



Co-op News

A bi-monthly publication for members of the Olympia Food Co-op and its surrounding communities

June / July 2005

The Co-op Garden Centers have Grown!

By **Jennifer Shafer**, Editor



Summer is here, and nowhere are people more happy than in the coastal Pacific Northwest, where the winter (and spring and fall) usually consists of one long, gray rainy season. Now we get to reap the benefits of all that rain by enjoying lush plant life and moist soil. Although most of us may have started preparing our gardens in March or April, there is still plenty of time to put one in, and there are still many tasks left to amend the garden already planted. The Co-op's garden centers are just the places for plants, products and tools to help you establish or enhance your gardens.

We've Remodeled

The garden centers at both stores have recently been improved to provide more products and better access. **The Eastside** store saw the actual creation of a small building right by the front door to house its garden products. This idea had been simmering for eight years or so and was finally completed by Kirk Trowbridge, a Co-op member, who built it on spare evenings and weekends. It is an attractive wood building that complements the existing store quite nicely. Now, instead of garden supplies being jammed into the produce section, one can find the tools, fertilizers and accessories laid out clearly. There is also room in which to store the plant cart at night.

The Westside has been improved by the work of Erika Koltveit, also known as "the Norwegian Carpenter". She added new shelf space to the existing area, which now has a removable shelf and will allow for storage of live trees. Although the remodel was not completed before fruit tree

season, the Co-op plans to carry fruit trees and other seasonal trees from Burnt Ridge Nursery. Also, a new cart has doubled the amount of plant starts the Westside can carry.

The remodels at both stores mean the Co-op will be able to increase the amount and variety of products it carries. At the Eastside, this means carrying pallets instead of bags of peat moss-free potting soils and organic fertilizers, or adding more tools and accessories such as composting tools, clay pots and planter boxes, and hand tools like clippers and gloves. Also look for more perennials and hanging plant baskets because of the increased display room.

The Westside store will continue to highlight edible plants such as: vegetable starts and herbs, organic fertilizers, composting and garden tools, tree starts, and worm tea and castings from Wiser Worm Farm (also at the Eastside).

Buy Local, Garden Local!

Both stores share a "buy local as much as possible (and organic of course)" philosophy according to Gary Galbreath and Patrice Barrentine, garden center managers of the East and Westside stores, respectively. Gary raves about the Co-op's relationship with Gary Kline of Black Lake Organics and his genius in cultivating organic, sustainable fertilizers. He recommends paying a visit to him at Black Lake Organics beyond purchasing his products at the stores. Patrice, also a co-manager of the produce department, talks excitedly about the close relationship we have with our growers of plant starts. This year she was able to request specific plant starts from Pigman's Organics to fill niches that other suppliers may not cover. Spring Creek Farm, Stoney

Plains and the Secret Gardener are other local farms that supply our plant starts.

The Co-op buys its seeds from Territorial Seed Company of Cottage Grove, Oregon. They have increased their stock of organic, biodynamic and heirloom seeds and remain a non-corporate company (unlike Seeds of Change, who is now owned by M&M Mars). Their seeds are also cultivated in our bioregion and are formulated for our growing conditions. Our garden accessories come from Down to Earth, a company based in Eugene, Oregon. They supply the Co-op with gardening and housewares such as chimes, potting soils, gloves and composting tools. The garden center managers are currently seeking alternatives to gardening tools made in China (keeping with a national boycott by food co-ops) but are finding it difficult to find, as well as maintain, a line of product that others will want to buy elsewhere at competitive prices.

The Co-op garden centers plan to offer products seasonally that will encourage shoppers to be able to garden all year 'round. Look for winter garden seeds in July and flower and garlic bulbs (in 10lb. bags) in August and September.

The Co-op's garden centers are not terribly large but they fulfill a part of our mission in encouraging local production and growing practices that are sustainable for the Earth. You can purchase supplies here knowing that great care and thought goes into product selection and that many of the products are the result of many local farms and/or companies. Patrice says it well when she said, "we want to encourage people to take a small part in supplying their own kitchen while realizing the pleasure in that practice." Check out our newly expanded garden centers and see how you can engage with the world of growing!



The Eastside store's new Garden Center and the Westside's renovations have come just in time for gardening season.

Editor & Advertising Coordinator
Jennifer Shafer

Staff Liaison / Coordinator
Kitty Koppelman

Graphic Artist
Melissa Roberts

Photographer
David Nowitz

Newsletter Committee
Jennifer Shafer, Joanne McCaughan,
Kitty Koppelman, Melissa Roberts

Westside Store
921 N. Rogers • Olympia, WA 98502
(360) 754-7666
Open every day, 9am - 8pm

Eastside Store
3111 Pacific Ave. SE • Olympia, WA
98501 • (360) 956-3870
Open every day, 9am - 9pm

Both Co-ops are open every day of the year, except New Year's Day, January 1st, for inventory.

