CO-OP NEWS
A quarterly publication for members of the Olympia Food Co-op and its surrounding communities

PICK YOUR BOARD MEMBERS
Turn to page 10 to meet this year's board candidates.

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Letter From Our Editor

IT IS SO HOT right now. Downtown Oly is full of people - more cops, more drunks, more teenagers lined up along State Street rattling my windows with their powerful car stereo systems. Oh yes, and tonight as my friends and I stood on a downtown street corner, a nice young man leaned out the window of a monster truck and yelled “Freaks! You are FREAKS!”

Ah, summer!

I’m sure that my bad attitude is due in part to envy - if I weren’t so damned busy right now then maybe I would be out partyin’ with the rest of the town, livin’ it up in the tradition of the recently emancipated. Not that I’m complaining - I’ve spent the past year co-writing and helping to produce The Transfused, a rock opera that opens at the Capitol Theater in one week (as of this writing). I have never seen so many people work so hard to create something; it’s just one more thing that makes me proud to call Olympia my home.

So if you find this issue of the Co-op News to be lacking in any way, feel free to blame it on The Transfused - consider that my contribution to all of you for this season. The show touches on a lot of themes that are relevant to the Co-op community, including corporate dominance, social change and sustainability, environmental destruction, sweatshop labor, (dis)ability, gender and sexuality. And it rocks! (You be the judge - July 6-16 at the Capitol Theater.)

Yes, Olympia has a lot of exciting things going on here this summer - aside from the rock opera, there’s also Ladyfest (August 1-8 at the Capitol Theater and other downtown venues), and of course, the Co-op BOARD ELECTIONS! Who doesn’t get worked up just thinking about which worthy candidate they should elect to the Co-op Board of Directors? Well you don’t have to wait a minute longer - check out the election guide, pages 10-19.

In honor of Pride month (for those who don’t know what that is, stop reading now and go to "Homo 101", page 20). I want to recommend this interesting book that I’m reading - it’s called The Trouble With Normal: Sex, Politics, and the Ethics of Queer Life, by Michael Warner. His style is academic but readable, and he lays out a strong argument against the normalization and mainstreaming of gay culture, identity and politics. This is a huge dividing factor in gay/queer communities, and it’s a rare thing to hear a really queer voice in academia. I’m going to see if the Co-op will order some copies, but if not, it can be ordered at Orca Books.

H.A.G.S.! And don’t forget to vote! Turn to page 19 to find out how.

xox, Nomy

Submission Guidelines for Next Issue

- **DEADLINE** for the next issue is Sep. 1st.
- **WRITE** a brief proposal for your article, include your name, phone number and/or email address, and an estimated word count.
- **LEAVE** your proposal in the newsletter box at either store, or email it to us at coopnews@chickmaill.com.
- **ONCE** approved, submit your article on or before deadline. Again, you can email it or leave a hard copy in the newsletter box at either store.
- **ALL** articles will be edited for length and clarity by Nomy, your stern but gentle editrix.
At last, the Olympia Food Co-op is proud to now offer an Assisted Shopper Program to its members! What is an Assisted Shopper Program? Well, at the Co-op, it means that elders and people with disabilities can get free assistance with their shopping from working members. Help is available with in-store shopping, or folks who find it hard to come into the store to shop can have their groceries delivered to them at home.

The Assisted Shopper Program has been in the works for over a year. For those of you who don't know, the Co-op has a job description known as Diversity Coordinator (or coordinators, as the case may be). The Diversity Coordinators work to make the store more accessible to all people, and provide ongoing educational opportunities for staff and the Co-op community about issues of diversity, oppression and privilege. They put on the Diversity Forum nights, set up the monthly book displays, and help the store acquire equipment such as the accessible electric door and the motorized shopping cart. Customers have been expressing a need for an Assisted Shopper Program for some time, but with the turnover of coordinators that has happened over the last year, it hasn't been until recently that we were finally able to sit down and hammer out the logistics of such a system.

So how does it work? Customers who are interested in using the program can pick up a contact form at either store, or call and have one mailed to them. You tell us what kind of assistance you would like and best times for you to shop. After the form is returned to a staff person, the Working Member Coordinators will match up the customer with a working member who is available to shop at times that correspond with the customer's needs. The system is free of charge - the customer is not responsible for paying gas or mileage for the delivery. Food stamp benefits can be used; the designated shopper simply uses the EBT card of the assisted shopper.

We expect the program to be fully functioning by the time you read this article. Keep your eye out for trainings for working members who are interested in being designated shoppers. For more information about the program, talk to Tara at the Eastside Co-op.

For more information, call Tara at the Eastside Co-op at (360) 956-3870.
REDUCE YOUR CO-OP GROCERY BILL

By Grace Cox, Staff

OVER THE PAST fifteen years I have had many conversations with Co-op members about the Co-op’s prices. In the old days, the Co-op seemed expensive, when the only things to compare Co-op prices to were commercial groceries. But time passes. Commercial grocery prices have risen faster than real wages. Nearly every store in town has some natural foods brands on the shelves. Now, when we compare fujis to fujis and braebums to braeburns, the Co-op proves cheaper across the board.

Still, however, budgetary restraints make it difficult for many folks to make the commitment to purchasing organic and natural foods. The staff works hard to keep prices down, acting as a buying agent on behalf of the members. Volunteers help by keeping overhead low. Here are some other suggestions for shopping cheap at the Co-op.

MONTHLY SPECIALS Many stores change their specials weekly, allowing them to cut prices dramatically on a few items each week, then selling them at increased margin throughout the rest of the month. That's great for the occasional bargain, but most of us don't get paid every week. For those of us living on our cash flow (or cash trickle, as the case may be), frequently changing specials don't allow us to take full advantage of special prices. Since manufacturers' promotions last a full month (not including produce), the Co-op passes these savings on to our members for the duration of the promotion. Look for the bright orange Special signs throughout the stores.

DISTRESSED or REDUCED PRODUCE Many produce items become unsellable long before they become inedible. Both stores have bins of produce which has been culled from the rack but which may make a fine dinner if used within a day or two. These bargains sell for $.35/lb (organic) and $.25/lb (commercial). Lots of members routinely browse the reduced bins for the bargain of the day!
BUY BULK! Perhaps the most dramatic way to save money at the Co-op is to buy bulk foods and supplements. It’s amazing what happens to your food bill when you don’t pay for packaging and national brand advertising! I did a few quick price comparisons to demonstrate the difference. Supplements: the Eastside store has both an Herb-O-Matic bulk herb capsule dispenser and Green Mountain Herbs bulk tinctures. (Westside has a new Herb-O-Matic. As of this writing, the Westside does not have bulk tinctures.) For example, saw palmetto capsules from the dispenser cost $.08/capsule. Bottled saw palmetto caps cost $13.36/60 caps, or $.22/cap. St. John’s Wort tincture in bulk costs $5.15/oz; in bottles, $8/oz.

Many times bulk organic grains and beans are actually cheaper than their packaged, non-organic counterparts. I visited Ralph’s Thriftway to verify this difference. Historically, Ralph’s prices have been lower than Bayview’s in spite of having the same ownership, presumably because of the different customer demographics. At Ralph’s, Western Family non-organic brown rice in a one pound bag was $.99. Compare that to Lundberg Organic brown rice in bulk at the Co-op, which sells for $.89/lb. (Non-organic Lundberg brown rice in bulk at the Co-op sells for $.51/lb.) Ralph’s cheapest non-organic pinto bean was $1.19 for a one pound bag: at the Co-op, organic pintos sell for $.87/lb.

The price difference between bulk and packaged liquids (oils, condiments) can be even greater. Two examples: our cheapest bottled maple syrup, organic grade B Natural Value is $5.12/12 oz bottle ($6.82/lb). In bulk, also organic grade B maple syrup, $3.58/lb. Stoneground mustard, which we sell in bulk for 48c/lb, costs 96c/8 oz in a bottle, exactly four times as much.

Plus, with bulk foods, you only buy as much as you want, no more, no less. How many little bits of spaghetti, all in their own open bags, do you need before you have enough for dinner?

One word about shopping in bulk: Please remember to use a utensil when serving up bulk products. Bare hands in bins, particularly in ready-to-eat food, can spread germs. Even if you don’t believe in the germ theory, the person next to you might. Help keep bulk foods safe for all by using proper utensils.

