A Report From the 2005 Annual Membership Meeting

by Joanne McCaughan, Board Member

Each fall, the Co-op Board of Directors hosts the Annual Membership Meeting, as provided for in our Bylaws. For 2005, the meeting was held the afternoon of October 23, at the Olympia Ballroom. Turnout was low, with fewer than 50 members in attendance throughout the course of the event. While this can be seen as a good thing, because it means that there is no special controversy or concern among the membership, it can also be viewed as disappointing because this is a time when members get a comprehensive look at the previous year’s activities of the Board.

Music, provided by the Tenth Avenue Trio, flowed for the first hour or so as folks assembled and began to grab a bite to eat. The three singers provided a nice backdrop for the members, with an eclectic blend of folk and “standard” tunes. Also present were some representatives from TULIP Credit Unions, including Darlene Monaro, who provided information about the successful growth of that organization, now at 675 members. TULIP has been located at the Eastside Co-op since it opened two years ago, and Darlene stated, “TULIP is a good fit with the Co-op.” Annual meeting attendees were reminded that any Co-op member may become a member of TULIP regardless of income level. Otherwise, services are available only to low-income residents of Thurston County. At this time, the credit union offers savings and checking accounts, small personal loans, automobile loans, and also offers debit cards.

Once the business part of the meeting commenced, board member Gail Sullivan facilitated the event. A substantial part of the discussion centered on the proposed changes to the Bylaws that had been brought forward as a result of action by members at the Annual Meeting in 2003. The proposed revisions were developed through a process involving the establishment of a Bylaws Committee, with additional work by the board, prior to being sent to the membership for a vote. At the Annual Meeting, the focus was primarily on Part Four of the suggested revisions, which would establish a member-initiated ballot process.

To illustrate how that process would work, the Board and several members participated in a role-play that quite effectively provided meeting participants a way to imagine such a scenario. Using fictional issues like the potential sale of marijuana as an herbal remedy, the Board told the members that they could not pursue that course because it would be illegal. Another scenario had a woman asking that the board begin selling breast milk at the stores, and while perhaps not illegal, there may be important storage issues involved. The Board asked those members to do more research and return with information. In another hypothetical situation, the expansion of the kids’ play area, the member was directed to take the issue to Staff who deal with facilities operations. The point here is that every issue brought up would not become a initiative.

Finally, to illustrate the type of situation that might rise to the level of getting onto a ballot, the skit was completed with a member requesting that the Co-op carry organic bulk tobacco. As it was not illegal, nor a Staff issue alone, nor was it too complicated, in this example the Board determined they would provide the process for getting the issue on the ballot. The use of this kind of dramatic technique was very effective in illustrating the ins and outs of the process, and provided those at the meeting with a better understanding of how it would work if it were passed. Some at the meeting raised concerns that the process may go too far and could limit the authority of the Board. However, the Board clarified that they did not take a position for or against the proposal; they provided the proposed process for discussion by the membership, as the request of the membership. It was noted that members should not just check a box on the ballot, but they should really think about it and the impact it could have.

Other information shared at the meeting included the work done by the Board regarding long range planning. Since sales at both stores have done exceptionally well, with double digit growth over the last five years, the focus now is on expansion. Since bigger is not always better, the Board has developed a Growth Committee to work over the next nine months to identify healthy ways for the Co-op to grow and the steps that need to be taken to help that happen. Committee members were being solicited from among the membership to volunteer for positions that would bring forward proposals. Members of the Co-op are eligible to serve on committees, whether special committees like Growth, or the standing committees like Education and Outreach, Finance, Newsletter, Farm Committee, and the Personnel Committee.

The Board would like to extend a sincere thank you to all those who joined us for this meeting. If you have ideas or suggestions on how to increase member attendance, please be sure to contact us. We usually meet on the last Thursday of the month at 7 p.m. However, the November Board meeting will be December 1st. Beginning December 1st, we will meet at the new Co-op office location: 60 Columbia Street SW in downtown Olympia.
Co-op Donations

By Grace Cox, Staff Writer

There are many joyful things about working at the Co-op, and one of the most joyful things that I get to do is coordinate the donations budget. I love giving money away, and I love that our members and customers provide us with the opportunity to support our community and the many frontline projects and non-profit agencies that serve lives everyday.