The purpose of the Olympia Food Co-op is to contribute to the health and well-being of people by providing wholesome foods and other goods and services, accessible to all through a locally-oriented, collectively managed, not-for-profit cooperative organization that relies on consensus decision-making. We strive to make human effects on the earth and its inhabitants positive and renewing and to encourage economic and social justice. Our goals are to:

- ☛ **Provide** information about food
- ☛ **Make** good food accessible to more people
- ☛ **Support** efforts to increase democratic process
- ☛ **Support** efforts to foster a socially and economically egalitarian society
- ☛ **Provide** information about collective process and consensus decision-making
- ☛ **Support** local production
- ☛ **See** to the long-term health of the business
- ☛ **Assist** in the development of local community resources.

Opinions expressed in the **Co-op News** are those of the authors and do not necessarily reflect the views of the Co-op Staff, Board of Directors, Co-op Advertisers or anyone else. Co-op members are welcome to respond.

The **Co-op News** is published on a bi-monthly basis and comes out in February, April, June, August, October and December. Please contact the editor, Jennifer Shafer, at 360-789-7313 or at olycoopnews@yahoo.com to discuss your article idea or advertising inquiry. You may also leave messages in the newsletter box at either Co-op or mail them to either store, Attention: Co-op News.

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

<http://www.olympiafood.coop>



Staff Collective Restructuring

By **Harry Levine**, Staff Member



The Olympia Food Co-op opened its doors in March of 1977 at a downtown location on Columbia Street.

Volunteers operated the store, which was an outgrowth of the transition from food buying clubs into a storefront. As it grew and moved to the Rogers Street location in 1979, management of the store became the responsibility of a small paid staff of 5 that operated as a collective. When I was hired in May of 1984, our collective increased to 8, and we were doing about \$600,000 in sales per year.

Twenty-eight years later, much has changed in Olympia and in the Co-op. We now operate two stores with over \$8 million in yearly sales and are managed by a Staff Collective of 53. Throughout the 70's and early 80's, collective management was an important value in many food co-ops. Over time it was abandoned by most stores in favor of traditional hierarchical management, yet in Olympia, the Staff, Board and membership have remained committed to our consensus-based collective management. In 1991, approximately 850 out of 880 ballots cast in a membership election supported collective management and our Volunteer Working Member system. In 1996, the membership voted to amend the Co-op By-laws to state clearly that a Staff Collective that operates by consensus shall manage the operations of the Co-op.

The values of collectivity and consensus are consistent with the Co-op mission statement (see sidebar). Many people in Olympia and around the country recognize the uniqueness of a Co-op that still embraces collective management and a strong membership-based, volunteer system. There are many rewarding and challenging aspects of collective management. We'll save discussing the rewarding qualities for another day and focus on the challenges and difficulties here.

As the Co-op has grown, the Collective has had to adapt to growing from 13 members, before the opening of the Pacific Ave store in 1994, to the current level of 53. As our numbers increased, we had to develop integrated, two-store labor systems. In many ways, we run a very successful business (as you can see by our finance reports), but at the same time we have recognized over the last few years that many of the systems we designed as a smaller collective are no longer effective.

Two years ago, we hired a consultant named Tim Huet to do an assessment of staffing systems and needs. We met Tim at the Western Workers Co-op Conference, and he has lots of experience working with collectives in the San Francisco area. Tim was very impressed with how we have tried to stay true to our values. He believes in the viability of collective management and consensus decision-making, and he recommended that we de-centralize many of our management systems due to the size of staff and continued growth.

We reviewed his recommendations as a staff and board and have decided to embark on a restructuring project. We have developed and approved a work plan in our 2005 budget. Currently, a number of committees are analyzing our current systems and are gathering information from other stores regarding structure and operation. We are analyzing and discussing all the pieces of our labor system, including budgeting, decision-making, job descriptions, training, accountability, communication and more.

In each store, there is a notebook that details the restructuring timeline and process and documents all the work that has been done. If you are interested, ask any Staff member, and they will get you the notebook for your perusal. Eliza Welch and I are co-coordinating this process and would

be happy to hear your comments, questions or concerns. We can be reached at 357-1106 or by emailing olyfoodcoop@juno.com

We are thrilled that we live in a community that has had such strong support for the Co-op and its Mission Statement. We hope that this Staff restructuring work will help us learn more about how to build more cooperation in this world. We will keep you up-to-date with reports in future newsletters.

An Update on the New Staff Hiring Process

By **Gail Sullivan**, Board Member

In past Board reports, it was mentioned that the Co-op is working on revamping the process we use to conduct the hiring of new staff people. A new committee of the Board, the Standing Hiring Committee, was formed to coordinate all aspects of staff hiring. We began meeting in March 2004. Our goal is to create a process for hiring that is more timely, inclusive and convenient for everyone involved. In the past, hirings were done on an "as needed" basis. So each time a new committee was formed, a new search for applicants was announced, interview questions were re-written, and applicants had a specific time window in which to apply.

Our plans for revising this process includes a system that is always accepting applications and an ongoing Hiring Committee that is regularly reviewing them and responding. The committee is developing a Hiring Handbook, which describes all the policies and procedures. The contents of the handbook will be reviewed by the Staff and approved by the Board.