ONE MORE thing about bulk foods: the Co-op carries many bulk items suitable for backpacking and camping. Dried fruits, nuts and trail mixes, instant soup mixes, entrees like tabouli, chili, hummus & refried beans can make life on the trail simple and reduce the trash you pack back out.

BULK ORDERS/CASE PRICES Co-op members can order full cases of any product we sell and receive 10% off the shelf price. On selected items, such as soy & rice milks and 50lb. bags of flour, we offer the case discount every day. Most bulk orders will arrive within two weeks, and many much sooner. Bulk order discounts can be combined with monthly specials, but to get the special price (in addition to the bulk order discount) you must place the order at least one week before the end of the month. Any floor coordinator can help you place a bulk order.

VOLUNTEER When you volunteer at the Co-op, you help keep costs down for everyone. In addition, you get a volunteer discount that can really stretch your food budget. Ask any staff person for information about volunteering at the Co-op.
During March 2000, Pat Maley and I had the opportunity to visit a small but vital community radio station in El Salvador. The radio station is called Radio Victoria, named after the town in which it is located. Victoria is a small, friendly community just outside Sesuntepeque, the capital of Canabas (Canabas being a departamento, similar to a state). This area is one of the more isolated and economically disadvantaged areas of El Salvador, and despite Victoria’s proximity to its capital, the road to and from is unpaved and treacherous, making what could be a short journey long and uneasy.

Our connection with the station came about when we decided to visit friends of mine residing in San Salvador. We mentioned to my friend Henrietta that we would be interested in a community exchange project so as to be able to share any of our resources and/or skills to meet people and see how some aspect of Salvadoran society functions. She then connected us with Cristina Starr, a North American woman who has been involved with many community and political projects in El Salvador since 1989. Cristina helps to connect Radio Victoria with funding sources in the states. We struck up a correspondence with her through email and decided to do a small fundraising project which would help the station to build a second production studio, or provide equipment to upgrade or back up their current equipment.

Since Pat and I have both been programmers at KAOS and are involved with various aspects of the local music community, this project struck a chord with us. Here are people trying to do exactly what our community is trying to do, only with much less. Seeing how Olympia has created such thriving independent art and media projects, we figured that connecting the two communities was a worthwhile endeavor. Surely we had something to share, teach and learn, although I don’t think we were prepared for how much we were to learn.

In order to raise money, we enlisted the help of local artists, musicians, bakers, the Olympia Food Co-op, and Music 6000. Pat and I had never initiated such a project, so we chose a reasonable financial goal of $1500 and decided to stay local, drawing from the support of our community. With everyone’s help, we put on six music shows, six weeks in a row, in the basement of our house, the ABC house. The shows were fun, unique, and intimate with the exception of the C Average show, which was a rockin’ bash. Every night there was a bake sale, candles lit, and the best local independent music.

Highlights include Jason Trager’s cermonious genius, Calvin Johnson’s a capella song and noodle dance, Superduo’s piano musical, Ellen Hinchcliffe’s comedic poetry, the Serum Grays’ awesome garage rock, Jean Smith’s cryptic Little Black Dress, and Sandman’s Ballad of Pee-wee Herman.

The best part of all was everyone’s support and generosity. It was touching to see people open up and recognize their potential alliance and friendship with people so far away. With so many people in need in our own community and country, it can be hard to give beyond our borders, and yet it is so important to nurture these distant relationships, remembering our true connections have nothing to do with our governments.
We surpassed our financial goal and, with the help of Music 6000, were able to purchase good quality equipment affordably. Pat and I arrived at Radio Victoria with a dual cassette player, a 5-CD player, a CD recorder, a trunkload of blank CDs, two microphones and cords, a small Mackie mixing board, and the CDs (thanks to K and Yoyo) of all the musicians who performed at the benefits, and posters from each event. What we found at Radio Victoria was a very organized, very competent, warm group of young people who are deeply committed to community radio.

The programmers are between the ages of 14 and 26, and keep this 60-watt station running 16-18 hours a day. Only three are paid and only one can make his full living from the station. Many of the programmers are still in school, splitting their days in half with classes and program-station 921 on the dial.

THE PROGRAMS at Radio Victoria are similar to KAOS in that there is a variety of music, talk, and news. The big difference is that they produce a daily local and national news program that runs at noon and 8 p.m. Another obvious difference is that the music most often played is ranchero or romantico, music in Spanish, that we would hear primarily on El Mensaje Del Aire or Ritmo Y Mas. On Saturday, a DJ named Salvador plays a rock show with the likes of Guns and Roses, and now C Average. They also really like techno.

Another major difference is that community radio stations in El Salvador solicit and receive commercial support and run commercials in their programming. The access to funding and the economic realities and inequalities of El Salvador make this necessary for stations’ survival.

On the day that we spent with the whole group, we presented the equipment, told them about the community of Olympia, the local record labels and KAOS, and Pat presented a basic audio class which Henrietta translated beautifully. We had fun with the group and appreciated the opportunity to see them work, as they also felt appreciation for our efforts to visit and share. We were able to do many video interviews with the programmers, film the station, and meet with other activists and artists involved in radio and cultural documentation in San Salvador. We hope to put together a brief documentary about the station and how it touches on freedom of expression and other issues of cultural relevance to El Salvador.

UPON REFLECTING on the experience, I am struck by many things. One is the question of limits. What are my limits really? If a determined group of youths can start a thriving radio station while recovering from the aftermath of a civil war, what can I do with all of the access and privilege I have? What can we do within the confines of our own community? How does the “smallness” of a town help one to focus, connect, and expand? Is a city really more culturally rich, or can we turn inward to our own resources, extracting the gifts of that which surrounds us? At one time, Olympia was a sleepy little logging town. Presently, Victoria awaits the paving of their main road to connect them more readily to the outside world. In Victoria, like Olympia, the people, driven by their innate need to communicate, have created venues where everyone can have a voice.
HAVE YOU ever, wandering the Co-op aisles, stopped to look in a bin of mysterious-looking dried foods, and wondered what people do with those seaweeds? Or maybe you’ve already discovered how fun and easy it is to make Noni Rolls, but have no idea what to do with hijiki? If so, this article is just for you. Sea vegetables, as a group, are some of the most nutritious foods on earth and very low in calories. And anyone who likes other foods from the sea is likely to enjoy cooking with sea veggies.

You may not realize that extracts of sea vegetables are found in nearly every type of processed foods, from ice cream and puddings to soup and breads. They are used as thickeners and stabilizers, usually marked as carageenan, algin, or agar. Of course, processed food are worlds away from using seaweeds to their full potential. Sea vegetables have been used historically for centuries by the Japanese, Chinese, Irish, Icelanders, Canadians, American Indians, Hawaiians, Russians, Eskimos, and South Africans - virtually any peoples who have had access to the ocean. Today, the largest producer and consumer of seaweeds is Japan, where 9 billion sheets of nori alone are consumed each year. For this reason, individual varieties are usually referred to by their Japanese names regardless of where they are harvested.

Nutritionally, sea vegetables are truly amazing. For example, dulse provides thirty times the potassium found in bananas. Hijiki has fourteen times the calcium found in a glass of whole milk, and nine times the iron of spinach. Seaweeds are a rich source of vegetable protein (between 15 and 38% protein, more than some meat and most legumes) as well as a good source of the all-important Vitamin B-12, often missing in vegetarian diets. Furthermore, sea veggies provide important trace elements that have been disappearing from our depleted topsoil, like cobalt, copper, chromium, fluorine, manganese, selenium, and zinc. Seaweeds are known to alkalize the blood if it is too acidic, and also reduce excess stores of fat and mucus.

Okay, so sea vegetables are good for you, but how do they taste? Surprisingly delicious! The textures and tastes vary from type to type; they can be rubbery, tender, or crisp and sweet, salty, or mild almost like a grain. The only way to discover if you like them is to try out a couple different types. Below are some brief descriptions of a few varieties the Coop sells.

