic pen and recycled paper, or jump on your Powerbook and e-mail your thoughts in.
Once again, the parade of time goes marching on and nearly tramples me as I pause to look over my shoulder at those baton twirling days of spring. When will I learn to watch my feet more carefully? Yes, here we are in the midst of spring writing for the newsletter coming out in the midst of summer. I must say it does nothing to help my already fleeting sense of the present. I'm not complaining, really just marveling at it all. Here are some reading suggestions for days on the beach, nights by the campfire and mornings in the hammock. Have fun!

News from Indian Country: The Nation's Native Journal
This bi-weekly from Wisconsin was brought to my attention by a shopper a few months back, and I have finally gotten around to making arrangements for its regular appearance here. The paper is divided into two sections. One is full of news and info regarding Native issues and struggles in the U.S. and Canada. The other half focuses on cultural and includes a schedule of pow wows across the continent. This is a great resource for anyone who wants to educate themselves about Native life, politics and culture. It might even make you committed to telling that guy at work to take his damn Cleveland Indians hat off.

Mother Earth News
A bi-monthly “country living” magazine for living “off the land” to greater or lesser degrees. There’s info on gardening, building, crafts, animal husbandry (why do I love that phrase so much?), cooking, alternative energy and more in any given issue. I often save these for all of the projects I hope to start, and maybe even complete, one day.

Sojourners
A very interesting bi-monthly magazine that is centered around multi-theistic views of social justice issues. The March-April issue dealt with white supremacy, poverty and Tupac Shakur’s relationship to his church and society at large. A much needed voice in the Christian choir.

Sage Woman
A quarterly magazine exploring very different aspects of spirituality. The focus here is on Goddess and Pagan centered worship. There are personal testaments, descriptions of rituals and historical information for individuals seeking to know more about these belief systems.

Thanks for taking the time to read this, and for giving me feedback and ideas. I really appreciate it. Hope you get to enjoy this summer.
Hello, Co-op people! Steve D. here with the Finance Report. What do you want to talk about today?

First quarter has come and gone, and for the first time in over three years, we didn’t take inventory at either store at the end of first quarter! My thinking was that things have been relatively consistent at the two stores for the last few years now, and therefore quarterly inventory was getting to be a little excessive. So, I pproposed that we go to twice a year inventory. It went through the Staff, Finance Committee and Board, and was passed. So, until someone has concerns that twice a year is not enough, we will be doing inventory January 1st and June 30th every year, and that’s all.

The most important thing we get from our inventory is our Cost of Goods Sold dollar amount. Without inventory, we cannot be certain what this number is, and, in turn, what our margin is. But, of course, we can guess, and our guess is based on the assumption that inventory has not changed since the last time we did it. Of course, in reality it has, but our assumption is it hasn’t, since we don’t know whether it increased or decreased. So, as you look at the numbers that I present today, keep that fact in the back of your head. If, in fact, inventory increased between January 1st and March 31st, our Cost of Good Sold would be less than the Wholesale Purchases dollar amount listed on the Estimated Budget Report. If there was an inventory decrease during that time, the actual Cost of Goods Sold would be greater than the Wholesale Purchases dollar amount. So, with that in mind, let’s look at the Estimated Budget Report, for both stores combined for the first quarter.

First off, let’s look at Sales. As you can see, they were budgeted at about $1,108,500.00 for the first quarter and they came in a little low, 1.28% less than we budgeted for, to be more exact. This adds up to a $14,000.00 difference between what we budgeted for and what actually happened. Sales were budgeted at 8.5% growth for this year over last, so this means we are experiencing slightly less growth than we expected. If you drop down to the Total Estimated Revenue, you can see that the Actual and Budgeted amounts are too close to be real! What we lacked in sales, and therefore margin dollars, we made up for in our miscellaneous revenue categories (News Advertising, Interest and Other). Amazing!

Now looking at expenses, I’ll pick out some of the highlights. (Remember, a negative number in the Variance column for expenses means that the budget was overspent!) Newsletter expenses were lower in the first quarter, making up for the amount it was over budget in the 4th quarter of 1996. Our Conferences and Trainings budget and our Diversity Education budget both have yet to be tapped into, but we will expect to see spending in those budgets in the quarters to come. Total Staff Cost is under-spent, mainly due to the fact that we had budgeted for increased staffing in the first 3 months of this year but didn’t actually increase it much until the second quarter. I could talk about these budgets until you became very sleepy, but, suffice it to say, overall we under-spent our expenses by about $13,500.00 in the first quarter, doubling our budgeted Estimated Net Income (Estimated Net Profit) because of this. You following?

So what does this all mean anyway? All of this Estimated this and Budgeted that. What concrete knowledge can we take away from all of this stuff? My view is that everything is going along quite well and pretty much as expected here at the Olympia Food Co-op as far as financial stuff is concerned for the first quarter. It’s always hard to be sure after just one quarter’s worth of data, especially when it is estimated data at that! But we can rest assured that nothing terribly horrible or wonderful occurred in the first quarter, the numbers tell us that. As for the rest of the year? Only time will tell. Until then...

Take it slow,

Steve D

in the black

Questions about the financial facts? Call Steve at the Westside store for in-depth explanations or clarifications beyond his article. The interest and involvement of the membership is welcomed.
## BOTH STORES COMBINED

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<td>50.00</td>
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<td>Recycling</td>
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<td>1,475.00</td>
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<td>8,500.00</td>
<td>(165.79)</td>
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<td>Professional services</td>
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<td>Total staff cost</td>
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<td>195,000.00</td>
<td>7,873.89</td>
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<td>Taxes &amp; licenses</td>
<td>6,851.20</td>
<td>8,000.00</td>
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<td>Store insurance</td>
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<td>Board expense</td>
<td>138.30</td>
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<td>(138.30)</td>
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<td>Donations</td>
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<td>(234.96)</td>
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<td>Misc. Expenses</td>
<td>654.77</td>
<td>250.00</td>
<td>(404.77)</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>261,846.05</strong></td>
<td><strong>275,386.80</strong></td>
<td><strong>13,540.75</strong></td>
</tr>
<tr>
<td>Estimated Net Income (Loss)</td>
<td><strong>27,123.24</strong></td>
<td><strong>13,569.29</strong></td>
<td><strong>13,553.95</strong></td>
</tr>
</tbody>
</table>

* No inventory taken
MERCHANDISER’S CORNER
by Grace Cox, Staff Member

In the past several weeks I have been involved in a number of discussions with customers about grocery prices. Although I haven’t done the math, my guts tell me that grocery prices have risen considerably more than the average wage in Thurston County for several years running, regardless of what the consumer price index tells us. And prices in natural foods have certainly kept pace with their commercial counterparts.

My discussions with customers have ranged from folks letting me know that they have seen individual items cheaper elsewhere to customers expressing surprise at how low their grocery bills were. These customers surprised at their small bills had a significant thing in common. Their purchases contained a significant number of bulk items.