Every year, the Co-op allocates a certain amount of money in the operating budget to be used for donations. In profitable years, the Board of Directors also allocates 10% of the profits to community donations. This year, the operating budget included $5,000 for donations, and the Board will distribute an additional $4,900. We also use a significant portion of our advertising dollars to sponsor community events and important community services.

For the last several years, fundraising for non-profits has been particularly difficult. Government social service programs get cut back further each year, creating a larger and larger demand for basics like food and shelter. In 2004, many good-hearted progressives used their personal donations budgets on the presidential campaign. Immediately following the campaign season, the tsunami hit Indonesia. This fall, Katrina, Rita, and now, the horrifying earthquake in Pakistan have all created huge needs for financial resources. Our sights are high, and our aid is tight. As local residents face big box competition, even that pool of donation money has shrunk some. We feel very lucky and privileged to be able to continue to donate resources to our community and the world.

I get 5-10 requests for donations every week. I receive our $5,000 budget as thin as possible. Some organizations get on-going donations to support their kitchen, such as the Media Island Community Kitchen, a local food pantry that serves our neighbors.

We have donated to United Community AIDS Network, Bread and Roses, Stanwells Youth, Olympia Film Society, Capital Theater, Special Olympics, Fellowship of Reconciliation, Olympia Movement for Justice and Peace, Promotion of the Species, Thurston Sister City Association, Proyecto CIELO ESID classes, Evergreen Coalition Against Sexual Assault, LASSO, Dispute Resolution, several schools and childcare centers, and many others. We also used this budget to match community fund-raising events for Operation Relief, Katrina Relief, and Kashmir Earthquake Relief.

We have used our advertising money to sponsor large and small community events, including the Bicycle Commuter Contest, Mud Bay Jugglers 25th Anniversary Benefit Show for Bread and Roses, Olympia Film Festival, and Olympia Teen Fest, to name just a few. We have also undergone electronic broadcasting of Democracy Now! and support Work in Progress, Sitting Duck, the Senior News, the Green Papers, and many event programs with our ad dollars.

With the erosion of the disaster relief efforts, the vast majority of our donations are made to local organizations. Our budget is too small to make donations to individuals, so we work with organizations that work with individuals in need. We do not donate to national charities with huge fund-raising overhead, international fronts for the CIA, specific religious agencies, and rarely donate to those "secret" charities that have a much easier time raising funds.

We’d like to take this opportunity to thank all of you for contributing to the Co-op’s financial stability that allows us to make these donations and support our community. We also like to thank the thousands of you who volunteer their time to these incredible community organizations. You save every day.


Thank you, Working Members, for all you do!!
We'd like to recognize the following working members for volunteering this year:

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Volunteer Events: December-January 2006

Be a hands-on member in your staff Volunteer as a casual, on-station, detector, and more. Attend a Volunteer IntroTour Nov. 11, 17, 28 to learn about Volunteer opportunities at the Co-op, if you're interested in volunteering, please attend this Thu morning orientation.

Volunteer Cleaning Parties:

- Please forgive us if the names of some of our fabulous working members are missing—we love you and appreciate your help despite our error!
- For more information about volunteering at the Co-op, please contact Polly or Evi at the Eindhoven store, (560) 956-3870, or Evi at the Weston store, (560) 784-7665.
- Sign up by either store to get more information, fill out a volunteer application, or sign up for an upcoming event.

Sun | Mon | Tue | Wed | Thu | Fri | Sat
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Volunteer Party: 15 December 2006

For more information about volunteering at the Co-op, please contact Polly or Evi at the Eindhoven store, (560) 956-3870, or Evi at the Weston store, (560) 784-7665.

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A Guide to Potluck and Party Food

by Maureen Tobin, Staff Member

Every culture has traditional dishes worth sharing. Here are some interesting recipes gathered from many sources.

The following recipes are reprinted from www.indian-countyaily.com, courtesy of Dale Carson, a Wampanoag cook of legendary powwow food and historic feasts. Visit the website to read lots of great tips and stories.