**Kombu** has wide, thick, leaf-like fronds that are black-brown, flat, and stiff when dry. It is harvested in the Pacific, and the Japanese believe it increases longevity, intelligence, and clear thinking. Kombu should be wiped with a damp cloth rather than washed or soaked, as the beneficial

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**Alaria or Wakame Cucumber Salad**

1 or 2 cucumbers, sliced thin
1 cup alaria OR wakame, soaked (about 10 minutes)
2 T. rice vinegar or lemon juice
2 t. mirin or umeboshi vinegar
2-3 t. soy sauce (shoyu or tamari)
1 t. water

Slice cucumber, sprinkle with salt, toss gently, set aside. Drop soaked alaria or wakame into boiling water briefly, remove and plunge into cold water. This will brighten and set the color. Remove any tough ribs from seaweed and chop into bite size pieces. Wrap in clean towel to remove excess moisture. Gently squeeze water from cucumbers and place in bowl with wakame or alaria. Combine liquid ingredients, add to veggies, toss.

Adapted from *Cooking With Japanese Food* by John and Jan Belleme
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Understanding Your Food

compounds are water-soluble. Kombu is most commonly used for making dashi, a multi-purpose stock that is the basic ingredient in many Japanese soups and sauces. Kombu is rich in glutamic acid, an amino acid that enhances the flavor of other foods and makes them easier to digest. A piece of kombu added to dried beans while cooking helps soften them, reduces cooking time, and helps digestion.

Nori, also called laver, is the Japanese name for the seaweeds belonging to the genus Porphyra, which grow in most of the world’s seas. Nori is dried and pressed into thin sheets, the highest quality being greenish-black with a natural luster. If nori is not pretoasted, the sheets should be passed over a flame until the color changes slightly. Nori is used to wrap rice balls in Japan, the most popular “sandwich” in that country. This is the seaweed used to wrap sushi, and its mild, nutty, salty-sweet taste is a hit with most people, even kids. Roasted and crumbled nori makes a great condiment for rice or other grains.

Wakame and aralia are closely related seaweeds and can often be interchanged in recipes. They are large leaf seaweeds with a thick rib in the center. Wakame is usually harvested in Japan, and grows only in cold, strong ocean currents. Wakame must be reconstituted by soaking for 10-15 minutes, and will then be tender and mild, ready to use raw, or can be cooked for a few minutes, but not longer. Aralia is harvested in the North Atlantic, usually Maine or New Brunswick, and is particularly sweet and mild-flavored. Aralia should be soaked a little longer, about 20 minutes, and can be cooked a little longer too.

Hijiki literally means “bearer of wealth and beauty,” known to have a balancing effect on blood sugar levels and particularly beneficial for skin and hair. Hijiki is shaped like a bush and dried into thin black twigs, which after soaking resemble noodles. Arame resembles hijiki when dried but has flat rather than round strands. Arame has a slightly milder flavor but both varieties are surprisingly un-salty after cooking. Both should be rinsed quickly and then soaked in water to cover, hijiki for 10 minutes and arame for 5. Drain the veggies, sauté in oil for a few minutes, then simmer in a full pot of water or broth until tender and most of the water is absorbed (40 minutes for hijiki and 25 for arame). This sea vegetable looks particularly good served with orange or yellow veggies to add nice color contrast.

Dulse is a reddish seaweed that grows well on the rocky coasts of the Atlantic. As a raw snack, dulse has a strong sea flavor but cooks into a milder, sweeter taste. Dulse flakes work really well in stews and soups, helping to thicken them, and provides a full day’s supply of iron and fluoride. Dulse also pan-fries into tangy chips, a treat that is still offered at some bars in New England.

For more information on sea vegetables, there are lots of great books available. Cooking With Japanese Foods by John and Jan Belleme provides both information and recipes, and Maine Coast Sea Vegetables puts out a great little recipe booklet that’s sold at the Eastside store.

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Olympia Food Co-op
BOARD ELECTIONS

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

I AM INTERESTED in learning how a consensus-run, cooperatively owned business works, and in being a part of the process. I also see it as a way of contributing to and participating in an effort that is very important to the Olympia community.

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

I HAVE EXPERIENCE with consensus process and conflict resolution. I enjoy working with groups, I can take good notes at meetings, and am ready to participate. I bring the perspective of a student, and can give insight on outreach to this area of the population. In general, I am ready to take on challenges the best that I can.

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

THE CO-OP has the strength of a supportive community of working members, an excellent selection of foods, and very good prices. Maintaining what is already in place at the Co-op is the main goal as I see it. I also think it could be beneficial for the Co-op to have another location. Additionally, I feel the Co-op needs a clear policy on genetically engineered foods, and other practices of food production which are potentially harmful.

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

I ENVISION the Co-op continuing to have a strong place in the Olympia community and continuing to build on its strong current foundation—growing, adapting, and changing in response to members and its environment. As a member of the board, I would seek to represent my fellow Co-op members to the best of my ability and to be an active and supportive listener and contributor. I am committed to upholding the importance of allowing every individual’s voice to be heard and supporting healthy food and community activity.

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

I WANT TO BE on the Co-op Board of Directors because I care about the continued health and growth of the organization. I have been a Co-op member for five years and have been a produce worker and a stocker. I am now interested in learning and helping out with the internal workings of the Co-op. The Co-op’s principles of collectivity, community involvement, and economic justice are important to me.

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

I HAVE HAD training and experience with collectives, consensus, and other models of group process. I have had small scale budgeting experience putting together a large conference, and have ideas and energy about ways of dealing with impending competition.

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

THE CO-OP’s strengths (especially in contrast to the chain health food stores) are its ties to the community, its atmosphere of trust and the sense of ownership and belonging possible only in a Co-op. Specifically, the donations of food and money to various community and political organizations, the community forum nights and the newsletter all make the Co-op something beyond a grocery store. It’s a resource that builds our community.

One of the main limitations is the floor space of the stores. Sales are growing at an unprecedented rate, and space at both stores is limited. There are many additional services and product the Co-op could provide if there was room. I am interested in helping to come up with creative solutions to ways of using current floor space.

I am also interested in helping to problem-solve the issue of limited member involvement in functions such as the annual meeting.

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

I WOULD LIKE to see the Co-op invest more of its budget surplus back into the store in the form of capital improvements. I would also like to see continued work on making the store accessible to all people, particularly people of color, low-income people, and elders.
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CALEB POE FITTS
Why do you want to be on the Co-op Board of Directors?

I EXPECT TO one day establish a non-profit, preferably cooperative, organization for yoga instruction. Serving the Co-op would, at the very least, give me a start on the education I’d need to build such an organization.

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

I WOULD BRING to the Board an intelligent, free-thinking perspective that is not overly idealistic, nor overly modest. I am skilled in listening, communicating, and organization—details seldom escape my notice.

I have a healthy sense of humor. But, I have no specific abilities designating me as an appropriate Board member. I have volunteered at the Westside Co-op for several years.

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

THE CO-OP is an invaluable networking resource for both new and long-time members of our community. The Co-op has an honest character that is becoming more and more rare in today’s business world. These qualities should be maintained. I am not yet involved enough with the Co-op to recommend changes; but, our creativity is the limit.

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

I WISH TO become a more effective community member. I hope to weave the Co-op’s path with the evolving needs and desires of its members. It is my desire to bolster the Co-op’s function as a conscientious and responsive supplier of sustenance to its members. I believe that the Co-op’s buying power is one of the most effective collective tools we have to contend for the type of world we’d like to live in.

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

I HAVE experience in consensus decision making and I firmly believe in its ability to create solutions resulting in the greater satisfaction of us all. I am active in researching long-standing and current dilemmas regarding the food we eat and its effect on ourselves and our environment. GMOs, corporate natural food stores, organic standards, local supplier dynamics—to name a few. Specifically, regarding the growth challenges of the Co-op; I am a student of ergonomics and of human energy flow in and around building sites. This is known by some as feng shui. Additionally, I believe we’re all artists. I have spent years specifically studying creativity in order to foster it in myself and to share it with others.

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

Consensus decision making within the proven structure of the Co-op, creates a community that when the time is right are listeners, followers, leaders, and always a part of the whole. Other qualities I love are: volunteer members, bulk foods, and local produce/products. Features that are challenges in my opinion, are creating space for more bulk items to help eliminate excessive packaging, a more proactive approach to finding local suppliers, and a clearer stance on GMOs.

I see expansion as inevitable for the Co-ops, as the local organic consumers grow in number. I don’t envision abandoning the Rogers/Bowman location, but perhaps creating a third store. However, I don’t presume to know the answers to these questions without much discussion and research. Thanks for your consideration.