Buying products in bulk really does save you money. Here are some quick examples based on the retail prices on the shelves at the Co-op on June 16:

- Organic Crunchy No Salt Peanut Butter - Bulk: $2.92/lb. Same product in packages: $3.08/11.5 oz., or $4.28/lb.
- Black Bean Soup Mix - Bulk: $2.88/lb. Different brand but same basic product in soup cups: regularly $1.04/1.9 oz. ($8.75/lb); on special today at 79¢/1.9 oz. ($6.65/lb). Same exact product in packages (if we carried it): $1.76/4.6 oz. ($6.12/lb).
- Grade B Organic Maple Syrup - Bulk: $3.68/lb. Packaged: $4.32/8 oz. ($8.64/lb). (Of course, you don’t get the cute little jug-like bottle when you buy in bulk....)

These are just some quick examples to demonstrate that you pay less for the food when you don’t have to pay for packaging, too.

A couple of other ways to cut your Co-op grocery bill:

1. Take advantage of monthly and weekly specials. In all of our departments except produce, specials run from the first of the month to the last of the month. Although most current merchandising theory says you should change specials more frequently, we keep ours on for a full month so that you can take advantage of them regardless of when your food money comes in.

2. If you use a lot of any one product, it may benefit you to bulk order the item. This means placing a pre-order on a full case lot of the item in question. If the item is on special, we can only pass the special on if you order it at least one week before the end of the month. All bulk order purchases receive a 10% discount off retail. (This is also a good way to get things we don’t regularly carry.)

3. VOLUNTEER! Volunteers at the Co-op do everything from cleaning to cashiering, and earn up to 25% off purchases. If you have more time than money, this can really cut your grocery costs. Got a bored teenager at home this summer? The Co-op is a great place to learn job skills and get work experience.

NEW PRODUCTS:

Annie’s, the Mac & Cheese folks, have come out with two new flavors, Pizza and Mild Shells & Cheddar. If you’re like our household, you’re probably wondering why the Shells & Cheddar needs a mild version (we regularly spice up the original one with extra garlic, onions, etc.), but perhaps there are those with extremely mild palates. Pizza should be a strong addition to the line.

Nasoya, makers of vegan and vegetarian spreads and salad dressings, has introduced Fat Free Mayonnaise (a mayonnaise like product).
Santa Cruz Organics, the juice blend company, has introduced Organic Chocolate Syrup in a squeeze bottle. Made with organic dehydrated cane syrup, this may seem like an unusual line extension, but remember that Santa Cruz Organics (along with R.W. Knudsen, After The Fall, and Heinke's) is owned by Smuckers.

Annie’s Naturals, the salad dressing folks, have added two new dressings: Honey Mustard and Smokey Tomato Porcini. Both are great salad dressings, but I can’t wait to try the Smokey Tomato Porcini as a marinade.

Wow, an organic pasteurized apple juice produced in Washington! From Viva Tierra, Organic Pippin Apple Juice and Organic Apple Ginger Juice.

Edward & Son's has new Seasoned Pretzel Nuggets. We carry Parmesan and Roasted Garlic. There are two other yummy flavors, but they are loaded with sugar, so we won't be carrying them.

Annie Chun’s Flavored Rice Noodles. Perfect for folks with wheat allergies, these new noodles have only showed up in one flavor, but several others are promised. The line, when it arrives, should include Chinese Forest Mushroom & Roasted Garlic, Spicy Hunan and Thai Basil.

Also in the pasta category - Eden Vegetable Alphabet Noodles. Have some fun with your next pot of soup!

Lots of customers have asked for an environmentally friendly Furniture Polish. Finally one is available from Earth Rite. Let me know how it works.
Other new products...

Here is the famous tube of polenta, by San Gennaro, with green chilies and cilantro.

Speaking of polenta, here is a new Polenta Pasta, brought to you by Gabriele. It has porcini mushrooms and garlic.

For quick energy, The Bumble Bar. Made on Vashon Island, you get a tasty honey and sesame seed snack.

From Taj, we now stock Bombay Curry Simmer Sauce, and Kashmiri Tandoori Marinade Sauce.

Move over Altoids, these tasty little mints from St. Claire's of EcoNatural Solutions are made with better ingredients.

N Value brand brings you a line of cat foods.

This Goat Milk Soap is made by Chenega, from Chehalis.

Finally, from Emerald Cove, Arame Ginger Sea Vegetable Salad, and Spicy Kombu Sea Vegetable Salad.
The Turnip

Yes, you can probably identify it, but do you ever buy it? If you do buy it, do you know how to cook it, or the different ways it can be served or prepared? This is the first in a series of fact pages about the vegetables you find in the Co-op's produce department.

TURNIPS

This cooking information is based on 1 pound of the root of the turnip.

Preparation: Wash; peel. Leave whole or cut into slices or cubes.

Cooking Time
Boil: Whole, 20 to 30 minutes; slices, 10 to 15 minutes.
Steam: Whole: 25 to 35 minutes; slices, 20 to 25 minutes.
Microwave: 9 to 14 minutes. Let stand 3 minutes.

Seasonings: Basil, dillweed, thyme or chives.

TURNIP GREENS

Preparation: Wash and drain leaves several times. Remove tough stems and wilted leaves. Tear large leaves into bite-sized leaves.

Cooking Time
(Cook in the water that clings to leaves from washing.)
Boil: 9 to 12 minutes.
Steam: 10 to 15 minutes
Microwave: 7 to 9 minutes.

Seasonings: Garlic, onion, lemon or lime juice, or soy sauce.

These instructions will also work for beet tops, collard greens, mustard greens, kale, and Swiss chard.
<table>
<thead>
<tr>
<th>COOLEY'S SMOOTHY PACKS</th>
<th>BARBARA'S BAKERY SALSA PINTA CHIPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>CUBED FROZEN FRUIT!</td>
<td>BUY ONE, GET ONE FREE</td>
</tr>
<tr>
<td>1 FULL POUND</td>
<td>reg $1.80</td>
</tr>
<tr>
<td>$2.69 (reg. 3.17)</td>
<td></td>
</tr>
</tbody>
</table>

| NEW !                  |                                   |
| BURGERS $2.89          |                                   |
| Packaged Only          |                                   |
| reg. $3.41             |                                   |

<table>
<thead>
<tr>
<th>VEGETARIAN BOCA BURGERS</th>
<th>Newman's Own ORGANIC CHOCOLATE BARS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.2 OZ.</td>
<td>75¢ (reg. 95¢)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GOLDEN TEMPLE Wha Guru Chews</th>
<th>MRS. LEEPERS BROWN RICE LASAGNE NOODLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 flavors</td>
<td>QUARTS</td>
</tr>
<tr>
<td>45¢ each</td>
<td>$1.75 (reg. $2.19)</td>
</tr>
<tr>
<td>reg. 59¢</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>NEW !</th>
<th>LEONA'S FLAVORED TORTILLA PACKS</th>
<th>MOUNTAIN SUN SPARKLING BEVERAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$2.69 (reg. 3.18)</td>
<td>59¢ per 12 oz. can (reg. 96¢)</td>
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</table>

**JULY SPECIALS**

**PRICES EFFECTIVE 7/1/97 - 7/31/97 limited to stock on hand**
<table>
<thead>
<tr>
<th>Product</th>
<th>Price</th>
<th>Original Price</th>
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<tbody>
<tr>
<td><strong>GREEENE'S FARM VEGETARIAN CHILI</strong></td>
<td>$1.19/CAN</td>
<td>$1.46</td>
</tr>
<tr>
<td><strong>GREENE'S FARM BAKED BEANS</strong></td>
<td>$1.19/CAN</td>
<td>$1.46</td>
</tr>
<tr>
<td><strong>MOUNTAIN SUN ORGANIC LEMONADES</strong></td>
<td>$2.29</td>
<td>$2.69</td>
</tr>
<tr>
<td><strong>CASCADIAN FARM ORGANIC ICE CREAM BARS</strong></td>
<td>$1.09</td>
<td>$1.41</td>
</tr>
<tr>
<td><strong>RAPUNZEL ORGANIC CHOCOLATE BARS</strong></td>
<td>$1.89</td>
<td>$2.25</td>
</tr>
<tr>
<td><strong>QUONG HOP SOY DELI TOFU BURGERS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Several Flavors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 burgers/pack</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular $2.42</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NEW! BUY ONE PACK GET ONE FREE!</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>YOGI TEA ANCIENT HEALING FORMULAS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 OZ. PKG.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>KAVA - 3.39 reg. 4.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ST. JOHN'S WORT - 2.89 reg. 3.43</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
This is one of my newer recipes. There are all kinds of things you can do with it, and they’re all delicious! Enjoy!