The stated purpose of the Co-op's hiring process is to select the best possible candidates to fulfill the duties of Staff, as specified in the Co-op's bylaws. The process will include considerations of skill, experience, values, diversity, commitment, availability and compatibility. The process will attempt to acknowledge the power imbalance and vulnerability that is inherent in any hiring process and will make efforts to make all applicants feel respected.

We want to move toward building relationships in our hiring both with individuals and groups. To this end, we plan to reach out to communities, organizations and individuals, and we will work to cultivate relationships to recruit staff. We are currently developing an outreach plan that will help us meet this goal.

The Hiring Committee and hiring process will change with the evolving needs of the organization and as needed to reflect changes in the broader Co-op community.

At our most recent meetings we've been working on the job description. How can we realistically describe what it's like to work at the Olympia Food Co-op? Next we'll be tackling the Outreach plan. How can we attract great applicants from diverse populations? The scope of our work even includes describing the training for the newly hired staff. Our goal is to begin accepting new applications by the fall, whether we are hiring or not. So far, we're right on schedule. Notices will be posted as soon as we're ready. Stay tuned!

The Standing Hiring Committee is Rebeca Roqueni, Erin Majors, Lucas Anderson and Kitty Koppelman from Staff, and Sarah Ryan and Gail Sullivan from the Board.

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Working Member Opportunities for All!

By **Amanda Jarman**, Staff Member

Calling all volunteer cashiers!

Have you volunteered at the Co-op as a cashier in the past? We miss you, and we'd love to have you back. Not only do we miss your sense of humor, your style and the unique talents you contributed to the Co-op—but also we need you.

If you've been at the Co-op lately, you may have noticed that the stores are booming with business. It's a very exciting time, and your Co-op needs your help. Sales growth means that more people are buying more stuff, and they all must pass through the register lines. Volunteer cashiers are essential to the Co-op's operations.

So if you've considered coming back to the Co-op to volunteer, now's the time to do it! And, if you've never volunteered at the Co-op before, but enjoy working with interesting and fun people in a fast-paced setting, come on in



for a Volunteer Intro Tour. Maybe cashiering is the right volunteer position for you.

Eastside Co-op Clean-up Day

Come enjoy a barbecue and the great outdoors at the Eastside Co-op Clean-up Day! On Sunday, June 26, from 11 a.m. to 4 p.m., we'll be tidying up the landscaping (goodbye weeds, hello mulch) and making the outside of the building shine. Come make your Co-op look better and brighter with a little TLC. This will be a fun day with a barbecue and snacks. Wear your grubby clothes, and bring garden tools if you've got them.

Volunteer where you really count—inventory at the Co-op!

Thursday, June 30th at 7 p.m., Eastside and Westside Stores

Summer inventory is here! Inventory is a great way to get involved in the Co-op. Four times a year, a bunch of volunteers and Co-op staff get together and count every single thing in the stores. Not only do we count, but we also eat a bunch of food, listen to music, and

get to know one another while we do it. We'd love to see you there, experienced and new volunteers alike. Please sign up for inventory by visiting or calling either of our stores.

Upcoming Volunteer Events

V.I.T. stands for Volunteer Intro Tour. Come tour the store and learn about volunteer opportunities at the Co-op. If you are interested in volunteering, please attend this 1-1/2 hour orientation.

Cleaning Parties happen several times per month at each store. They're a great way to volunteer three hours of time and get to know your Co-op. Help us get the stores looking spic & span. Come help us scrub, wipe, wash, polish and clean the stores after they're closed. Snacks will be provided for all cleaning parties, and you are encouraged to bring music you'd like to listen to.

For more information about volunteering, please contact Amanda or Eunsil at the Eastside store, (360) 956-3870 or Lucas, Rebeca or Tatiana at the Westside store, (360) 754-7666. Or stop by either store for more info, to fill out a volunteer application, or sign up for an upcoming event.

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Upcoming Volunteer Events June-July 2005

*V.I.T. =Volunteer Intro Tour

Sun	Mon	Tue	Wed	Thu	Fri	Sat
5 June Eastside V.I.T., noon Westside Cleaning Party, 8pm	6	7 Eastside Cleaning Party, 9pm	8	9 Eastside V.I.T., 6:30pm	10	11 Westside V.I.T., 1:30pm
12 Westside Cleaning Party, 8pm	13 Westside V.I.T., 6pm	14 Eastside Cleaning Party, 9pm	15 Westside V.I.T., 6:30pm Eastside Bulk Cleaning, 8:30pm	16	17	18
19 Eastside V.I.T., noon Westside Cleaning Party, 8pm	20	21	22 Eastside Cleaning Party, 9pm	23 Eastside V.I.T., 6:30pm	24	25 Westside V.I.T., 1:30pm
26 Eastside Clean-up, 11am-4pm Westside Cleaning Party, 8pm	27 Westside V.I.T., 6pm	28 Eastside Cleaning Party, 9pm	29	30 Eastside and Westside Inventory, 7pm	1 July	2
3 Westside Cleaning Party, 8pm	4	5 Eastside Cleaning Party, 9pm	6	7 Eastside V.I.T., 6:30pm	8	9
10 Westside Cleaning Party, 8pm	11	12 Eastside Cleaning Party, 9pm	13 Westside V.I.T., 6:30pm	14 Eastside V.I.T., 6:30pm	15	16
17 Eastside V.I.T., noon Westside Cleaning Party, 8pm	18	19	20 Eastside Bulk Cleaning Party, 8:30pm	21	22	23
24 Eastside V.I.T., noon Westside Cleaning Party, 8pm	25	26 Eastside Cleaning Party, 9pm	27 Westside V.I.T., 6:30pm	28 Eastside V.I.T., 6:30pm	29	30
31 Westside Cleaning Party, 8pm	1 August	2	3	4	5	6
7 Eastside V.I.T., noon	8	9	10 Westside V.I.T., 6:30pm	11 Eastside V.I.T., 6:30pm	12	13