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

A S A WORKING member, I have come to appreciate the level of consciousness that the staff and members have about the food that is sold at the Co-op. This level of thoughtfulness and service is important and necessary in this community. I would like to be part of making the Co-op more available to all members of our community.

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 growth challenges?

SINCE I AM not staff, I think that I could offer a new perspective on some of the problems that the Co-op may be grappling with. The abilities/qualities that I would bring to the Board would be: practicality, good communication skills, humor and a strong desire to reach those communities that may not be aware of the Co-op’s services.

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

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I WOULD LIKE to see the Co-op reach those people who are not necessarily the "progressive" community. Elders, people of color, and others would benefit from the quality of food that the Co-op offers. The Co-op could also improve its physical appearance and cleanliness. I have heard this complaint more than once from members. The new sky motif at the Eastside store is a welcome addition. The Co-op is very good at managing their volunteers—it is amazing to me how much volunteers make a difference.

What visions do you have for the Co-op for the next 5 years?

I DO NOT really have a vision for the Co-op, I see my role on the Board as completing some projects that seem to be haunting staff.

DAVID KOESTLER

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

ONE OF THE guiding principles in my life can be summed up by the words "sustainable community." The Olympia Food Co-op is one of those rare organizations that really lives this concept. We create much influence to our greater environment by the decisions of where and how we get our food. I would like to bring my energy and vision to the board to ensure that the Co-op continues to be a vital and sustaining contributor to the community of Olympia.

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

I HAVE BEEN a member of and shopped at the Olympia Food Co-op for the four years that I've lived in Olympia. I have developed an understanding of the store's workings as both a volunteer cashier and stocker, and have attended the annual meeting for each of those years. Previously, I was a working member at the GreenStar Food Co-op in Ithaca, NY.

My background includes work as a counselor and group facilitator. I enjoy working in and with diverse groups of people and tackling difficult issues. I bring my experiences as Crisis Intervention Trainer for the Crisis Clinic of Thurston and Mason Counties, as well as my recent experience providing experiential education programs for youth and families with WSU Cooperative Extension. Besides my "people skills," I have organizational skills including familiarity and enthusiasm for computers and the Internet as increasingly powerful communication tools. I would use my personally held values of sustainability, diversity, inclusiveness, bioregionalism and environmentalism, as well as fiscal responsibility in guiding the future direction of the Co-op.

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

THE CO-OP provides a wonderful selection of natural foods including a terrific selection of organic and naturally grown produce. Prices are reasonable, and monthly specials help encourage the sampling of new products. The staff is friendly, and I enjoy the cooperative ethic of our volunteer working members. I truly treasure our Co-op! However, I believe we could improve the experience for the shoppers of our Co-op. Given the Co-op's positive financial position, I believe there should be an investment in new registers, and a new method of pricing produce and bulk food should be devised which puts the prices in the hands of the cashiers rather than relying on the shoppers to write them down. Our present system is confusing to new shoppers, and mistake are easily made. If we truly want to grow as a community and increase diversity, we must create a shopping environment that is welcoming and easy to understand.

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

IN THE SHORT-TERM future, I see the Co-op's market continuing to expand as demand for natural and organic foods increases. We must continue to make the Co-op a welcoming community to the diverse population of our region. We should continue and increase our efforts of education concerning issues that impact our food supply. Finally, we should strive to utilize emerging technologies, such as the Internet, to increase communication within our Co-op community with on-line newsletters and forums, and improve the shopping experience for our membership with on-line bulk ordering.

RON LAVIGNE

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

I HAVE BEEN a Co-op member for over 10 years, and have witnessed the tremendous growth of our Co-op over this time. I would like to be on the Board of Directors to help guide our future growth to ensure that the Co-op remains an integral part of our community.

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

MY JOB AS an environmental attorney requires that I listen to all sides of complex issues and develop creative solutions to difficult environmental problems. I will bring this problem-solving ability to the Board, and will work with the other board members to develop options to deal with our growth challenges. My specific abilities include strong communications skills, a good sense of humor, and the willingness to constantly question the status quo.

What would you see as current strengths of the Co-op that you
I believe the Co-op's diverse membership is our greatest strength, and we must continue to support and encourage this diversity.

I believe our greatest limitations are related to physical space—how do we make maximum use of the space we have at our two stores? We made great progress in this area, but we must continue to explore ways to maximize our efficiency in order to provide the best service possible to our members.

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

I would like to see the Co-op strengthen its relationship and support of local organic farmers. I would also like to see the Co-op increase its educational outreach to our members. The recent experience with National Organics Standards has convinced me that Co-ops can be a tremendous source of political influence if members are informed of important social issues and the means to effect necessary change.

**Jim Morgan**

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

I have worked as a stocker since 1992. I feel that this is an opportunity to serve both the Co-op and the community.

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

I have good management and problem-solving skills developed during a 20-year career in public service. I would like to work cooperatively with a variety of people.

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

The Co-op is probably the best source of organic food in our area. We need to find effective ways to promote the Co-op in our community. I would like to see more outreach to enlarge our membership and customer base.

**Gordon Purdy**

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

I have been a long-time member of the Co-op and have benefited from its commitment to organic food and the cooperative way of doing business. I am volunteering for the second time, this time in the eastside store. I feel a responsibility to offer my time in the support of the Co-op and to play a part in its continuing service to the community.

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

My work experience has been in a variety of social service and health agencies. The work always involved developing consensus and a cooperative spirit among community organizations and agency boards. I believe the specific talent that would be most helpful is my ability to focus on practical steps that can be taken to improve any service. This process requires developing consensus on reachable goals and developing realistic plans to reach the goals.

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

I believe in co-ops and collectives and think they have a pretty important story to tell the rest of the world about how things could be. I am interested in learning more about what it actually takes to run one and I'd like to find a useful, possible role for myself.

**Sarah Ryan**

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

I have lots of experience as a labor union activist; I've been a union steward; newspaper editor, and student of labor history and economics. I teach labor studies at Evergreen and am always learning more from students about the world of work. I like to look at alternative models for everything from pay to negotiations, and I have a lot of resources and information in that area. I'm also interested in alternative local economic and...
political strategies.

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

I THINK THE Co-op’s best strengths are its staff, volunteers and community of customers. Its relationships with local producers also seem to be very good. I am not in a good position to judge limitations, but I might like to look at ways to improve some of the selection of goods and would like to learn more about the community relations aspects of the work.

What vision do you have for the Co-op for the next 5 years?

I’D RATHER HAVE a group than personal vision, but it wouldn’t hurt to see the Co-op help other co-ops develop and succeed! And we have to keep the Co-op from being damaged by the corporate health foods and organics dealers.

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 growth challenges?

I WILL BRING good communication and group process skills to my board involvement. I have years of experience as a manager and in running special events. Another intangible “skill” will be my commitment to seeing the Co-op continue to provide the excellent service and products that it currently does.

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

I SEE THE CO-OP’S current strengths including its inviting environment filled with many healthy food and product options; its accessible staff (both paid and volunteer) who are responsive to members’ needs and questions; and the support, involvement, and loyalty of their customer/member base. The Co-op also serves the community as a needed resource on health and social issues.

What do you see as limitations you would like to see changed?

I THINK WE need to get the word out to the larger community to try the Co-op experience without spending big money on advertising costs. The Westside Co-op is limited by its lack of physical space to add new products while both sites lack a multi-purpose meeting space for Co-op related workshops, seminars or trainings.

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

M ANY LOCAL retail stores have been forced out of business by large corporate entities. I am committed to seeing the Co-op continue as a strong and healthy alternative, without losing its own identity. I would like to see space at one of the Co-ops to provide more classes and/or demonstrations for the general public.

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

A BILITIES: MARKETING, writing, non-profit fundraising and organizational development. Published freelance writer in alternative and mainstream publications this past decade. Challenges: getting people through the doors, maintaining tradition while keeping current. An ability I have is to wade through crud. It makes me a great editor, a good son, a friend and community member. I listen to all issues, take notes, ask follow-up questions, and make recommendations. That’s my style.

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

W E HAVE SOUL and identity that translates well to both sides of town. We change day to day though we have to use day-to-day operational processes which define our management. The Co-op is a business. We need to find a way to balance people and making money. Bottom-line is keeping that “open” sign on.