Pumpkin Bread Pudding

6 eggs
2 cups milk
1/3 cup heavy cream
2 tablespoons pure vanilla extract
1 tablespoon cinnamon
1 tablespoon allspice
1 teaspoon fresh-ground nutmeg
1/2 cup sugar
3 cups pumpkin puree, canned or fresh
4 cups dry-old combread in large chunks
2 cups raisins, regular or golden

**Sauce:**
2 cups brown sugar, packed
2 sticks unsalted butter
1/4 cup maple syrup
1/8 cups water

Preheat the oven to 350 degrees. But the first nine ingredients (through pumpkin meat) in a large bowl, and mix together well. Grease a glass or ceramic baking pan and put the combread chunks and raisins in it. Pour the pumpkin mixture over this, and set it aside for 15 minutes or so. Put the baking pan in a larger water-tight pan and fill this up with 1 inch of water to keep the pudding from scorching. Cover pudding with foil and bake for 1 1/2 hours. Remove foil and continue to bake until it is brown and the center firm to touch.

Wild Rice Soup

1/2 cup butter for subsate baste
1/2 cup onion, chopped
1/2 cup celery, chopped
1/2 cup green bell pepper, chopped
2 cloves garlic, minced
1/2 cup mushrooms, sliced (any variety)
1 carrot, shredded
1/2 cup flour
1/2 cup wild rice, uncooked
4-6 cups stock (chicken or vegetable)
salt and pepper to taste
1 cup light cream (optional)
2 Tbsp dry sherry (optional)

Melt the butter in a large soup pot over medium heat. Add the onions, celery, green pepper, and garlic, and sauté about 5 minutes. Add to this the mushrooms and carrots, and sauté for another 2-3 minutes. Sprinkle flour over the vegetable mixture, and cook another 2 minutes, stirring constantly.

Now add the wild rice and stock to the pot, bring to a boil. Reduce heat to medium-low, and simmer for about an hour until the rice is well cooked. Season with salt and pepper. Before serving, stir in the cream and sherry if desired.

Tamales

A "complicated dish" stew loosely translated to "run, excitement, brahaha".
Reprinted courtesy of Goddess in the Kitchen by Margie Lapajohn, with some feedback and additions from Michael.

1 1/2 lbs. pork, glazed, or raisins
3 cups boiling water
2 Tbs. oil
3 pounds beef cubed (or use ground beef alternative, or tofu)
2 onions, diced
1/2 tsp. salt
1/2 cup pepper
3 sweet potatoes, peeled and quartered
4 carrots, peeled and sliced
1/2 cup honey
2 whole cloves or a pinch ground cloves
2 tsp. ground cinnamon
2 Tbs. fresh lemon juice

Wash the pork, pour the boiling water over them, and soak for 30 minutes. Meanwhile, in a large heavy pot over medium-high heat, heat the oil and brown the beef and onions. Add the salt and pepper, reduce heat, and cook over low heat, covered, for 30 minutes.

Stir in the remaining ingredients, including the "prune water," and cook, covered, on low for an additional 90 minutes. Serve 6 or more.

Braised Pineapple Slices with Pistachios

A fun party dessert (Note: If you can’t find fresh pineapple, try with mango or cantaloupe).

1/4 cup honey or maple syrup
2 Tbs. fresh lime juice
2 Tbs. chopped fresh mint leaves
8 slices 1/2-inch thick fresh pineapple
2 Tbs. chopped pistachios

In small bowl, mix syrup, lime juice, and mint leaves. Just before serving, heat brakes. Put pineapple slices on baking sheet. Brisk 4-6 inches from heat source until just beginning to brown. 2 to 3 minutes. Transfer pineapple to plates. Pour syrup over fruit and sprinkle with pistachio nuts. Serve with scoop of ice cream if desired.

Mexican Lasa

Reprinted from Cooking with the Dead by Elizabeth Zepen
1 pound black beans, cooked and spiced with cumin and chili powder to taste
1 pound lentils, cooked
2 cups raw brown rice
2 cups quinoa
1-2 cups steamed vegetables, salad, and enchilada sauce (homemade or store-bought)

Whole wheat tortillas
Brown rice in a skillet, add 2 cups water, simmer Cook brown rice. When both have absorbed their water, add black beans, cooked lentils, and steamed vegetables to pierar in large pot. Simmer to mix flavors.