The Community Kitchen: Free School / Co-op Summer Classes

For over three years, The Olympia Food Co-op and the Olympia Free School have been offering free classes to the community on nutrition, gardening, cooking and healthy living. Our classes are offered on a quarterly basis and are led by community members who donate their time to share their talents and resources with other community members!

All classes will be held at Free School: 808 Jefferson St. unless otherwise noted. To sign up for a class, please visit our Community Kitchen info boards at either Co-op, email: register@olympiafreeschool.org, or call Free School at: 360-352-4165.

Raw Foods Class

Facilitator: Emily Turner

Where: Fertile Ground, 311 9th Ave. (next to the Library)

When: Thursday, June 2nd, 6pm

This class is for beginners or old-timers. Bring your questions and curiosity, and come learn and share about raw foods. Come learn some simple yummy foods to make, as well as info on raw foods. All the food is vegan, gluten free, wheat free, and soy free.

Emily Turner, Natural Therapeutic Specialist, Massage Therapist and Raw-Food Chef, has been experiencing raw foods for over 7 years. She has studied at the New Mexico School of Natural Therapeutics and with Dr. Adiel Tel-Oren, owner of The Ecopolitan Raw Food restaurant in Minneapolis.

Tiny Nibblers: An Introduction to Creating Healthy Eating Habits from the Beginning

Facilitator: Alison Campbell, RN

Where: Fertile Ground, 311 9th Ave. (next to the Library)

When: Tuesday, June 14th, 6pm

We'll start with newborn feeding choices and work our way through at least age six, but many points will be applicable to teens and adults alike. Topics to be included: when and how to introduce solid food, how to get a toddler to eat vegetables, pre-school pickiness, early recognition of food allergies, and how to create life-long nutritional habits towards optimal health at any age. The approaches to be discussed will emphasize positive parenting skills and age-appropriate developmental tasks. A recommended reading list and tasty samples will add "fullness" to this hour and a half course.

Course designed and facilitated by Alison Campbell. Alison is an RN, Evergreen graduate and a registered

counselor; in addition to being the mother of four children, ages 3 to 17 years. She's been an Olympia Food Co-op member since 1984 and an advocate for health and nutrition for as long as she can remember.

Berry Picking at Pigman's Organic Farm

Facilitator: Jan Pigman

Where: Pigman's

When: Sat, June 25th, 12-2pm

Come join us at Pigman's Organic farm for an afternoon of berry picking and a farm tour! We'll finish off the day with some ice cream topped with fresh picked berries!! Families encouraged to attend. Children must be supervised. We will carpool from the East and Westside Co-ops, or meet us at the Farm. Directions will be posted.

Creating, Supporting, and Maintaining a Local Food Economy

Facilitator: Susie Kyle of Winlock-Meadows Farm and The Farm Bank Project



Where: The Olympia Free School, 808 Jefferson St.

When: Sunday, June 19th, 5pm

Many potentials are starting to come together in our wonderful Olympia community—a Cooperative Warehouse distribution drop-off and pick-up center, General Store, Commercial Kitchen, and a Digital Marketplace <http://www.olyfarms.org>. Come and be a part of shaping a sustainable future for all of us.

Summer Evening in Perennial Edible Paradise!

Facilitator: Marisha Auerbach

Where: 6420 Shawn Dr. SW (carpools will be available from the Eastside Co-op and maps will be posted)

When: Wednesday, July 20th, 6pm



Come visit the paradise that Marisha has created. We will learn what permaculture is, and how it is reflected at her property. Learn how Marisha has

Bulletin Board Clean-up Project

By **Gaylah Balter**, Working Member

Let me introduce myself. My name is Gaylah Balter, and I moved here in December. I began to notice the deplorable condition of the outside bulletin boards at the Eastside store. I am a Feng Shui author, workshop provider and consultant. My immediate reaction was: this does not serve anyone. Notices posted over other ones, old notices, and a general messy and disorganized appearance greeted all who came to the store.

This is not good for a store that desires to serve the public and make money as well. As a volunteer project, I cleaned up the boards one afternoon. Customers remarked favorably, as did the staff. It obviously made people feel better about their surroundings, and they said notices were now available for all to read. Everyone agreed it needed to be done, and they liked the idea of an attractive and neat area to read notices.