**Tapioca Jams**

These are wonderful jams or sauces. They are excellent on pancakes, scones, or in hot cereals. The key to them is truly flavorful fruit. I pick or buy all my fruit in season and either can or freeze it. I am careful to get fully ripened, sweet fruit. If frozen quickly and used within the year, it will retain its sweetness within a recipe or jam. This is also a great way to use up last year’s frozen fruit as the new crop comes in.

These also make excellent sauces to heat and use over blintzes, crepes, puddings, yogurt, desserts of any kind.

1 cup apple juice, mixed slightly sweeter than to drink
1 1/2 Tbsp instant tapioca
1 1/2 cups blueberries or other fruit

In a small sauce pan mix the juice with the tapioca. Set on medium-low heat. After 5 minutes, add the fruit. Simmer for 15 minutes stirring frequently to keep the jam from sticking to the pan. Remove from heat and let cool. The jam will continue to thicken as it cools. Once cooled sufficiently (You don’t want to burn yourself.), whiz through a food processor to a smooth consistency, or, if you haven’t a processor, either mash berries by hand or choose a fruit-lumpy spread. Refrigerate in a clean glass jar. Keeps for several weeks. Makes approx. two 2 cups.

Different fruits have different levels of natural sweetness. As a result, the sweetness of your apple juice solution will vary according to the fruit you are using and your own tastes. You can always add additional frozen concentrate after the jam is pulled off the stove. If you taste test while the jam is still hot and add more sweetener as desired (without mixing it into water first) it will thin the final jam only slightly, because you added the sweetener before the jam had finished “setting up.”

I find blueberries, peaches, and sweet apples (like MacIntosh) need the least sweetener. Fruits such as raspberries and strawberries can need more, because of their higher acidity, but if you have frozen very ripe, sweet fruit, you’ll be fine with less sweetener.

Copyright, 1997, Stephanie K. Nead

*Stephanie teaches It Can Be Delicious classes demonstrating how to cook and bake with the alternative ingredients she discusses in her column. She still expects her cookbook to be ready for sale by the end of June. Her number is 352-2169.*

---

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I had a
bagel...

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---

**MUSIC IN THE PARK / MUSIC IN THE DARK 1997 SCHEDULE**

**WED JULY 23**
OLYMPIA SYMPHONY

**FRI JULY 25**
GET BACK BAND

**WED JULY 30**
3 TRACK MIND

**FRI AUG 1**
NEIL WOODALL

**WED AUG 6**
SCOTT COSSU

**FRI AUG 8**
HOLLY GWINN GRAHAM

**WED AUG 13**
SWAMP MAMA JOHNSON

**FRI AUG 15**
CITIZENS BAND

**WED AUG 20**
PO'OKELA STREET BAND

**FRI AUG 22**
OCIO PIES

**WED AUG 27**
RITEHOUS MOTHERS

The Olympia Symphony will begin at 7:30 PM. All other Wednesday concerts are at 6:30 PM. Friday concerts will take place at noon.

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**Homebirth Network Meeting Schedule**

The Homebirth Network, an informal support and information group for people interested in alternative birthings and/or holistic parenting, announces its upcoming meeting schedule:

**July 24:** Potluck picnic and sharing of birthing stories - bring a dish and a story to share. 6:30 - 9:00pm
Place TBA

**August 28:** Home Schooling Information, support, and ideas. 6:30 - 9:00pm Tumwater Library

All are encouraged to attend, bring your children. For more information, please call Hilari Hauptman at 754-1009 or Michelle Mewhinney-Angel at 754-4982

---

**Sound Exchange Business Hours:**
Every Monday 2 to 6 PM
Traditions Cafe
Corner of 5th and Water

Sound Exchange Meetings
Third Sunday of each month, 5 to 8 PM
Capital Playhouse, 612 4th Avenue East
Potluck, Barter Fair, and Business Meeting

Information Numbers
352-3856 or 264-4581
Friends of Four Seasons Books

An ad hoc group of concerned customers and employees of Four Seasons Books (7th & Franklin) has announced that they have incorporated under the name of Friends of Four Seasons Books (F4SB), as a Washington non-profit corporation. According to their articles of incorporation, the purpose of F4SB is to provide a vehicle for the community to support Four Seasons Books and other locally owned businesses that enrich the cultural and intellectual life of the greater Olympia area. F4SB also intends to educate the public to the cultural, political, economic and civic benefits of supporting locally owned businesses in general and Four Seasons Books specifically.

Recently, founders and owners Dean and Carla Jones have announced that the book store is for sale. Some of the members of F4SB are interested in forming a community or worker cooperative that could successfully buy and run the store. Four Seasons Books is in no danger of closing immediately. However, the encroachment of corporate chain book stores on Olympia’s fringe have eroded sales. F4SB believes that generating community support now, can keep Four Seasons Books healthy over the long run.

To find out more information please contact Tony Perkins at 786-0952.

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NEW KIDS ON THE BLOCK

New staff members (from left to right) Monica Villarreal, Lou Sellman, Abdelkrim "Karim" Benmouloud, and Tiffany Spencer.
Gary Goebel is not pictured.

Karim Benmouloud

My full name is Abdelkrim Benmouloud. I came to the U.S. in 1993 from Algeria, my native country. I am married and I live here in Olympia with my wife. I was a student at The Evergreen State College, majoring in Business and Management. I graduated in 1996. While going to Evergreen, I taught French to other students.

Besides working at the Co-op, I work at the YMCA as a swimming instructor and lifeguard. I was drawn to the Co-op because of the way the staff works together, making collective decisions, and doing self evaluation. I have experience with other nonprofit organizations, and I appreciate how the Co-op works within the staff, and how we treat the customers.

Tiffany Spencer

It is a joy and a pleasure to be a part of the Olympia Food Co-op. I have worked at many Co-ops in the past and feel confident in saying that the caliber and quality of people here is top notch.

Arizona was my home for the past 2 1/2 years and my formative years were spent running and laughing through the grape vineyards of Michigan - yes - Michigan. Land of cool waters and unpredictable weather. I am currently a member of ADZIDO West African Folkloric Company, based in Phoenix. We travel here and there drumming and dancing stories that are thousands of years old.

When I am not working I am schooling or traipsing around the forest and wading in the water.
Monica Villarreal

Hi! My name is Monica. I am originally from Houston, Texas. I have lived in Olympia for almost four years now.