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

“COMMUNITY” IS GREAT. Self-sustaining growth within that “com-
"Community" makes a future potential.

Other Comments:

THE WRITER formerly know as “Dano.” Interested in Carpe Diem committee.

I WOULD LIKE to deepen my own participation at the Co-op and I also want to impart my skills and energy.

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

IN GENERAL, I am enthusiastic, moderately experienced in consensus process, and sincerely interested in the future of the Co-op. I have a good head for math and finance, specifically for growth challenges. I feel my study of Co-ops has given me a greater awareness of historical challenges that Co-ops have faced.

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

THE WORKING member program, the product selection guidelines, and the collective management are all strengths of the Co-op that I hope are maintained. I would like to see greater member participation, an expansion of a local food system and a strong policy not to carry GMO foods.

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

I WANT TO BE more actively involved with the Co-op. I believe my experience and involvement with the Co-op for over ten years will make me a valuable asset to the Board.

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 growth challenges?

I HAVE BEEN a member and volunteer at the Co-op since 1989. I worked as a staff substitute from 1990-1995. During that time, I served on several committees, including the Growth Committee which facilitated the process of opening the Eastside store. This provided me experience with consensus decision making, meeting facilitation, and many of the organizational systems which keep the Co-op running. I am responsible, organized, and motivated. I have learned a great deal from being a part of the Co-op and would enjoy applying my knowledge to help the Co-op face its continuing growth challenges.

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

ANY OF THE Co-op’s strengths, I believe, are rooted from their attention not only to the health of the business but also to the health of our community and environment. The Co-op is not only a grocery store, but also an influential and educational organization. Since the Co-op relies heavily on community participation, it is important to maintain awareness of all the ways, both positive and negative, that we can affect our surroundings.

I Can’t think of any particular limitations, but I am concerned about being able to maintain our consensus-member-volunteer systems, things we hold dear, during all this growth. I hope to focus on ways to improve the efficiency and ease of operations, without compromising our values.

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

I WANT THE Co-op to continue as a shining example of a consensually-run business that prioritizes principle over profits. The more people we are able to educate and involve, the more benefits we will see in our community.

Other Comments:

YOU CAN USUALLY find me cashing at the Westside store Wednesdays from 9 am to noon. Thanks for your consideration.

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 growth challenges?

I HAVE A GOOD head for numbers and systems. I am good at organizing things. I am eager to see the Co-op continue to grow and prosper. I am good at listening to others and asking questions.

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

STRENGTHS: Great staff people, great working members, socially and environmentally-friendly products, respected collective voice in a progressive, supportive community. Limitations to change: staff often seem overworked and overstressed, backstock area often seems crowded and chaotic.

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

I DON’T HAVE a clear vision for the Co-op five years from now, thought I’d love to see a third store open. I would also like to see things run more efficiently so that the staff members were less stressed. I wonder if more staff should be hired.

Should The Co-op Sell Organic Beer and Wine?

BEYIDES THE arduous task of choosing between so many fine candidates to represent you on the board, this ballot asks for your opinion on what is perhaps a thorny issue. The question is, should the Co-op stock a limited amount of organically produced beer and wine?

Why are we even asking?

FOR MANY years customers have asked, “why doesn’t the Co-op sell organic beer and wine?” The question had not received formal consideration, however, until recently. Ever vigilant against the circling hordes of corporate monsters, the Board of Directors formed a new committee called “Carpe Diem”. This committee was to examine how the Co-op might best deal with the possibility of hostile competition in a proactive way. Last year, this committee, more commonly called “A Fish a Day”, decided to hire a consultant, who helped us run a few focus groups. These groups were comprised of a diverse segment of the Co-op membership; some of you undoubtedly remember the thrill of being on one. People were asked, among other things, about what new things they would like to see at their Co-op. Well, one of the most consistent responses was a desire to be able to buy organic beer and wine at the Co-op. The board and the staff are well aware that to begin to sell these items would be a real big change for the Co-op. The Board of Directors, although technically empowered to make this decision, unilaterally felt that they needed clear input directly from the members as to their will on the issue. Very likely, many of you already have an opinion on this issue. What follows, however, are several aspects to consider before you vote.

Perhaps it would be great if the Co-op sold organic beer and wine

MANY OF THE Co-op’s membership enjoy beer and wine. Like any agricultural product, however, there is a bad way (read: environmentally destructive, humanly exploitative agro-biz) and a good way (read: organic) to make them. It is true that organic beer and wine are available in a limited selection at some corporate grocery stores as well as a few small shops in town. But some members make special trips to these stores just to buy these products. To be able to buy them at the Co-op along with their other groceries would be a great convenience. But more than mere convenience, Co-op members want to be able to support their Co-op with their
purchases. Although it is nice when Safeway stocks a few organic items, their mission is not to support sustainable agriculture but to fill the coffers of their shareholders. A bottle of wine sold there, organic or not, sends profit to the same greedy corporate hands. On the other hand, the Co-op's commitment to supporting organic farmers and producers goes beyond making a quick buck off of a current fad; it is part of our mission statement. And the Co-op is of course local, so more of the money we make stays here.

Speaking of making money, beer and wine happen to be high-margin items. That means that selling beer and wine would most likely increase the overall profitability of the Co-op. I know that words like, "profit" and "making money" sound like bad words to many of us. But remember, this is your local, co-operatively owned, collectively managed, not for profit grocery store we are talking about. We are talking about money that goes to strengthen your Co-op. That means more resources for improving and beautifying our stores, for potentially offsetting prices on more staple food items, and for supporting local progressive causes - not for lining the pockets of some overpaid CEO. Improved profitability also gives us a hedge against the possibility of having to weather fierce competition, should one of the mega "natural" food giganstores come to town.

Maybe selling organic beer and wine at the Co-op wouldn't be such a great idea

The Co-op is one of the very few places that a person can shop for food in an alcohol-free store. For many members this may be an important aspect of why they enjoy shopping at the Co-op. Personal, cultural, and religious issues may make the presence of these products difficult for some people to deal with.

Another potential problem is that beer and wine are what the government likes to call "controlled substances". "Control" is the operative word here. Selling these products would add a whole new layer of government control and scrutiny over how we operate our stores. Failure to play by their rules could challenge this atmosphere. Also, many of our volunteer cashiers are under 21 years of age. These workers would not be allowed to ring up beer and wine purchases.

It should be noted that we could find creative solutions to many of the above problems if the Co-op membership is interested in pursuing this.

Why is this an "advisory" ballot?

The Co-op Board of Directors and staff take the will of the membership very seriously. After all, you own the Co-op, we work for you. That is why a majority vote is binding on most ballot issues. On this issue, however, the board felt it needed to know where the membership stood before fully exploring the issue. Since there are still enough logistical issues that would need to be resolved, we couldn't say for sure that it would make sense or be possible to bring in organic beer and wine, even if the membership clearly wanted it. It also seems to the Board to be an issue that couldn't be resolved with a simple majority vote. Whatever the benefits to the Co-op of carrying these products, the Board feels that it would not be worth creating major strife within the membership.

So please carefully consider this issue. We look forward to being guided by your vote!
MEMBER VOTING PROCEDURE

1. BOARD CANDIDATES There are five board positions up for election. On pages 10 through 18 are their applications, in alphabetical order. Please read the applications carefully, and vote for the five candidates who you think would be the best individuals to carry on the Board of Directors' work. 2. ADVISORY BALLOT Below, you will find an advisory ballot regarding the subject of selling alcohol at the Co-op. This is a non-binding ballot, as it does not pertain to a by-laws change. However, there is a feeling that this is a significant enough issue to merit a forum for member input. 3. BALLOT A copy of the ballot has been provided for you on this page. You can vote on the ballot in this issue of the Co-op news, and bring it into either store during the election period, or you can pick up a ballot at the voting table. To the right are the official voting procedures which must be followed by every member who votes. 4. YOUR RIGHTS AS A VOTING MEMBER One of the many things that sets the Co-op apart from commercial grocery stores is the fact that the members cooperatively have a say in what happens within the organization. Your right, and duty as a Co-op member is to voice your opinion by participating in the election. We hope that you will take just the short amount of time it takes to be a part of this democratic process, and exercise your rights as a Co-op member.