The response I got was encouraging. Here are some suggestions for how we might be able to make the bulletin boards user-friendly and bring good Feng Shui energies to the store (these suggestions are mine and have not been approved by the Staff, Board or membership):

1. All notices should be dated before posting.
2. Try not to post over someone else's notice.
3. Please use the clipboards for those notices that fit the categories. They are: Cars for Sale, Classes, Housing Notices, Lost Animals, Lessons, and Services.
4. All other subjects and categories can be posted if space is available.
5. I will be working on the board at least twice a month to keep it up to date. March



and April have been difficult for me for health reasons. I will begin my duties again at the end of April.

6. There is not much room for business cards at this time. If you have any ideas about how to display them, let me know. gaylahbalter@earthlink.net.

7. All three-fold flyers that advertise businesses and/or events should be placed in the store on the display near the eating area.

If you have any ideas, suggestions or complaints, please feel free to contact me for a discussion. The bulletin boards belong to everyone, and we all need to participate in a positive way. Fairness and good use is the key to efficient bulletin boards as well as good Feng Shui. What is good Feng Shui? Neatness, comfort, attractiveness, aesthetically pleasing, calming and nurturing are all attributes to this practice. Jumbled messes create clutter and impede the smooth flow of good energy to the store and block positive feelings.

Editor's note: As Gaylah's article states, the bulletin boards are for everyone. Some may not find clutter on the boards distracting and may have different ideas on use, appearance and order. Please contact a staff person and/or Gaylah if you would like to participate in the organization of the boards or share your ideas.

created a different paradigm by what she grows in her garden and how she uses the plants to sustain her livelihood. Edible flower appetizers and ice tea will be shared.

A certified herbalist, Marisha presents workshops on a variety of topics including: ethnobotany, herbalism, flower essences, permaculture, edible landscape design, and organic gardening, among others. Marisha has a small plant nursery which focuses on edible flowers and other gourmet specialty food items. Marisha also is the owner of Queen Bee Flower and Gem Essences, Herb 'n' Wisdom and Growing Greetings.

Garden Tours with Erica Guttman

Facilitator: Erica Guttman of Native Plant Salvage

When: TBA

Come learn: landscaping with native plants, how to plant a garden without breaking



your bank account, good times of the year to plant, and how to plan for this drought season! We will talk about these topics while we visit community members' gardens and enjoy the summer sunshine!

The Community Kitchen happens because of you! We encourage folks to get involved by taking a class or offering to facilitate a class. If you have a skill you would like to share with others please contact Beth Heard at: Beth@olympiafreeschool.org. The next class series begins in September.

Safety in the Sun: A Skincare Primer

By **Maureen Tobin**, Staff Member

In our frequently cloudy climate, a bright sunny day is usually a welcome and happy event. But unfortunately for those of us living in the 21st century, sunny days are more menacing than they used to be: we are receiving much higher levels of ultraviolet radiation than people living even 50 years ago. Most people have heard this news and realize the need for sun protection, but choosing a sunscreen can be confusing, especially if you are interested in avoiding synthetic chemical products. Ingredient labels tend to look like they are meant to confuse, so here are some tips to help demystify sunscreen choices.

UV Rays and the SPF Factor

Ultraviolet (UV) rays stimulate the skin's pigment-producing cells to produce extra melanin, our skin's defense against burning. Human beings do require a certain amount of sun exposure to supply the body with vitamin D, but 15 minutes a day seems to be adequate. Longer exposure causes the skin to work overtime manufacturing cells, especially as the sun's rays penetrate the inner layers of skin and start to cause skin damage. Some of these damaging results include collagen breakdown and loss of elasticity, the formation of free radicals, interference with DNA repair and inhibition of the immune system. This is seen visibly as wrinkling as well as an attractive tan or not-so-cute sunburn. Results can take a long time to develop: a tan might take three days to completely appear, and the sunburn you receive this week may take 20 years or more to become skin cancer.

Sun Protection Factor (SPF) is a rating system developed by the FDA that indicates the amount of UVB protection a product offers. But, the sun's longer UVA rays are now thought to deeply penetrate the skin and cause even more damage than previously suspected. SPF ratings do not provide any indication of the amount of UVA protection that a sunscreen provides, and experts worry that high SPF ratings have inspired a false confidence among at-risk populations. This creates a strong need to read labels carefully and to know what to look for in sun protection.

Skin Protection and Sunscreen Ingredients

What should you look for as protection against accelerated aging and cancer? The market offers two general types of sunscreen: natural sunblocks such as zinc and titanium and chemical suncreening agents. Natural sunscreen blocks UV rays with a physical barrier, whereas chemical sunscreens absorb UV rays and neutralize them in the skin tissues. Chemical sunscreens require reapplication every few hours as the agent

becomes inactive, while sunblocks sit on the surface of the skin and only require reapplication if they have been worn off by towel-ing or swimming. It is important to note that sunblock must be reapplied before burning begins; once the reaction has started a sun-block will not stop it. If you have started to burn in the sun, the best thing to do is head for the shade.