I went to TESC for the last two and a half years. I just have some work to finish up there, and I'll be done.

I am really glad to be working at the Co-op. I am beginning to feel like a real part of the community, now. I am also really excited to be working collectively. That is one of the most important parts of my job.

Lou Sellman

A little bit about myself, huh? My wife Trish, son Elie and daughter Ruthie just moved out here from Minneapolis a few months ago with the intention of moving closer to family. Trish and I have been involved in Co-ops quite a while now. I had my first taste of co-op in the ICC housing co-op back in Ann Arbor in the early 80's. We were involved for some five years. I got into food co-ops then too doing volunteer work. My first exposure to collectives came in Minneapolis at a whole food restaurant called the Seward Community Cafe. I later got a job in produce at a food co-op which lead into a position as a produce manager at the Seward Co-op where Trish also worked for five years herself. After a little over two years we finally decided to make the big move and here we are.

Gary Galbreath

Hi, I'm Gary Galbreath. I am from the Pomo Nation, which is located in what is now referred to as the state of California. I have lived in Olympia for the past 15 years, and am a 1985 graduate of Evergreen. I have spent the past seven years in higher education, mostly in the student services area. This transition into the co-op community has been exciting as well as challenging.

I suppose the biggest challenge for me has been how grocery items are packaged. By this, I mean the labels and/or language that is used to promote products, in particular the use of Native language, images, and philosophy. I believe that mainstream america has been guilty of this abusive practice long enough, and we need to deal with it.

My personal life: My partner Rebeca Roqueni has worked at the co-op for the past three years. We have a son, Maso ta yepsako, who turns three in July. I have been a volunteer programmer with KAOS radio for the past 11 years, producing a weekly Native music/information show. We live on a 10 acre farm on the westside of Olympia.

I am with the eastside collective, but chances are that you may see me working at the westside store. I hope you take the opportunity to say hello. I want to take this opportunity to thank all of my new coworkers for their patience while dealing with all of us "newies". These are a great group of people to work with. Thanks for your time.
Spring 1997 Grant Recipients

The Community Sustaining Fund of Thurston County pleased to announced the following groups and individuals were recipients in our 1997 Spring Grant Cycle:

Sigafoos & Witcher Counseling Services: $400, To buy library resources for a Transsexual Support Group and public awareness project.

Volunteers of Sister Holly Community Garden: $400, To buy materials for youth projects associated with the community garden.

South of the Sound Community Farm Land Trust: $615, To cover incorporation fees and other start up cost for a community farmland trust.

Thurston County Safe Schools Coalition: $550, to pay for speakers stipends and room rental for trainings on the issues of creating safe schools for gay, lesbian, bi-sexual & trans gender students.

TOGETHER!: $320, Towards purchasing gardening equipment for Kitchen Gardens located at TOGETHER! neighborhood centers.

LaLeche League of Thurston County: $400, Towards a speakers stipend for an "It's Okay to be Mad" workshop. Anger management for parents.

With the completion of the Spring 1997 Grant Cycle, the Community Sustaining Fund has returned $36,707 to our community in the form of awards to local activist since the organization's founding in 1987. Twice a year the Community Sustaining Fund awards money to local groups and individuals engaged in social justice, environmental protection and community building projects. The Community Sustaining Fund tends to award funds for startup cost of projects that might otherwise go unfunded, but with the expectation that these projects will become self sustaining. Grant funds are derived from contributing individuals and businesses, including the many local business that generously contributed great prizes to our Spring Raffle. Special thanks goes to the Olympia Food Co-op for their ongoing support, as well as those co-op shoppers who round up on their purchases. Thanks to everyone for continuing to "roundup" for social change. Community activist can look for the announcement of our Fall grant cycle in mid September. The Community Sustaining Fund is always looking to expand and diversify our board of directors.
You must become self-reliant for your own seed, and as a community, we must ensure the availability and diversity of seed for our future. The South Sound Seed Savers met on May 11 at the Yelm Fire Station on Mill Road in Yelm. Meeting dates are the second Sunday of July, September, and November at 4:00 PM at the Yelm Fire Station.

Sharon Conboy presented a slide program obtained from the National Seed Savers Exchange. The program included hand pollination techniques for squash and corn. While this type of pollination is not important if you are gardening for food, it is extremely important when you are saving seed. This technique allows you to grow more than one variety, and still maintain seed purity. Even if you are growing only one variety, it may still be necessary to hand pollinate, depending on how close your neighbor’s garden is. Sharon is looking into obtaining a set of slides for our group, and also putting the presentation on video.

The most exciting part of being a seed saver is when you either give or receive a rare, or otherwise unavailable seed. At this meeting, we had two such items. First, Nadja Glassy brought some Early Blue Potatoes that she had obtained from another exchange member, Linda Sadlow. Early Blue has been dropped by Ronnigers, so this variety was not available this year. Members who were at our May meeting were free to take enough seed potatoes for a start of their own. Our Seed Exchange had also purchased a pound of GEM squash seed from Territorial Seed Co. GEM is the squash we are recommending for our basic garden, but, again, it is unavailable through normal channels. Our exchange has made it available at $1.00 per packet. Anyone interested in obtaining this seed can call Nadja at (360) 446-4769, and we’ll see that you get some seed.

It was decided that since we only hold meetings every other month, that a phone tree would be in order. Several of our members have volunteered to call people in their calling area to remind them of meetings. If you would like to be on our call list, contact Tom Miller, our membership coordinator, at (360) 458-5351, and he will get you on the right list. If you would be willing to call 6 or 7 people, please offer your service. We need as much help as we can get.

As with any organization, it becomes obvious very quickly that we need some money to operate on. The purchase of seed, copying costs, etc., do cost money. Seed Exchange dues of $12.00 per year were discussed, with a final vote coming at our July 13 meeting.

I’ve written before concerning the need for a community seed exchange and seed bank. We need an organization that can provide seed for our community, no matter what the weather or political climate. We need a community seed bank whose assets are not only rare and heirloom seed, but also seed that can provide a basic food supply. The South Sound Seed Exchange has worked hard to provide an organization that not only wants to preserve our biological heritage, but also wants all its members to be secure in knowing that they can provide for themselves, their families, and with some extra work, their neighbors and friends. Make no mistake, the person that feeds you is your master! A gardener might not dine high on the hog, but his or her body and spirit are free.

We have been blessed in the Pacific Northwest with a climate that allows us to grow all year, with the help of plastic or glass. There are overwinter crops that won’t be planted until late summer/early fall, garlic being one of the most important. We need people willing to grow one item to seed for our group. We have defined a basic garden that we would like growers for, but we encourage anyone with an interest to grow what they want.

If you wish to become one of our listed growers, contact Francis Daniels at (360) 894-2193. If you just want to grow something to move us forward, we’ll tell you what to grow. If you know what you want to grow, tell us what you are growing to seed, and we’ll list you. Remember our goal, one person growing one item out to seed, to share with our community. That’s really not that hard.

See you at our next meeting on July 13.
Summer! What blissful days! A slower pace for some of us—or we need to choose a slower pace. The joy of reaping more of our garden produce; how yummy those garden-fresh salads, lightly cooked veggies, and fresh peas with new potatoes taste! The labor of love in our garden soil is rewarded. All the spring rains sure turned everything luscious green. My boisterous cows with their young are so content on their summer pasture.