Lay a tortilla in the bottom of a casserole dish, pour mixture into pan. Repeat several more tortillas, or enough to line and fill casserole dish. Top with enchilada sauce and cheese. Bake at 350 degrees for 15-20 minutes, serve with chips and salsa.

Preheat the oven to 350 degrees. Beat the eggs and butter together in a large bowl. Add the rest of the ingredients, and mix together well. Grease a shallow glass or ceramic baking dish, and pour the mixture into it. Bake for 1 1/2 hours. The top should be golden brown and the center firm to the touch.

Part of the fun of a potluck is the unknown quality, the expectation that a variety of dishes will appear, and everyone will be satisfied. Often this is the case, but I have definitely shown up to potlucks featuring seven green salads or five kinds of broiled meats and no main dishes. Therefore, a little bit of planning and organization can do a lot to ensure a varied and balanced dinner.

If you are the host, you may want to create a theme (Greek, Italian, Japanese, comfort foods, etc.) or ask your guests to bring a dish to share. You can also have a menu category to fill (appetizer, salad, dessert, beverages). It can be a good idea to know a little about who is coming, whether there are any people who avoid meat, fish, or dairy, and whether anyone has allergies to wheat, soy, etc. It’s nice to include everyone and make sure that each person has at least a couple of things to eat. And of course there are those who don’t usually cook and will enjoy the assignment of bringing drinks, crackers, or flowers.

Where I am hosting, I like to make a main dish and provide something snacky as well as a basic beverage or two. This way, if something else in those categories shows up, people will at least have something to munch on and drink while chatting and something hearty and filling. An example would be chips and salsa, a big pot of chili, and some lemonade and beer or wine. Another nice touch is to bake some bread or rolls, which fills your home with good scents and doesn’t have to be too complicated (combread and biscuits are quick).
Meet the Staff

Pat Maley

by Jen Shafer, Co-op News Editor

Pat Maley has been a friendly face at the Co-op for almost six years. First hired in 1998, when the collective consisted of 9 people and the Westside store, Pat has been a steady contributor to sound customer service. On Tuesday nights at the Westside, you can hear his familiar below as he counts down the minutes to the store's closing. Pat works a variety of shifts including produce, deli, and floor shifts. He also manages some of the banking. When Pat is not at the Co-op, he is busy balancing his career as an audio engineer with that of being a father.

For longer than he has worked at the Co-op, Pat has had a small recording studio located in a chicken coop on the non-defunct Yogurt Farm to the current location inside the Capitol Theater. For years, he helped local musicians to record and often release their own music; either through his label, Yeah Recordings, or on other independent labels. With the help of current Co-op staff member Michelle Mool, others, Pat put on the notorious Yeah-a-thon Music Festivals, which happened in the 1990s and early 2000s. He still runs his label but also keeps busy with recording bands, producing the Gillian Welch concerts, and contacting with the State of Washington's Department of Information Services.

One of his favorite things about the Co-op is how much the Co-op is loved by its membership. Repeatedly, he hears from former Olympians, who now shop at other co-ops, that "there is no place like the Olympia Food Co-op."

When asked about the greatest lessons learned at the Co-op, he replied, "no matter how good at communication you think you may be, there is always something more to learn and improve." He also has learned that it is important to be proactive in taking responsibility for your actions in an effort to learn and grow within the collective.

Things he hopes to see at the Co-op in the future include a new store which embraces the Co-op's mission statement by being a "green" building composed of recycled and sustainably-harvested and/or created products, alternative energy resources, and ergonomically-designed features for both staff and members.