Many researchers and natural products retailers believe chemical sunscreen agents to be both carcinogenic and endocrine disruptors (affecting levels of hormones in the body). PABA, or para-aminobenzoic acid, was the first true sunscreen to be generally available in the U.S. PABA started causing allergic reactions in the 1980's, and its use declined as claims of "PABA-free" began to appear on packages and other chemical agents became available. Aubrey Hampton, who is a leader in information about natural body care products, believes the campaign against PABA to be somewhat unjust. He describes PABA as "a water-soluble B vitamin that acts as a skin nutrient and sun protector. . . while some suffer allergic reactions to synthetic PABA, most people are able to tolerate Padimate O, a PABA ester." Others list PABA along with these dangerous chemicals to be avoided:

- octyl-methoxycinnamate
- benzophenone
- tiethanolamine
- homosalate (HMS)
- 4-Methyl-benzylidene camphor (4-MBC)

Mineral oil and other derivatives of petroleum, which are common ingredients in sun-care products, do not resist UV rays and dissolve the sebum secreted from oil glands that helps inhibit water evaporation from the skin. Preservatives in sunscreen can be harmful too, including methylparaben, now known to be toxic as well as able to imitate the effects of estrogen in the body.

For natural, broad-spectrum protection, look for ingredients like titanium dioxide, a naturally occurring mineral that actually deflects the sun's rays without penetrating the skin. Similarly, zinc blocks both UVA and UVB radiation while acting as an anti-inflammatory and anti-bacterial ingredient. These two ingredients will usually make a product with SPF 30 rating, which is considered sufficient

as a sun protection. Although the actual difference in filtration of UV rays between SPF 15 and 30 is minute, most authorities recommend using SPF 30 ratings, with the rationale that most people under-apply or improperly apply them.

Products that are enriched with plant extracts and minerals help provide anti-oxidants and valuable nutrients that help ward off harmful sun effects. In fact, some studies have shown that taking a multi-vitamin internally can reduce the risk of sun damage and prevent damage from worsening. Look for ingredients in sunscreen such as green tea, whose polyphenols are showing much promise to actively reduce cancer risk. Sea buckthorn is a remarkable plant that has antioxidant and anti-inflammatory properties, including tocopherols of vitamin E, carotenes and vitamin C.

Other nutrients to look for are rose hip seed oil, aloe vera, Canadian willow herb, cocoa butter, avocado oil, rosemary, comfrey and tea tree oil. These plant extracts, along with vitamins, have been shown to reduce free radical damage and repair and rejuvenate the skin. Some newer ingredients that show promise for natural sun protection are oryzanol, a component of rice, and aesculin and esculin, extracts of horse chestnut trees with properties that seem to bind UV radiation.

Some plant oils contain natural sunscreens. Sesame oil resists 30% of UV rays, while shea butter and oils of coconut, peanut, olive and cottonseed block out about 20%. This means that people who are not at high risk for skin cancer (skin tones that never or rarely burn) can make their own sunscreen preparations or the natural lotion you already use may be blocking some UV rays. However, this type of protection is not sufficient for many people with lighter skin tones.

The Bigger Picture

News around the world about skin cancer is not hopeful, as atmospheric ozone decreases and less UV light is filtered out every year. In Australia, Antarctica, Chile and New Zealand, UV levels are growing dangerously high because of the ozone hole, and skin cancer

continued on page 6

Update

Global Warming

The problem of man-made global warming affects our whole living planet. The burning of fossil fuels—coal, oil and gas—releases carbon dioxide into the atmosphere where carbon pollution blankets the earth, traps in heat, and causes global warming. Electricity generation is the biggest single source of man-made CO₂ pollution, amounting to 37 percent of global CO₂ emissions. [Sources: *World Coal Institute, 2003; International Energy Agency, 2003*]

Solutions

Solutions to global warming that will help protect a wild world for future generations are readily available. Reducing CO₂ emissions by increasing the use of energy-efficient technologies and renewable energy resources like wind and solar power are necessary steps in the effort to slow global warming. Energy choices made in one place can dramatically affect animals, people, air, land, and water around the world and for years to come.

Global warming causes pervasive damage to the environment. Among the associated environmental impacts are biodiversity loss, sea level rise, increased drought, spread of disease, weather pattern shifts, increased flooding, changes in freshwater supply, and an increase in extreme weather events. [Source: *World Wildlife Foundation*]

The Co-op offers a variety of skin protection products at both stores.



Board Report

By **Cary Retlin**, Board Member

On May first, the Co-op was given a beautiful batik banner made by Debbie Shane as a way to thank us for what we have done to support the Procession of the Species. I had the honor of accepting this gift with fellow Board member Gail Sullivan at the Farmers Market.

Just a week prior at the Board’s April meeting, we were visited by many exciting ideas from the community. Barry Cannon of The Gleaners stopped in to share his plan to create a local restaurant that would collect aesthetically flawed food from local farms and feed people who need inexpensive, healthy meals downtown. The vision for the Gleaners restaurant is similar to that of the Boomtown Café in Seattle. As the Gleaners move closer to their vision, the Board may consider proposals to assist them. This project is supported by many points of our mission, chiefly making good food accessible to more people.