My third batch of chicks have hatched. My first was in February, My second in May and the most recent in June. I'm elated. I'm hoping for lots of hens—time will tell—so my egg production will be up this year. I need to build a real chicken house this summer. My first two were real small, but with three, then later five hens, a real house isn't needed...nor did I have the building resources at that time. I hope to attach a greenhouse to the chicken house this time. Saw this in a fantastic book, *The Permaculture Garden*, by Graham Bell. Check it out at your local library. It's great!

In trying to keep with a more simplified lifestyle, here's some easy, great ways to enjoy vegetables that your Mom probably fixed when you were growing up. Mine did.

**Pig Weeds (Lamb's Quarters)**

Pick young plants, about 4-6" high. Cook as above.

These Pig Weeds, as us girls called them, was our favorite vegetable dish growing up. In the early spring, they were one of the first greens we ate. As the growing season progressed, they were fewer in number, but still there. They are weeds to some people, but very tasty, and we didn't mind picking them out of the vegetable garden. Those long summer days weeding our large garden had rewards, yet, at the time, it was hard to get into it. Eating healthy does matter because.....

This past month, my mom had to have open heart surgery to replace a valve from a birth defect, which wasn't diagnosed until recently. That's one of the benefits of a healthy lifestyle. The numerous doctors that have seen her in the past two months often commented about her excellent health. I was impressed they were impressed. Was a great time to share good food, supplements, etc. I am very thankful and moved beyond words with the cardiac staff under the direction of Dr. Stelick, at St. Peter's Hospital. They are very concerned and caring people. How blessed we are to have them in our area.

And, thanks to everyone, staff, volunteers, and shoppers of the Olympia Food Co-op who make healthy lifestyles possible for anyone who seeks it.

Have a great summer! Think positive thoughts, eat healthy and share your smile with those around you.
GRILL LIFE WITH VEGETABLES

by Elyssa S. Gersen, Co-op Member

After becoming a lacto-ovo vegetarian in the spring of 1995, I was immediately confronted with an unexpected challenge: the summer barbecue season. Like most Olympians, the rare sight of the sun inspired me to fire up the grill. Prior to my conversion, I simply stopped by the grocery store to pick up some burger patties or chicken. As a new vegetarian, I didn’t know what to put on the grill.

I solved this dilemma after spending too many barbecues eating solely from the potato chip bowl. First, I delved into the unknown world of veggie burgers. As a child of a health food fanatic in the 70’s, this was no easy task. My early memories of veggie burgers include poorly shaped mounds of what appeared to be dirt and oats, that I refused to eat. I quickly discovered that veggie burgers have evolved, (or perhaps, more accurately, my taste and tolerances have), and I now have a constant supply in my freezer.

The Co-op offers a number of veggie burgers for both the ovo-lacto vegetarian and the vegan. Personally I enjoy Boca Burgers for their taste. Boca Burgers are also available in a low-fat or no-fat form, and contain no eggs or dairy. Other burgers featured at the Co-op are Natural Touch Vegan Burger; Garden Veggie Pattie, and Okra Pattie; Turtle Island Superburgers and Super BBQ Burgers, Ken and Robert’s Veggie Burger, and the “Banzo” Burger! made out of garbanzo beans.

While we’re talking about the classic burger, let’s not forget its counterpart: the hot dog. This barbecue mainstay is also in veggie form, and located in the Co-op freezer. I recommend the Yves Veggie Tofu Wiener’s and Lightlife Smart Dogs and Tofu Pups.

You don’t need to rely on the veggie burger industry to enjoy grilled patties. With some basic ingredients, you can prepare these in your kitchen. I refer you to the July edition of Vegetarian Times, which includes nutritious recipes for vegan and lacto-ovo vegetarian burgers.

When I grill veggie burgers, I always include a wide variety of fixings, including sliced tomatoes, pickles, lettuce, and onions. I also recommend cheese slices, which are available in dairy and non-dairy forms. In addition to the usual condiments, I have discovered that avocado slices, or guacamole spread provide a distinct taste to the patty.

Beyond the realm of patties lies a world of vegetables primed for grilling. Corn in its husk, and potatoes wrapped in foil can be thrown on the grill. I have also enjoyed broccoli, green peppers, and red peppers with marinade as grilled side dishes. These veggies and others can also be sliced and placed on a shishkebob for a colorful taste treat.

Like most vegetarian cooking, barbecuing without meat requires a willingness to experiment with a variety of foods to create a delectable feast. My suggestions are only the beginning of a world of possibilities. So get out the grill, go to the Co-op, and let your imagination take over.

Elyssa will receive a $5.00 gift certificate to the Co-op for submitting her article on barbecuing for the non-meat eater. You can receive a gift certificate, too. Just send your recipe or food idea to Reader’s Corner, c/o the Co-op. See instructions on submitting articles on pages 2 & 3.
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. Please enter only once per newsletter. Guess and you'll win $1.00 to spend at the Co-op!! Deadline: August 15th. A winners list will be at each cashier station; Ask for your coupon.

PRINT NEATLY!

July • What Is It?

Deadline: August 15

Name:

Age:

Guess:

Where do you want to pick up your gift certificate?

Eastside 0  Westside 0

May Winners!

Answer: Jicama

Eastside: Avery Welkin • Elizabeth • Erin S. • Leslie Cobb • Patricia LeBaron • Rachael Brooks • Rose Martin • Samuel Eaton

Westside: Autumn Fritz • Chago • Delaine • Dillon • Eliezer • Jeremias • Kai Mumford • Rabener Justice • Sadie G. • Sadie Isabel • Sadie Joy • Tora • Sebastian Chase • Sonya

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1997 ELECTION INFORMATION & BALLOT

Dear Co-op Member,

This 8-page section of your newsletter contains all of the information you need to make some very important decisions about the future of the Olympia Food Co-op. This is an unconventional ballot, in that you, the member, have the choice of exercising a "line item veto" concerning the proposed changes to the bylaws. Or, you can approve all changes with a single vote.

As you read through the text of the proposed bylaw changes, you will have the opportunity to decide, point by point, whether or not you agree with the changes. On the back page, there is a ballot with YES and NO choices that correspond to the text.

On pages 5, 6 & 7, you will find the applications that Board candidates submitted when they chose to run for the Board of Directors. You will vote for three candidates, using the board candidate section of the ballot on the back page.

Voting stations will be at both stores. Staff members can help you, if you have questions. Voting will take place from July 8 through 29.

VOTING PROCEDURES

STEP 1: WRITE YOUR NAME AND ADDRESS ON ONE OF THE ENVELOPES PROVIDED.

STEP 2: FILL OUT A BALLOT AND PUT IT IN THE ENVELOPE.

STEP 3: SEAL THE ENVELOPE AND DROP IT IN THE BALLOT BOX.

ONLY BALLOTS IN ENVELOPES WITH MEMBERS’ NAMES WILL BE CONSIDERED VALID. EACH MEMBER MAY VOTE AT EITHER STORE, NOT BOTH.