Interesting Tidbits:

- Hometown: Medford Lakes, NJ (southern NJ)
- Number of siblings: 5
- Age upon moving to Olympia: 19
- Favorite foods: lox, kale, chicken soup, pie
- Favorite music: music made by friends, music made with his family, the Mountain Goats to name one band of many
- Hobbies: photography, walking, listening to community and public radio
- Zodiac sign: Capricorn
- Favorite places in Olympia: McClure Creek, Capitol Theater; his home, ABC House
- Favorite places in the world: Second Beach-La Push, Ruby Beach, Australia, Ireland, Pacific Northwest, New England

Meet the Staff

Marie Poland

by Jen Shafer, Co-op News Editor

Putting her business degree to good use is Staff member Marie Poland. Having earned one at WWU, Marie has been practicing community-minded business for more than five years. Besides working at the Co-op as a grocery manager at the Eastside and serving on a handful of the Co-op’s development committees, Marie also co-produces the Your Money Matters Coupon Book, now in its fifth edition. The coupon book offers discounts for local businesses within the South Sound and fosters local economy by encouraging people to keep their money in the hands of smaller, local businesses versus going to larger, corporate businesses which take money elsewhere.

Marie worked in the corporate world in Seattle for several years before leaving for a nine-month travel through Southeast Asia. She then moved to Olympia, where she was employed by Media Island, and now the Olympia Food Co-op for the past five years. Currently, she runs a private astrology practice called Around the Wheel Astrology and the production company Warren Rock (which produces the coupon book) with partner Diane Perry.

One of her favorite things about the Co-op is working in a collective. She says, "we do our best to be as inclusive as possible, to hear all voices even when they are different from another." She also likes that a circular way of decision-making (consensus vs. hierarchy) allows the unique nature of each person to unfold. She loves all the people involved, with a special mention of the kids that come to shop at the stores.

Greatest lessons learned at the Co-op for Marie have to do with the anti-oppression and diversity training the Staff and Board participate in. She has learned to see her own privilege and oppression as well as to see others’ struggles more clearly. In a similar vein, it has helped her to take responsibility for her actions in the workplace. With a collective, it is not helpful to blame; she needs to take initiative and sometimes be her own authority. This has caused her to take personal inventory of her actions and to figure out where she is most useful.

Her vision for the Co-op’s future is being inclusive when figuring out how to grow, using sustainable technologies to grow, and creating a larger store with neighborhood satellite stores. She jokes that “bicycle-powered blenders for smoothies would be fun.”

Lastly, Marie would like to see cottage industries (locally made products being a large force at the Co-op than they already are). She views this as a label “community supporting,” a possible step beyond “fairly traded.” A visionary businesswoman is an important person to have around.

Interesting Tidbits:

- Hometown: Renton, WA
- Number of siblings: 3 lovely and adoring sisters
- Favorite foods: blueberry pancakes, bacon, Thai and Indian food, dates, Camryn’s figs
- Hobbies: astrology, hiking, magic
- Favorite music: just about everything, folk, old-time, Dead Can Dance, Tune Stranglers
- Zodiac sign: Aquarius
- Favorite places in Olympia: Watershed Park, old house on Patton Lake
- Favorite places in the world: Mt. Rainier, Nisyquis Basin, Varnassa, India, Koh Phi Phi Island, Thailand

The Co-op is always accepting employment applications for staff collective positions. Applications and information are available at the stores, or can be downloaded from the Co-op’s website: www.olympiafood.coop

SAVE ON GAS!

Now, for the first time a US Patented, highly developed Fuel Catalyst is available: Enviro-Max Plus! Up to a 30% increase in MPG! For every 10 gallons you spend on Enviro-Max Plus, garage sales in the area will save thousands of dollars in gasoline purchases. Sunscreen, sunscreen, sunscreen, sunscreen. It’s the best and most effective way to protect your skin from the harmful rays of the sun. 

To order, or for more information visit http://www.tanlogix.com or call 206-879-7100. 

A giant breakthrough to solution to the high cost of gasoline!
Budget Planning Keeps the Co-op Healthy and Strong

by Kitty Koppelman, Staff Member

Why Plan?
One of the duties of the Co-op’s Board of Directors is to approve the annual operating budget. Sounds simple enough, but to get to that moment of approval (or rejection), lots of other things need to happen first. At the time the process begins, the Staff and Board are well on their way to finishing our 2005 operating budget prepared. Every year, the Co-op goes through the process of financial planning for the upcoming year’s operations. The budget is broken down into both revenue (from sales and expenses. The planning process helps ensure that we will be able to sustain an affordable environment, allows everyone in the organization to be on the same page about what we are trying to accomplish financially throughout the year, and gives us a mechanism for holding our selves accountable for staying on that page.