VOTING PROCEDURE

Step 1 Write your name and address on one of the envelopes provided at either store. (Note: Only ballots in envelopes with members' names will be considered valid).

Step 2 Fill out a ballot and put it in the envelope.

Step 3 Seal the envelope and drop it in the ballot box at either store.

ELECTION DETAILS

- Elections will be held from July 15 - August 15
- Each member may vote at either store, not both.
- The election period ends at closing time on Tuesday, August 15.

BALLOT COUNTING PROCEDURE

At the end of the election period, 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.

BALLOT

2000 OLYMPIA FOOD CO-OP BOARD ELECTIONS
(VOTE FOR 5)

As per the recommendations of the continuity committee, the Co-op is seeking to fill five Board positions. Please vote for five (5) of the candidates listed below:

- Eva Clark
- Neil Coffey
- Caleb Poe Fitts
- Shon Forsyth
- LaVon Hardison
- David Koestler
- Ron Lavigne
- Jim Morgan
- Gordon Purdy
- Jody Rush
- Sarah Ryan
- DW Kana
- Shephard
- Justin Solondz
- Lauren Welsch
- Scott Welsch

ADVISORY BALLOT
REGARDING ALCOHOL
(Please check one)

- Perhaps it would be great if the Co-op sold organic beer and wine.
- Maybe selling organic beer and wine at the Co-op wouldn't be such a great idea.
GREEN GENES soap is a handcrafted, locally produced soap that we sell in the health and beauty departments at both stores. Michelle Eighme, owner of Green Genes soap, brings her background as a chemical engineer to the art of soap making. Six years ago, Michelle was living on the East Coast working as an engineer when she came to the realization that she did not want to be involved in corporate work. She moved to the Puget Sound area and began looking for a new interest.

"Someone gave me a soap-making book as a present and I became interested in the process. I realized that it is the gentler and friendlier version of chemical engineering. A toxic substance, lye, is added to other elements in a way that creates a substance that is safe and healthy for the body. I like the creative and chemical process. It's fun to see the bars evolve."

GREEN GENES soaps are designed not only to cleanse, but to have soothing and healing properties as well. "I use essential oils in my soaps. Many soaps use fragrance oils. Fragrance oils are chemically based and can cause skin irritations. Essential oils contain the aromatic and therapeutic effects of the plants they are derived from."

Michelle creates bath size bars of soap in her backyard workshop. The building is light and spacious, surrounded by a large garden where she grows calendula, comfrey, and herbs that are used in the soaps. In one corner of the building, shelves are lined with jars of liquids and powders. These jars contain essential oils, herbs, flower petals, and clays. Michelle incorporates these elements into a base of water, oil, and lye. Batches of soap are mixed over a woodstove in winter or a hotplate in the warmer months. They are mixed until they emulsify and are then poured into molds.

Michelle wraps the prepared soaps in informative labels that she also designs.

TWELVE TYPES of Green Genes soap are produced through this method. They have various moisturizing properties and herbal properties based upon the ingredients that are added during the mixing phase. Michelle likes to add botanicals to her soap for their healing properties. Herbs such as lavender can also keep their scent for a long time. She makes soaps for oily skin, dry skin and medicinal purposes. There is also an unscented bar that is "just soap."

Green Genes soaps have been available at the Co-op for one and a half years. They are also available through direct sales.

Michelle enjoys educating people about the soap-making process and teaches classes in this area. She would like to hear from people who are interested in learning and also would like to receive comments and feedback about her products. She can be contacted by e-mail at mishela@juno.com.
June is PRIDE month: A time for awareness, recognition and celebration of our sisters and brothers, fathers and mothers, daughters and sons, relations, friends, co-workers and neighbors who have the right to live and be who they are, lesbian, gay, bisexual or transgender.

For those who feel the whole subject is removed from their life’s experience, you may be surprised at the number of people you know or have known, loved and respected who are gay, bi or transgendered, though you may have been unaware of that fact (disclosure can often equal high risk). The term “transgendered” can encompass a wide range of cross-gender possibilities, including transsexuals, genderbenders, butches, crossdressers, drag kings and queens, bearded ladies, etc. Sexual orientation (“gay,” “straight,” “bi,” etc.) has nothing to do with a person’s gender expression, clothing, personality traits, ability in any field, or relationships to the world, family, and children.

“Sexual orientation,” (which is not necessarily synonymous with sexual behavior) has to do with one’s enduring attractions and romantic, emotional, and sexual feelings towards individuals of a particular gender. Those feelings do not necessarily influence a person’s gender identity (although the overlap is sometimes undeniable). Perhaps we should be shifting our language to better reflect this by stating one’s “gender orientation” if it must be stated at all. Really, why should anyone care anyway how we define ourselves? Ideally we determine our own definitions for whatever purposes they serve in relating to others in our lives. And we try to put our finger on what feels right (there are many variations between the typical ‘male’ and ‘female’), which pertains as much to our gender identity and orientation as it does to our spiritual determination.

EDUCATION is key to understanding that which may be unfamiliar to us, thereby allowing us to be supportive of each other. There are plenty of excellent resources available, and the Co-op has relevant books on sale throughout Pride month, as well as a book list. Those whose gender and sexuality is not easily defined by cultural standards, i.e., conventional gender roles/expectations, need real support due to the extensive lack of knowledge, understanding, and familiarity which brings on fear, assumptions, discrimination, harassment, and violence. This results in yet another oppressed group of people; oppressed because they cannot fully be themselves and feel safe in our society. And oppressed because assumptions keep them sectioned-off from what’s considered ‘normal’ and, consequently, disempower them.

There exist but a few communities in the USA where lesbians, gays, bisexuals, and the transgendered can truly be comfortable not hiding some of who they are, what they feel, or part of their lives (such as partners) from view. There is no point of view or dogma that justifies treating one human being as less valuable than another. We can enhance one another’s experience in the world by the acceptance of differences, whether we can personally relate or not.

Since violence is a reality in the lives of non-heterosexual and transgendered people, the following information is given to help combat perpetrators and provide more protection.
HATE CRIMES

What to do if it happens to you.

1. Protect Yourself
2. Know the Law
3. Report the Crime

THREATS ARE ILLEGAL

Anti-gay words or gestures that cause you to worry about your physical safety or damage to your property are illegal even if no physical violence or damage occurs.

Under Washington State law, hate crimes are called MALICIOUS HARASSMENT.

Malicious harassment has occurred when any crime was motivated by the victim’s perceived sexual orientation, including:

- Threats/Intimidation
- Rape
- Theft/Larceny
- Motor Vehicle Theft
- Any Assault
- Robbery
- Vandalism
- Burglary
- Arson

WHAT YOU CAN DO

1. Protect yourself: Defuse the situation if at all possible. DO NOT RESPOND TO TAUNTS.
2. CALL 911 IMMEDIATELY. Review these instructions and state that you are reporting malicious harassment.
3. Note the physical descriptions of the perpetrators in as much detail as possible.
4. Write down everything that was said and done, as well as the time and location.
5. FILE A POLICE REPORT.
6. GET INVOLVED. Be a witness if someone else is a victim.
7. If you know the perpetrators, obtain and ANTI-HARASSMENT ORDER from the Thurston County District Court.

HOW TO FILE A POLICE REPORT

1. Tell the responding officer that the crime you are reporting is malicious harassment.
2. Tell the responding officer that you believe the crime was motivated by hate based on perceived sexual orientation. You do not have to reveal your orientation to report the crime and you should not be asked to do so.
3. Describe in detail the hate or prejudice that was expressed and what caused you fear or harm.
4. Tell the officer if you are experiencing any physical pain at all. Ask that it be noted in the report.
5. Get the incident number from the officer as well as the name and badge number.

LEGAL DEFINITION OF RCW 9A.36.080

MALICIOUS HARRASSMENT
A person is guilty of malicious harassment if s/he maliciously and intentionally commits one of the following acts because of a perception of the victim’s sexual orientation:

1. Causes physical injury to the victim or another person;
2. Causes physical damage to, or destruction of, the property of the victim or another person;
3. Threatens a specific person or group and places person, or members of the specified group, in reasonable fear of harm to person or property.