ELECTIONS WILL BE HELD FROM JULY 8 THROUGH JULY 29. THE ELECTION PERIOD ENDS JULY 29 AT CLOSING TIME

BALLOT COUNTING PROCEDURE

ON JULY 29, THE ELECTION COORDINATORS WILL TAKE ALL OF THE ENVELOPES AND CHECK OFF MEMBERS’ NAMES FROM THE MEMBERSHIP LIST. TO ENSURE VOTER CONFIDENTIALITY ALL VALID BALLOTS WILL BE REMOVED FROM THEIR ENVELOPES AND PLACED IN A "VALID BALLOT BOX" TO BE COUNTED LATER.
A Note from the Board

Bylaws Changes Submitted
by the Board of Directors for Membership Approval

This year, on the 20th anniversary of its founding, you, the membership, have a special opportunity to participate in ensuring a healthy future for your Co-op. Besides electing new Board members to act as the Co-op’s legal representatives and guides, you are being asked by the current Board to approve some changes to the Co-op’s bylaws.

Bylaws are, for any legally incorporated entity, the document that defines the character of the organization. They should clearly establish an organization’s purpose, say who is responsible for various aspects of operation, and lay out a governance structure. Bylaws should be concise enough that the character of the organization will be preserved, but not so specific as to hinder the ability of an organization to respond to changing conditions.

The changes you are being asked to approve during this election cycle are an attempt to bring our bylaws closer to this ideal. For example, changes to Section I, 2 (PURPOSES), are meant to clarify the Co-op’s commitment to progressive ideals, while changes to Section II, 3 (MEMBERSHIP), 4 (CAPITAL ACCOUNT), and 5 (INACTIVE MEMBER DUES) are meant to loosen up procedures that have become horribly unwieldy with the number of members we have now—a condition probably not anticipated by the writers of our original bylaws.

These proposed changes are a result of a long and careful process—and one that is ongoing. About five years ago, a Bylaws Committee was convened for the purpose of recommending such changes. Since that original committee began its work, input from Board members, staff members, and members-at-large has had an impact on several drafts of the proposed changes. Most recently, your current board spent many hours coming to consensus on the changes we now ask you to approve. We considered last minute input from staff, and member input heard during a meeting we sponsored for that purpose. What we’re bringing you goes toward ensuring that our Co-op maintains its essential character as it continues to thrive.

As your elected representatives, we Board members take these proposed changes to the Bylaws very seriously. We have carefully considered the input of the Bylaws Committee, the staff, and interested members. We have discussed their potential impact and merit, and have reached consensus: we believe these changes to be in the best interest of our Co-op. We now ask you, the membership of the Olympia Food Co-op, to make these changes official by voting to approve them. Thank you.

—E. Michael Bradley, Bylaws Committee

PLEASE READ THESE PROPOSALS FOR CHANGE CAREFULLY. A BALLOT CAN BE FOUND ON THE BACK PAGE OF THIS SECTION.

PROPOSED CHANGES TO THE OLYMPIA FOOD COOPERATIVE BYLAWS

Proposed additions to the bylaws are in bold. Proposed deletions are in strikethrough. A description, in italics, of the reason for the proposed change follows each section.


1. NAME: The name of the corporation is The Olympia Food Cooperative (hereinafter the Cooperative).

The change to section I(1) is proposed to improve readability of the document.

VOTE

| YES | NO |

2. PURPOSES: The corporation has been formed under the Washington Nonprofit Corporations Act, R.C.W. 24.03. The purpose of the Olympia Food Cooperative is to contribute to the health and well-being of people by providing wholesome foods and other goods and services, accessible to all through a locally-oriented, collectively managed, not-for-profit cooperative organization that relies on consensus decision making. We strive to make human effects on the earth and its inhabitants positive and renewing and to encourage economic and social justice. Our goals are to:

A. Provide information about food;
B. Make good food accessible to more people;
C. Support efforts to increase democratic process;
D. Support efforts to foster a socially and economically egalitarian society;
E. Provide information about collective process;
and consensus decision making;

F. Support local production;

G. See to the long-term health of the business;

H. Assist in the development of local community resources.

The changes to Section I(2) are proposed to clarify the Cooperative’s mission and goals. The Cooperative is unique not because it sells natural food, but rather because of its management structure and commitment to being guided by principles other than just economic incentive in its business decisions. These principles are best expressed by the Cooperative’s long-standing commitment to a collectively managed workplace and consensus decision making. Additionally, the Cooperative’s commitment to accessibility and positive and renewing effects on the earth and its inhabitants are manifested in part by an ongoing commitment to economic and social justice. The proposed changes help to clarify these commitments.

VOTE  YES  NO

II. Membership

1. ELIGIBILITY: Membership in the Cooperative is open to any person who meets all qualifications set forth in these by-laws and who pays a non-refundable lifetime membership fee. The amount of such fee shall be set by the Board. The Board may designate different classes of membership. The amount of the membership fee may vary for different classes of members. Any financial obligation of membership may be waived in whole or in part by the Board of Directors (hereinafter the Board).

The changes to Section II(1) are proposed to improve readability and to allow the Board to consider waivers of member fees and dues when it would further the mission of the Cooperative as in cases of financial hardship.

VOTE  YES  NO

2. NON-DISCRIMINATION: This Cooperative does not discriminate on social or political grounds, or on the basis of race, creed, age, sex, handicap, sexual preference, or marital status. The Cooperative strives to be egalitarian in all aspects of its business operations. The Cooperative works to serve a diverse population by incorporating procedures and practices that remove barriers to classes of people who are oppressed or are denied power and privilege in society generally. These classes of people include people who are discriminated against based on race, sex, religious creed, age, disability, size, sexual orientation, gender orientation, marital status and economic status.

The changes to Section II(2) are proposed to reflect an increased commitment to diversity at the Cooperative. The new language is pro-active, requiring the Cooperative to act to increase the diver-

sity of its staff, volunteers and members, rather than merely refrain from overtly discriminatory acts. Moreover, the new language allows the Cooperative to discriminate where it is in keeping with our goals, i.e., through the provision of a discount based on age, income or disability.

VOTE  YES  NO

3. MEMBER STATUS: An active member maintains a current address on file and keeps current in their dues. An active member becomes an inactive member if they;

A. fail to pay dues; or

B. fail to maintain a current address on file for one year; or

C. request inactive status.

4. CAPITAL ACCOUNT: Members shall pay dues into a capital account. The Board may set the amount of dues. Upon leaving the Cooperative, active members may have all money they have paid into the capital account refunded. An inactive member shall have no right to a refund under the circumstances outlined in Section 4, below. An active member becomes an inactive member if they fail to pay dues and maintain a current address on file for one year.

5. INACTIVE MEMBER DUES: After a member has been an inactive member for two years, the Cooperative may transfer any dues the inactive member has paid into the Cooperative’s other accounts and remove that amount from the Cooperative’s liabilities. The Cooperative shall post at the store a list of inactive members whose dues will be reclaimed in six months unless action to restore active status is taken. Inactive member dues may be transferred from the Capital Account to the Cooperative’s accounts according to policies and procedures established by the staff and approved by the Board.

5. VOTING MEMBERS – A voting member is an active member who has a current mailing address on file at the Cooperative:

The changes to Sections II(3),(4) and (5) are proposed to retain the standards by which member status is determined in the by-laws, but remove the process of deactivation of member status and what happens to unclaimed dues from the by-laws and allow staff to develop a workable system that will be responsive to member input and changing needs. Currently, the system is so cumbersome that the Cooperative is unable to maintain an accurate list of the active membership. This results in increased costs associated with servicing members who are no longer actually taking part in member activities.