Ian Kirouac of the Olympia Peace and Justice Movement did not visit, but he asked us to consider an idea for a downtown community center. He shared their vision for the purchase of a 10,000-20,000 square foot building downtown. He suggested that many Olympia organizations could be involved in sharing space, including the Co-op and Traditions.

I would like to welcome our newest Board Member and wish our best to a departing comrade. Jason Baghboudarian was appointed to fill the seat that Ryan McCloughlin vacated when he resigned to build straw bale homes in California. Jason was a logical addition to the Board as he has been working hard on the Bylaws Committee and had run for a seat in the most recent election. Jason is also a cashier; perhaps you have met him while shopping at the Westside store.

Lastly, the Board of Directors had a special meeting to review the recommendations of the Bylaws Committee and will have one more. After that, we will submit our recommended changes to staff and membership to review. We still hope to have proposed changes to our bylaws on the November ballot for your final consideration.

If you are interested in more information on all of the exciting projects that have taken root recently, join us! Your Board of Directors meets on the fourth Thursday of every month at the downtown office on the third floor of the Security Building. If you can’t make it, we post our minutes by the door at both stores. For more information, please contact Harry or Eliza at 357-1106.

Safety in the Sun: A Skincare Primer *continued from page 5*

rates are increasing dramatically. In the U.S., the number of cases of melanoma has increased more rapidly than any other form of cancer, with more than 50,000 new cases each year, and nonmelanoma cases are at levels of about 1 million each year. Children today are especially at risk; the American Cancer Society believes that one child in six, born after 1995, is at risk of developing skin cancer over the course of her life. They also believe that most people receive 80% of their lifetime exposure to the sun by 18 years of age.

The EPA has developed a UV index, measuring UV radiation levels on a scale of 1-11. The Pacific Northwest, on a day with cloud cover, falls in the moderate zone of 5 on most days. But when the sun comes out, or if you are on the water or at elevations over 4,000 feet, the UV index around here jumps up to 8 or 9. So remember to take the sun seriously, protect yourself and your kids with sunblock and hats, and try to enjoy the beautiful outdoors without overexposing yourself to radiation and unnecessary chemicals.

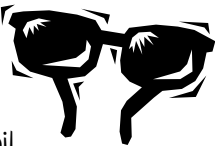
Recipes for making your own sunscreen:

Many people require a sunblock, which requires more difficult to obtain ingredients, such as the following: talc, zinc oxide, kaolin, red ferric oxide (calamine) and ichammol. Titanium dioxide can be used in conjunction with or in place of zinc. This is a thick salve that would be best used on the nose, lips, bald spots, and tops of shoulders.

If you were ever in a real pinch in the outdoors, an improvised sunscreen can be made by preparing a sludge of ashes from charcoal or wood or from ground clay. Supposedly axle grease will work too.

If you are lucky enough to only require a light sunscreen, mix:

- 2 ounces sesame oil
- 2 ounces aloe vera gel
- 1 teaspoon vitamin E oil
- a few drops of essential oil



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Co-op Committee Meeting Schedule

June-July 2005

The work of the Co-op’s Board of Directors is assisted by several standing committees, which meet at least monthly. Meeting dates are subject to change. For more info about meetings, please call the stores.

A’Planning We Will Go

The Board of Directors is planning the annual Long Range Planning retreat. The retreat will take place sometime this summer. If you have any long-range, medium-range or short-range goals, ideas, dreams, or projects for the Co-op, call Harry at 357-1106 or email olyfoodcoop@juno.com

Sun	Mon	Tue	Wed	Thu	Fri	Sat
5 June	6	7 Standing Hiring Committee Meeting	8	9	10	11
12	13	14	15 Finance Committee Meeting	16	17	18
19	20	21	22	23 Board of Directors Meeting	24	25
26	27	28	29	30	1 July	2
3	4	5 Standing Hiring Committee Meeting	6	7 Outreach & Education Committee Meeting	8 Newsletter Committee Meeting	9
10	11	12	13	14	15	16
17	18	19	20 Finance Committee Meeting	21	22	23
24	25	26	27	28 Board of Directors Meeting	29	30
31	1 August	2 Standing Hiring Committee Meeting	3	4	5	6

Meeting dates are subject to change. For more info about meetings, please call the stores.

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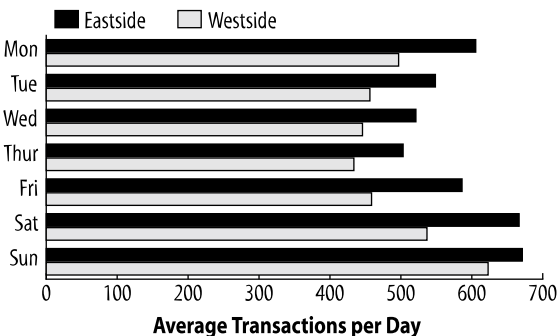
Is it *Always* this *Busy*??!!

By **Kitty Koppelman**, Staff Member

Doesn't it seem like the stores are getting smaller? There's no place to park, the shopping carts are more like bumper cars, and the lines at the checkstands are getting longer and longer. The Co-op's Board and Staff are beginning discussions about how to address our seemingly never-ending growth, but in the meantime, what's a shopper to do? Here's some information that might help spread out the busy-ness throughout the day. Some people have more flexibility in their schedules than others. If you are one of those people, and it's possible, scheduling your visits to the Co-op during the times that are usually slower might make your shopping experiences a little more relaxed.