LAW ENFORCEMENT POLICY IN THURSTON COUNTY

It is the policy of the Olympia Police Department and Thurston County Sheriff’s Department to investigate any report of activity that may constitute a violation of state or local law concerning hate crimes. Tacoma has a Hate Incident Response Team, (253) 396-7880, which could possibly be used for referrals.
We’ve Got What It Takes
TO GET ALONG

By Kitty Koppelman, Staff

These are happy times to be writing the Co-op’s finance report. Around November of last year, the Olympia Food Co-op entered into a buying arrangement with several other Northwest Co-ops that significantly lowered our wholesale costs on products we buy from our largest distributor. As the all-time great secret stock tip saying goes, “buy low, sell high”. Well, that’s exactly what we’ve been doing for the past four months, and the result is a staggering $70,000 net profit for first quarter of this year. When we prepared this year’s operating budget, we knew that the new buying arrangement would be very good for our bottom line, and as usual, we budgeted quite conservatively anyway. Part of the plan included lowering some prices, which we plan to start doing in the second half of this year. But in the meantime, Busby Berkeley would be proud - “We’re in the money, we’re in the money, we’ve got a lot of what it takes to get along!” The Co-op Staff is working on perfecting our kaleidoscopic choreography.

Now that “we’re in the money”, Staff is working on developing some capital improvement projects that have been long overdue. You may have noticed the new produce displays at the Eastside, and the Automated Teller Machines at both stores. Other plans in the works for the very near future are: new cash registers at the Eastside; a new garden center and front door awning at the Eastside; HealthNotes Online at the Eastside; and a bulk medicinal herb capsule dispenser at the Westside.

On a more ongoing note, the finance committee has recently begun exploring issues regarding the Co-op’s long-range financial planning. We met with the Co-op’s accountant and began discussing how we might go about developing investment policies and some general long-range organizational plans. Although this isn’t entirely new territory for us, the Co-op hasn’t really looked hard at these issues since we opened the “new” store in 1994. As with most “big-picture”-type questions, we wound up with more questions than answers. The discussions continue. In the meantime, we have put some of our recent windfall into interest-earning CD’s, and the Staff continues to work on improvements to the stores.

Let’s take a look at the first quarter budget report. Starting at the top, sales were quite strong, finishing at 2.2% over budget. As mentioned above, we bought low (cost of goods sold) and sold high (sales), so our gross profit (a.k.a. margin dollars) ended up around 11% higher than what we planned for. Yay us! When we created this year’s budget, we thought we were being quite risky projecting margin revenue of 26.75%. Oh we of little faith! First quarter’s total gross margin topped 29%. But this won’t last forever - watch for those lower prices.

Moving down the report to the expense side of things, you’ll see that the expense budgets had varying degrees of over- and under-spending. Many of these deviations are simply due to the fact that it’s only the first of four quarters, and the quarterly expense budgets don’t reflect seasonal fluctuations. These tend to “come out in the wash” as the year progresses. Overall, though, total first quarter expenses ended up at $8,400 below budget. So to sum up: High sales, low cost of goods, low expenses. How’s the Co-op doing financially? Any better, who could stand it?

Just a couple of other finance-related items: The Co-op’s bylaws specify that a financial audit be performed every three years. In 1999, our number came up, and the Co-op has engaged the services of a local auditing firm to complete the task. As of this writing, much of last year’s financial activities have been fine-tooth-combed, and the audit is nearly complete. Look for a final report in the next Co-op News. The last bit of happy news is that our one remaining member loan was paid off in March. Back when we were scraping together enough cash to start the Eastside store, the Co-op borrowed $110,000 from several of our loyal and loving members. The loans were of varying terms and rates, and every one of them has now been completely retired. Our only remaining loan is our $250,000 mortgage on the Eastside store. Guess we really shouldn’t keep calling it the new store.
### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>1,314,941.80</td>
<td>1,286,087.90</td>
<td>28,853.90</td>
</tr>
<tr>
<td>Cost of Goods Sold</td>
<td>933,273.38</td>
<td>942,059.39</td>
<td>8,786.01</td>
</tr>
<tr>
<td>Margin Dollars</td>
<td>(381,668.42)</td>
<td>(344,028.51)</td>
<td>37,639.91</td>
</tr>
<tr>
<td>Newsletter Ad Rev.</td>
<td>1,920.00</td>
<td>1,250.00</td>
<td>670.00</td>
</tr>
<tr>
<td>Interest Revenue</td>
<td>197.68</td>
<td>0</td>
<td>197.68</td>
</tr>
<tr>
<td>Misc. Revenue</td>
<td>9.24</td>
<td>0</td>
<td>9.24</td>
</tr>
<tr>
<td>Cashier Over/Under</td>
<td>432.21</td>
<td>0</td>
<td>432.21</td>
</tr>
<tr>
<td>Member Fee Revenue</td>
<td>2,025.00</td>
<td>2,300.00</td>
<td>(275.00)</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>386,252.55</td>
<td>347,578.51</td>
<td>38,674.04</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>CARPE DIEM</td>
<td>0</td>
<td>500.00</td>
<td>500.00</td>
</tr>
<tr>
<td>Advertising</td>
<td>2,098.62</td>
<td>5,000.00</td>
<td>2,901.38</td>
</tr>
<tr>
<td>Newsletter</td>
<td>8,760.93</td>
<td>7,000.00</td>
<td>(1,760.00)</td>
</tr>
<tr>
<td>Conferences &amp; Trade</td>
<td>0</td>
<td>4,500.00</td>
<td>4,500.00</td>
</tr>
<tr>
<td>Bank Charges</td>
<td>862.34</td>
<td>750.00</td>
<td>(112.34)</td>
</tr>
<tr>
<td>Diversitiy Education</td>
<td>277.08</td>
<td>875.00</td>
<td>597.92</td>
</tr>
<tr>
<td>Dues &amp; Subscriptions</td>
<td>2,624.00</td>
<td>5,000.00</td>
<td>2,376.00</td>
</tr>
<tr>
<td>Utilities</td>
<td>10,468.23</td>
<td>11,750.00</td>
<td>1,281.77</td>
</tr>
<tr>
<td>Telephone</td>
<td>2,116.07</td>
<td>1,580.00</td>
<td>(536.07)</td>
</tr>
<tr>
<td>Maintenence &amp; Rep.</td>
<td>9,591.00</td>
<td>5,750.00</td>
<td>(3,841.00)</td>
</tr>
<tr>
<td>Repairs</td>
<td>2,044.74</td>
<td>1,500.00</td>
<td>(544.74)</td>
</tr>
<tr>
<td>Depreciation Expe.</td>
<td>9,827.00</td>
<td>10,000.00</td>
<td>173.00</td>
</tr>
<tr>
<td>Mileage</td>
<td>126.05</td>
<td>250.00</td>
<td>123.95</td>
</tr>
<tr>
<td>Recycling</td>
<td>949.14</td>
<td>1,100.00</td>
<td>150.86</td>
</tr>
<tr>
<td>Supplies</td>
<td>12,190.30</td>
<td>12,500.00</td>
<td>309.70</td>
</tr>
<tr>
<td>Total Interest Ex.</td>
<td>5,123.76</td>
<td>5,221.24</td>
<td>97.48</td>
</tr>
<tr>
<td>Professional Serv.</td>
<td>1,900.00</td>
<td>2,750.00</td>
<td>850.00</td>
</tr>
<tr>
<td>Total Staff Cost</td>
<td>233,639.08</td>
<td>235,000.00</td>
<td>1,360.92</td>
</tr>
<tr>
<td>Taxes &amp; Licenses</td>
<td>8,188.58</td>
<td>7,250.00</td>
<td>(938.58)</td>
</tr>
<tr>
<td>Store Insurance</td>
<td>2,729.02</td>
<td>2,425.00</td>
<td>(304.02)</td>
</tr>
<tr>
<td>BOD Expense</td>
<td>0</td>
<td>625.00</td>
<td>625.00</td>
</tr>
<tr>
<td>Donations</td>
<td>869.24</td>
<td>1,000.00</td>
<td>130.76</td>
</tr>
<tr>
<td>Misc. Expense</td>
<td>287.73</td>
<td>750.00</td>
<td>462.27</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>314,672.91</td>
<td>323,076.24</td>
<td>8,403.33</td>
</tr>
</tbody>
</table>

### Net Income (Loss)

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>71,579.64</td>
<td>24,502.27</td>
<td>47,077.37</td>
</tr>
</tbody>
</table>

*Summarized by Division and Department*
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13. 8pm*
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15. 8pm
16. 2pm

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VASHON ISLAND EARTHFAIR August 4 - 6

A three-day sustainable village celebrating alternative energy, holistic health, natural building, permaculture, and more. Over 30 workshops, live music all day, kids world, camping. $5/day admission. $25/camping-kids under 15 free with parent. NO Dogs. For more info., contact: 206-463-1725 www.vashon.com/islandearthfair

NORTHWEST AQUATIC AND MARINE EDUCATORS ASSOCIATION CONFERENCE July 30 - August 2

Fort Worden State Park, Port Townsend
Education at the Center: Dissolving the Barriers in Community Water Issues. Explore Northwest water-related issues and examine the role of education in bringing communities together to solve problems. Contact: Cedar Wells, (360) 753-8454.