VOTE  YES  NO
6. ANNUAL MEETING: An annual meeting of the membership shall be held by October 31 of each year. The time, place, day and hour agenda of the meeting shall be mailed to all active members at the Cooperative at least 10, but not more than 50 days, prior to the meeting. In addition, notice of the meeting shall be posted at the Cooperative mailed to all voting members at least 72 hours prior to the annual meeting.

The changes to Section II(6) are proposed to more closely comply with state law.

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7. MEMBER VOTING: In all instances where member balloting is ordered by the Board, such balloting may be performed at the Cooperative, by mail, or at a meeting of members. No proxies are allowed and each active voting member shall have one vote. Unless otherwise specified in these bylaws, or by law, a simple majority vote is required for elections and other membership actions. The Board may prescribe additional rules and procedures for elections as appropriate. The Board shall take steps to encourage maximum participation by the membership.

The changes to Section II(7) are proposed to establish that a simple majority rather than consensus is required in our election process.

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8. QUORUM: An election must meet a quorum of 100 active members to be considered valid.

Section II(8) is proposed because elections previously had no quorum requirement.

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9. SPECIAL MEETING: 5% +10% of the active voting membership may petition for a special meeting of the membership to take place within 90 30 days from the filing of the petition with the Board. The petition shall state the business to be discussed at the special meeting and the meeting shall be limited to such business. The Board may also call special meetings by a majority vote. Notice of special meetings shall be mailed to all active voting members at least 10, but not more than 50 days prior to the time of the meeting. The notice shall contain the time, place, and agenda of the special meeting.

The changes to Section II(9) are proposed to more closely comply with state law.

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10. MARKUPS: Members shall pay markups on goods purchased from the Cooperative which shall be less than those paid by non-members. Volunteer Working Members shall be eligible to pay markups on goods purchased from the Cooperative which shall be less than those paid by non-volunteers. The Board shall determine the procedure and amount of special membership category discounts and non-member mark-ups such mark-ups.

The changes to Section II(10) are proposed to clarify the policy regarding mark-ups.

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11. MEMBER INDEMNITY: Members are not liable for the debts of the Cooperative.

Section II(11) is proposed to protect the membership from liability for Cooperative debts.

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III. Board of Directors

1. GENERAL RESPONSIBILITIES, NUMBER, AND TERM: The affairs of the corporation shall be managed by a Board of Directors. The Board shall consist of a minimum of three directors and a maximum of seven directors. The exact number of directors shall be fixed by resolution of the Board. No reduction in the membership of the Board shall serve to shorten the term of any director then elected and serving. At least one Director shall be a member of staff. Directors elected by the membership shall serve two year terms. No Director elected by the membership shall serve more than four consecutive years.

Section III(1) is proposed to increase the number of Directors in order to provide more human resources for Board duties.

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2. ELIGIBILITY: Any active voting member is eligible to serve as a Director of the Cooperative.

Section III(2) is proposed to make the language in the bylaws consistent.

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3. ELECTION OF BOARD MEMBERS Board members shall be elected by the membership, except for the staff representative, who shall be appointed by the Staff. The Board may prescribe the manner and procedures for membership elections, except that elections shall be held annually.

The change to section I(1) is proposed to clarify application of this section.

VOTE YES NO

5. DECISION MAKING Board decisions are made by consensus.

9. REMOVAL Any Director may be removed from the Board whenever the Board determines that such removal will be in the best interest of the Cooperative. Before a Director is removed, that Director shall be given reasonable prior notice and a reasonable opportunity to speak before the Board at a regular meeting. Removal shall require a consensus minus-one 75% vote of the Board. The membership may also remove a Director upon petition by 10% of the voting members and a vote of 2/3 of the voting members.

The Board has always made decisions by consensus. The current Board believes that consensus decision making is fundamental to the Cooperative’s identity and mission. Therefore, Section III(5) is proposed to establish, in the Bylaws, that consensus is required for all decisions. The change to Section III(9) is proposed to remove the exception to consensus.

VOTE YES NO

6. CONTRACTS FOR PROFIT Except for fair compensation for services actually rendered, a director shall not during her/his term of office be a party to a contract for profit with the Cooperative differing in any way from the business relations accorded members generally, or upon terms differing from those generally current among members.

Section III(5) is proposed to protect the Cooperative from director’s unfairly profiting from their position on the board.

VOTE YES NO

10. RESIGNATION A Director who wishes to resign shall submit a written resignation to the Board with thirty days notice. Unexcused absence at three (3) consecutive Board meetings shall constitute resignation from the Board.

Section III(9) is proposed to establish a procedure for voluntary resignation from the Board.

VOTE YES NO

Name: Claudette Dietlin

Why do you want to be on the Co-op Board of Directors?
I have been a member of the Personnel Committee since February of this year and am impressed with the workings of the Co-op. This is my first experience of working with an organization that is based on consensus decision-making. I find that with each meeting I participate in, my curiosity, and respect for this way of doing business grows. One of the reasons for wanting to be a member of the Board of Directors is to continue to learn and participate in an organization that successfully operates in a consensual manner.

Another reason I want to become a member of the Board is to participate in the community in a meaningful way. The Co-op is very much a part of the fiber of Olympia. The Co-op is attuned to some of the issues that are part of the greater community and is involved with working in a direct way to address them. I would like to be a part of this.

At this point in my life, I have the interest and energy to contribute to an organization that I believe makes a difference in the community. I have over 20 years of experience working in a variety of organizations and believe the ideas and skills I bring can make a contribution.

What general abilities would you bring to the Board? What specific abilities would you bring to providing direction in dealing with the Co-op’s present growth challenges?
The general abilities I would bring to the Board are good organizational skills. I am fairly comfortable with ambiguity and am able to trust the group process to lead to a good outcome. I am able to hang in there while the group finds its way. I also value group process and outcomes. I am a strong believer that the product a group produces is generally better than the product any one individual produces. At the same time, I am able to stay focused on the task at hand and keep sight of the objective(s).

Specific abilities I bring to provide direction in dealing with the Co-op’s present growth challenges are that I realize growth is not always smooth or comfortable. I expect that there will be problems to be worked through. I believe I have good interpersonal skills. I can view a problem from different angles and see the validity of different perspectives, I seek win/win solutions where group members feel heard and come away having gained some of
what they believe is important to them. I am also fairly comfortable with not knowing the answer(s) and participating with others to find solutions.

**What do you see as current strengths of the Co-op that you would like to maintain? What do you see as limitations you would like to see changed?**

A current strength is the sincere desire to address issues and be congruent in what the Co-op says and what it does. From my participation on the Personnel Committee, I know that staff is working with the issue of diversity. I see a commitment to truly honor diversity amongst the staff and willingness to find ways to do that. Another strength I see is staff’s attunement and sensitivity to the desires of the members. Members are asked and encouraged to contribute ideas and staff seems open to receiving feedback. The Co-op feels like it has the members’ best interest in mind and heart.

A limitation I would like to see changed is more outreach about what the Co-op is, what it offers members, and how members can become involved. Experience has shown me that people often need to be asked directly to participate. (An example is that I did not consider running for the Board until Eliza asked me if I would be interested in doing so).