Sales and Margin
Sales projections are the first piece of the puzzle and drive all the assumptions that follow. Early in the planning process, the Co-op’s bookkeepers (ladies with a department) have a brainstorming session with department managers to develop sales and margin goals for specific merchandising departments. This is done by examining sales and margin performance history for several preceding years, considering factors that might impact the coming year’s performance, and then ultimately making a guess at what will happen. At the same time as individual departments are preparing this process, the Co-op’s Finance Committee does the same for the store as a whole. Next, the entire staff looks at all of these projections and gives their input.

Expenses
The expense planning process starts with Staff Individual Staff people are responsible for proposing, monitoring, and reporting on budgets that are associated with their specific job duties. In the fall, the Staff people look at the Year-to-Date performance of their budgets and propose the coming year’s budget. The largest of these expenses is the labor budget, representing more than 40% of the total expenses. For this item, there is a small committee of staff who work on addressing all of the details from this nearly two million-dollar budget, and it makes a proposal to the entire staff to agree on the plan. Once all of the expenses are proposed, the Co-op’s bookkeepers compile all of the individual expense budget proposals into a draft of the total expenses for the coming year.

Cash and Liquidity
Another factor that needs to be considered in the planning process is cash. The system of simply budgeting for income and expenses doesn’t take into account other factors that are pertinent to a business, such as loan payments and capital improvements. These items are not considered expenses because they are not being wound up (they’re), like, for example, utility costs, they add to the value of the business and are expressed as such on the balance sheet. These items are planned for in a separate section known as “Cash Flow.”

Cash Flow project is designed to give a complete view of all actual cash in and out for the coming year. This helps us know that we will have enough cash on hand to carry out all the other plans in the budget.

Putting it All Together
Now that all involved parties have made their first “guess” on their area of expertise, the bookkeepers put it all together to see how it looks as a whole. Everything fits together as it needs to fit together. We bring it to the Staff and Finance Committee as a complete draft for consent, and finally, the Board of Directors has the opportunity to approve it, too.

How Did We Do?
After we’ve done all the planning and the year begins, we want to see if it all actually plays out. We keep track of all this on a quarterly basis. Every three months, the Staff, Finance Committee, and Board of Directors review budget reports to monitor our progress. We use these reports to help us make adjustments to the remainder of the budget year, and to help plan for the next year.

At its simplest, the Co-op’s budget is like a tube. Sales come in one end, and expenses go out the other end. The planning process entails making a best guess at how wide the tube will be and how much will go through it over the course of a year. All of this guessing helps us to direct how we want to carry out our operations and gives us a way to measure our success. We may not always get it right, but by carrying out the process, we have the opportunity to learn how to guess better next time.

If you have any questions about the budget process or anything else financial, please feel free to contact me or any of the bookkeepers at 357-1106

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January-September 2005 Budget Report

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<th>Budgeted</th>
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Buy an ad in the Co-op News!!

| Business Card: | $45 single run | $35 for two or more consecutive |
| Double Business Card: | $75 single run | $65 for two or more consecutive |

Circulation: 5-6,000 bimonthly to Co-op members and to local community distribution points.

Submissions: Contact Jennifer Shafer at (360) 789-7313 or at olycoopnews@yahoo.com
Board Report

By Jodi Boe, Board Member

In September, the Board met to plan for and organize the October 23 Annual Membership Meeting at the Olympia Ballroom. Board members discussed the best way to present their most recent work around instigating, managing, and organizing change. This is always an exciting time of the year for presenting and receiving member feedback.

The instigation of change begins with the newly forming Growth Response Oversight Committee (GROC). Soon, Board members, Staff, and Members at large will become a group to oversee the growth of the Co-op. This endeavor is going to be exciting and challenging for everyone involved. This committee will seek input and determine the best route for Co-op growth: new store, more stores, bigger stores, smaller stores, etc. Samantha Chandler and Jason Baghdadian will serve on the committee from the Board. A third board member may be added after the board elections.

The managing of change came in many forms including Bylaw changes, new hiring procedures, and capital plans projects. The Bylaw changes included a member-initiated ballot process proposed by the Bylaws Committee. It is currently being voted upon by the members. There was good discussion about these changes at the annual meeting. The Board has spent more time on this issue than any other over the past year. All are interested to see how the members vote.