SALMON HOMECOMING FORUM 2000 September 6

Northwest Indian Fisheries Commission and the Seattle Aquarium
Participate in traditional Native American talking circles and conventional conference sessions in an effort to build bridges among diverse groups with a stake in salmon recovery. Register early! Call: Seattle Aquarium, (206) 386-4315.

FRIENDS OF CHRIS SYNODIS ANNOUNCE UPCOMING FUNDRAISING EVENTS

- Film Benefit at the Olympia Film Society, LADY FROM SHANGHAI
  Newly restored print of Orson Welles’ mystery. July 22nd - 7:30 pm; $10 to $20 at the OFS Box Office.
- Mid Summer Night’s FEAST
  An evening of elegance, superb dining and lovely music at Louisa Restaurant. August 6th - $75 to $100, you choose. Please call Louisa (360-352-3732) to RSVP. (Bankcards accepted).
- Barbecue & Dance at the Radio Ranch
  3102 6th Ave NE. August 25th - 3p.m. to 8pm. Come and party! Music at 6 pm - $15 to $20. For more information please call Jacinta McKoy at (360) 866-7830 or email her at womaneathcreations@yahoo.com

MAKE A FUSS TO SAVE THE BUS

The Alliance for Public Transportation is a new community organization that has formed in response to cuts in public transportation services that are occurring around the state as a result of I-695. We have been meeting weekly, doing outreach to bus riders, lobbying the legislature, and holding vigils, rallies, and forums in an effort to preserve and expand transit. Call or write for meeting times or for more information: (360) 956-9235, or apt@graffiti.net
BOOKS TO PRISONERS

Books To Prisoners is a non-profit organization that was founded through Left Bank Books in Seattle in 1979. The Olympia chapter was formed four years ago by Chris Carson and "Long Hair" David Fawver, with the agreement that BTP Oly would answer requests from the Texas Prison System.

"We quickly discovered that Texas has the highest need for books in the country. We get between four and five hundred letters a month," Chris said. The requests from Texas prisons make up sixty percent of all the letters coming into the project.

The privatized-for-profit prison system in Texas is very hard on inmates. "These corporations are incarcerating individuals for twenty-five to thirty percent less cost than state-run prisons. Many of the inmates are locked down in their cells for twenty-three hours every day," said Chris. Getting books and educational materials is always a challenge - most of these prisons don't have libraries, and in those that do, access is restricted.

"What are we teaching with the types of prisons we have developed?" Chris asks. "Are we teaching brutality and mistrust? Unfortunately prisoners are coming out of the current prison system angrier, crazier, and with fewer skills than they went in with. We want to give the prisoners kindness, sharing, and a belief in themselves that they can do something different with their lives."

The office walls of Books To Prisoners are covered with cards, colorful drawings, and letters. These objects make up a collage of hope and thanks from prisoners in the Texas prison system. A prisoner named Gregory writes in his letter, "I passed the books on to other eager readers, hoping to duplicate the spirit of giving that you have shown me." Ivan from Beaumont, Texas writes, "...you have noticed the freedom they seek, and eased some of the pain by furnishing a book."

Dictionaries are the most requested books. Educational materials (like GED books) are also popular requests, as well as ethnic history books. The restrictions on materials that can be shipped to the prisoners vary from prison to prison. Some of the prisons do not allow any materials to be sent.

Volunteers at Books To Prisoners open and read inmates' letters. If the books are available they pull them from the several topic categories that fill the office bookshelves. Books are hand wrapped and weighed before being placed in shipping crates.

As I watched David run an information table outside of the Westside store, he said "we get volunteers that range in age from twelve years old to grandmothers. We've had home schoolers and retired physicists. The diversity of people is great." Unfortunately, volunteerism drops off during the summer months when Evergreen students are not around to help. "We have a real need for more volunteers during the summer months, and year round. We are unable to keep up with all of the letters we receive and often fall quite a bit behind during the summer."

"I would like to see people volunteer in any way they can. We are always looking for book donations from individuals...it would be great if people would be willing to sponsor a case of dictionaries a year from Orca Books. Browsers' Book Shop and Budd Bay Books have also been supportive of us in many ways." (Orca Books can purchase dictionaries for Books To Prisoners at a 30 percent discount.)

"Bringing in stamps for postage really helps. We need money for rent, shipping, paper, and tape. If you bring in your Bayview or Ralph's Thriftway receipts we get 1% of the total as a donation."

Rent for the office will be increasing this month. Chris is concerned about where the money will come from to help pay the increase. David is making a big push to reach out to the community for support. "I would like to see our funding coming from the community and not from federal grants," David said. "This is a chance for the community to come together and work on something that is a national problem at a local level."

If you'd like to volunteer for Books To Prisoners you can attend a training any Thursday from 3 to 7 p.m. The Books To Prisoners office is located at the back of Olympia World News, 116 4th Avenue East, in downtown Olympia. Once you are trained as a volunteer, you can do your work anytime that Olympia World News is open. For more information contact Books To Prisoners at 943-2375.

You'll find a drop-off box for Books To Prisoners at the Eastside Co-op. ■
Tell Us About You - Summer 2000

COMPLETE THE SURVEY questions below and return to the Co-op. Good for $1.00 off at either store (first fifty surveys returned to each location).

1. What year were you born? 
2. Are you a registered voter (for national and local elections)?
   Yes, No (Circle One)
3. How long have you been a member of the Olympia Food Co-op?
   _______ years (fill in the blank)
   _______ since what year? (fill in the blank)
4. Did you vote to elect the 1999 Olympia Food Co-op Board of Directors?
   Yes, No (Circle One)
5. Did you vote in the last presidential election?
   Yes, No (Circle One)
6. Did you vote in the last local election?
   Yes, No (Circle One)
7. Do you use a consensus-based decision-making process in your workplace, church, volunteer organization or other activities?
   Yes, No (Circle One)
8. If yes, where have you participated in a consensus-based decision-making process? ________________________________(list by name)
9. Have you ever held an elected or appointed public office?
   Yes, No (Circle One)
10. If yes, what elected or appointed public office?
    ________________________________(list by name)
11. Anything else you would like to tell us on the theme of voting, consensus, and public office?
    ________________________________
12. Have you completed the surveys in the last two newsletters?
    If yes, which surveys? (circle one) Winter 2000  Spring 2000

Name (optional) ________________________________
Phone number (optional) ________________________________
Address (optional) ________________________________
e-mail (optional) ________________________________

Results from this survey will be reported in future issues of the Co-op News.

WHY COMPLETE THE TELL US ABOUT YOU SURVEYS? Besides getting $1.00 off your next food bill, here are three good reasons to fill out the surveys featured in each issue of the Co-op News. FIRST, the surveys give you a chance to participate in the Co-op without having to do a lot of work. Compare the amount of time it takes you to complete a survey to working a three-hour cashier shift, for example! SECOND, the surveys help the Co-op serve you better. Don’t you hate it when people make assumptions about who works at the Co-op, who shops at the Co-op, and those stereotypes never seem to include you? THIRD, you can go beyond answering the survey questions provided and tell us what you really think we should know. That means that by filling out the optional “tell us more” portions of the survey, you are helping to create better surveys in the future! B. Howard Dean is responsible for the surveys featured in the Co-op News. Contact her by email: coopnews@chickmail.com
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 once per newsletter. Guess correctly and you'll win a $1.00 gift certificate to spend at the Co-op!

Remember that the deadline is August 31.

A winners list will be at Co-op where you can ask for your coupon. Print neatly!