**What vision do you have for the Co-op for the next five years?**

I know that the Co-op has seen much growth and change in the past few years with the addition of the second store and doubling of staff. I would like to work to address the issues this growth has produced while also looking forward for growth opportunities in existing areas. One area might be in the area of customer service. What does good service mean in a co-op environment? Another area of growth might be training, both for staff and for members.

**Name:** Thieu L. Nghiem

**Why do you want to be on the Co-op Board of Directors?**

Offer my unique set of knowledge and background as a global epidemiologist, transcending ethnic, cultural, language barriers, blinding to contribute to the understanding of karmic forces imposed by cultural, ethnic, historic limitations.

**What general abilities would you bring to the Board? What specific abilities would you bring to providing direction in dealing with the Co-op’s present growth challenges?**

What do you see as current strengths of the Co-op that you would like to maintain? What do you see as limitations you would like to see changed?

Strengths Maintained:
- Local, community ownership
- Progressive values
- High volunteer to staff ratio
- No refined sugar
- Active resistance to corporate eco-cide. Central to the Co-op’s manifestation of divinity is the notion of honesty. Where else do you find a consumer paradise where a margin of revenue is in large part a reflection of its shoppers’ trustworthiness?

Limitations to Overcome:
- The image of exclusiveness, partly a marketing problem and partly a consequence of embracing the radical notion that it is wise to make value-based decisions in our marketplace.
- Healing racial, gender, and class dis-integration requires risk-taking, often while treading unfamiliar waters. Mistakes are not simply an inevitability, but form the building bales for constructive dialogue between circumstance trying to reach common ground.

We must continue the hard work of confronting our own biases and reaching out to those different from ourselves.

What vision do you have for the Co-op for the next five years?

Our first priority must be to provide the healthiest food available to our entire region. Our second priority is to social and environmental justice. Our third priority is economic viability. These three ideals should guide us through the next five years. Above all, the Co-op must remain a local, community-owned, volunteer-based health food cooperative. Let us embrace the exquisite and beautiful onslaught of human existence through a balance of deliberate planning and wild abandon: The Co-op is the conscientious food orgy of our time—let’s keep it that way!

Name: Vicki Sussman

Why do you want to be on the Co-op Board of Directors?

I believe strongly in the purpose of the Olympia Food Co-op. I moved to Washington in 1993, and my first piece of business, even before finding a place to live, was to join the Co-op. Over the four years I have been a member, I have had varying relationships with the Co-op, but even after moving to Tacoma, I still believe in it enough to continue to purchase as much as I can there, for both my home and my office. I recently began to feel that I wanted to contribute more to the Co-op, and in a way that would best use my talents. I currently serve on the board of the Washington Coalition of Sexual Assault Programs, and I served for two years on the Board of Stone-wall Youth (both based in Olympia). I know board work, I enjoy it, and I would like to contribute to the Co-op in this way.

What general abilities would you bring to the board? What specific abilities would you bring to providing direction in dealing with the Co-op’s present growth challenges?

My abilities include organizational skills, verbal and written communication skills, computer skills, strategic planning, and an emphasis on process. In addition, I am currently participating in a mediation certification program through the Pierce County Center for Dispute Resolution. The skills I have learned as the executive director of the Sexual Assault Center of Pierce County are those that are most useful in providing direction in dealing with the Co-op’s present growth challenges. In this position, I have learned an enormous amount about community development, organizational structures and processes, and personnel issues. These skills allow me to analyze how growth will affect every aspect of an organization, to gather the information I need, and to make appropriate decisions. I look forward to utilizing these skills in a consensus decision-making process.

What do you see as current strengths of the Co-op that you want to maintain? What do you see as limitations you would like to see changed?

The strengths of the Co-op are above all its purpose, its members and its staff. The climate of the Co-op and its emphasis on respect and dignity are rare elements in a workplace. I would like to see the Co-op continue to struggle with finding the best way to support these values. The greatest limitation I would like to see changed is the lack of customer service. I know that this has been an ongoing subject of discussion for the Co-op, and changes have been made over time. However, I would support continued development in this area.

What vision do you have for the Co-op for the next five years? As a result of increased consumer awareness and efforts to conserve resources, demand for what the Co-op offers will continue to increase. In the future, I would like to see the Co-op become a creative resource for the larger community and to support the development of other locally oriented, not-for-profit, cooperative organizations throughout the region. The Olympia Food Co-op has achieved so much, and sharing its wisdom would fit well within its statement of purpose and goals.
Name: Keith P. Vandeman

Why do you want to be on the Co-op Board of Directors?
As we continue to see the negative impacts that our traditional business attitudes and practices are having on our surroundings, I’m compelled to try to do what I can to support organizations which act more responsibly.

What general abilities would you bring to the Board? What specific abilities would you bring to providing direction in dealing with the Co-op’s present growth challenges?
I’m not sure specifically, other than a desire to learn and to support the Co-op’s ideals. I served as an executive board member on my local of the Machinists Union.

What do you see as current strengths of the Co-op that you would like to maintain? What do you see as limitations you would like to see changed?
Strengths—The Co-op’s commitment to offering environmentally responsible options to grocery store items, which in turn supports the producers of those goods; the working member program; the Co-op News.

What vision do you have for the Co-op for the next five years?
Continued community awareness of the alternatives offered by the Co-op.

SEE FRONT COVER FOR VOTING PROCEDURES

Ballot for the Olympia Food Co-op - July 1997

STEP ONE: FROM THE BOARD APPLICATION PROFILES, VOTE FOR YOUR 3 (THREE) FAVORABLE CANDIDATES

Board Election 1997
Corresponding text on pages 5 through 8

CLAUDETTE DIETLIN
THIEU L. NGOHIM
LESLEY RAGAN
VICKI SUSSMAN
KEITH P. VANDEMAN

VOTE FOR 3

STEP TWO: CHOOSE FROM TWO VOTING OPTIONS: (1) APPROVE THE COMPLETE BYLAWS CHANGE PROPOSALS AS RECOMMENDED BY THE COMMITTEE, OR (2) VOTE YES OR NO ON INDIVIDUAL BYLAW CHANGES AT RIGHT.

(1) I APPROVE ALL THE BYLAW CHANGES

(2) I APPROVE OF SOME CHANGES (SEE MY LINE ITEM VOTES AT RIGHT)

   1. NAME □ YES □ NO
   2. PURPOSES □ YES □ NO

II. Membership
   1. ELIGIBILITY □ YES □ NO
   2. NON-DISCRIMINATION □ YES □ NO
   3. MEMBERSHIP STATUS □ YES □ NO
   4. CAPITAL ACCOUNT □ YES □ NO
   5. INACTIVE STATUS □ YES □ NO
   6. ANNUAL MEETING □ YES □ NO
   7. MEMBER VOTING □ YES □ NO
   8. QUORUM □ YES □ NO
   9. SPECIAL MEETING □ YES □ NO
   10. MARKUPS □ YES □ NO
   11. MEMBER INDEMNITY □ YES □ NO

III. Board of Directors
   1. GENERAL RESPONSIBILITY □ YES □ NO
   2. ELIGIBILITY □ YES □ NO
   3. ELECTION □ YES □ NO
   5. DECISION-MAKING □ YES □ NO
   6. CONTRACTS FOR PROFIT □ YES □ NO
   10. RESIGNATION □ YES □ NO