At the October meeting, the Board approved the new Hiring Handbook presented by Kitty Koppelman. The Board was impressed with the handbook and spent some time examining the anti-oppression document. The handbook will be put to good use as the Co-op prepares to hire more staff.

Also at the October meeting, the Board committed to the proposed Capital Improvements Projects. The Staff compiled a list of capital improvement needs, keeping in mind that the growth of the Co-op should affect their priorities. Both stores will see some much-needed improvements in 2006, like a new front door at the Eastside store and new produce and bulk bins at the Westside store.

The Board finished this meeting by brainstorming a list of organizations to recipients of donations from the Co-op. This is a result of the Co-op policy that states that part of the Co-op’s profits will be distributed in community and staff bonuses. The staff bonuses are distributed to staff equally, based on hours worked. The community bonuses are given at the discretion of the Board. We now have a list of local organizations that will prioritize the November meeting and finalize by the end of the year.

Another big change for the Board will be a new meeting space. The Co-op business office and meeting space is moving to 608 Columbia St. SW in downtown Olympia. The Co-op will be sharing the space with the Free School. Our next meeting will be at the new office on December 1, at 7:00 pm. This is the November meeting postponed a week due to Thanksgiving. There will be another meeting on December 22, which is the actual December meeting.
Thank Your Working Members!

The Co-op wouldn't be the same without your help!

Kids Corner

What is it?

Deadline: January 2nd, 2006

Name___________________________

Age___________________________

Guess___________________________

Where do you want to pick up your gift certificate?
☐ Eastside ☐ Westside

If you’re 10 or under, guess what Co-op bulk food is used as “sand” at Olympia’s Hands-On Children’s Museum. Fill out this form and put it in the What is it? bin in the Co-op office. Enter once per newsletter. Guess correctly, and you’ll win a $1.00 gift certificate to spend at the Co-op! The answer to last issue’s What is it? was: Eggplant

Congratulations: Jayden L., age 5 • Anneliese G., age 7 • Olivia G., age 8 • Fuchsia D., age 8 • Natalie, age 10 • Ashley K., age 11 • Max, age 10 • Hannah T., age 5 • Jasmine, age 7 • Lexi D., age 7.

2005 Co-op Election Results

This year’s ballot included Bylaws changes as well as Board of Directors elections. We received 200 ballots and of those, 143 were counted as valid ballots, and 17 were invalid. A ballot cannot be counted if we are unable to determine whether the person casting the ballot is a member of the Co-op. If you do not put your name on the envelope, or if your name does not appear in our membership database, we cannot count your ballot.

The Bylaws changes that were proposed were all accepted. Ballot measure #4, which included the member initiative measures, had the most opposition, but was still voted in. The Bylaws will be amended to reflect the changes that have been adopted.

Before the member-initiated ballot process is officially in place, the Board will need to finalize the structures to support that system. The Board will inform the membership as soon as that system is ready.

Board elections: Jason Baghobbadian was elected for a two-year term. He was appointed to the Board last spring to replace Ryan McLaughlin, who resigned from the board. Kathy Strauss is the other candidate to win the election this year. Congratulations, Jason! Welcome to the Board, Kathy!

Election results—183 total verified ballots

Ballot Measures

- Ballot Measure #1—Yes 154 No 8
- Ballot Measure #2—Yes 140 No 9
- Ballot Measure #3—Yes 142 No 10
- Ballot Measure #4—Yes 155 No 60
- Ballot Measure #5—Yes 145 No 12
- Ballot Measure #6—Yes 142 No 10
- Ballot Measure #7—Yes 140 No 15
- Ballot Measure #8—Yes 149 No 7
- Ballot Measure #9—Yes 142 No 15
- Ballot Measure #10—Yes 151 No 5

Board of Directors

- Mel Gildeau—39 votes
- Jason Baghobbadian—137 votes
- Jake Rosenbaum—41 votes
- Kathy Strauss—123 votes

Olympia Food Co-op

311 Pacific Avenue SE
Olympia, WA 98501

Address Change Requested