How many people are coming to the Co-op?

These charts show the average number of transactions throughout typical weekday and weekend days at both stores. The sample is from six weeks last fall. The average transaction at the Westside is in the \$17 range, while the Eastside average falls around \$25. Using this data, we can assume that on average, almost 500 people per day visit the Westside store, and almost 600 people per day visit the Eastside store.

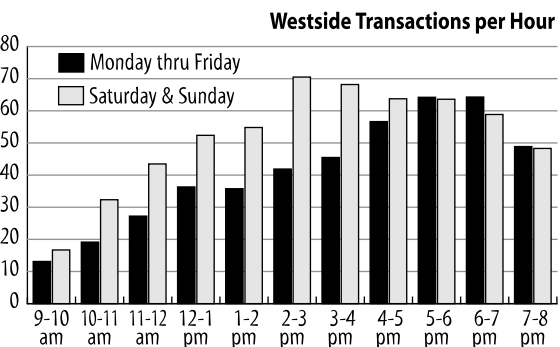


When's the best time to avoid the crowds?

At both stores, there are more customers in the stores on the weekends, so avoiding Saturday and Sunday shopping might give you a little more elbow room. Time of day can also be a big factor.

WESTSIDE

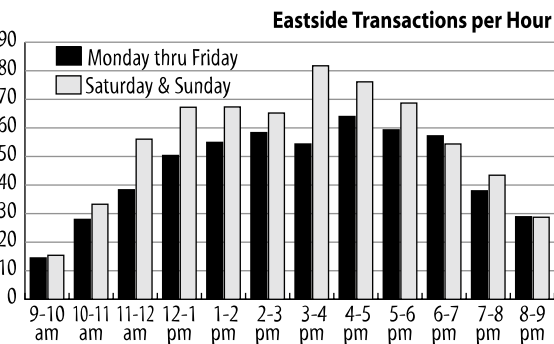
At the Westside store, things are pretty quiet during the first hour of business, between 9 and 10am. On



weekdays, business then starts to pick up over the rest of the morning, but it's still relatively calm. By around 2 or 3 in the afternoon, you can be fairly sure that you'll be literally rubbing elbows with your fellow members for the rest of the time the store is open. On Saturdays and Sundays, if you don't get in to shop before 11am, you might want to come in wearing shin guards and a helmet!

EASTSIDE

Not only is the Eastside store bigger, but shoppers at the Eastside buy more, which means it takes longer to ring up each shopper, making the lines move a bit slower. Like the Westside, the Eastside store is also fairly calm for the first couple of hours. But from around 11am until 7pm, the store is bustling. If you can postpone your shopping until after 7pm, you may have a more mellow experience. Tuesdays, Wednesdays, and Thursdays are generally the quietest days.



How long can we go on like this??

As business at the Co-op continues to grow at a very healthy pace, the Board and Staff are looking at ways to respond to this growth. Expansion plans are not simple ones, and as we learned when we opened the Eastside store, it can take a long time for any actual space-relieving action to happen. For now, Staff is responding by adding more Staff coverage for stocking, customer service, etc., and the Board is responding by beginning the dialogue about how the organization will address the expansion issue. As always, it will all keep working if we continue to enter our crowded hamlets with humor and cooperation while enjoying each other's company! The more the merrier!



Are you a Co-op member? You can join TULIP!

TULIP's unique mission is to fight poverty and promote social responsibility by bridging the gap between low income and more affluent people. TULIP links low-income members with the financial products, services, and education necessary for financial independence. At the same time, it offers more affluent members the opportunity for community investment through the loans and deposits they make with TULIP. Credit Union members benefit from highly personalized service with the knowledge that their patronage is a direct contribution to the community.



TULIP is open:
Monday, Friday & Saturday: 11am-4 pm
Wednesday: 11am-8pm.

TULIP is located:
Inside the Eastside Olympia Food Coop

Contact TULIP:
(360) 570-2292 • www.tulipcu.coop
info@tulipcu.coop

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Co-op News

A bi-monthly publication for members of the Olympia Food Co-op and its surrounding communities

June / July 2005

Summer's here! The Co-op Garden Centers have Grown!

Inside the Co-op News

- Garden Centers Grow! page 1
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- Community Kitchen Classes page 4
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Kids Corner

Food Quiz

Which of these foods are difficult to grow in the Puget Sound climate?



1. apple



2. pineapple



3. blueberries



4. banana



5. cabbage



6. carrots

June / July

Food Quiz

Deadline: July 1st, 2005

Name _____

Age _____

Guess _____

Where do you want to pick up your gift certificate?

☐ Eastside

☐ Westside

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 at least one answer correctly (there may be more than one!), and you'll win a \$1.00 gift certificate to spend at the Co-op!

Remember that the deadline is **July 1st**. A winners list will be at both Co-ops where you can ask for your coupon. Print neatly!

Last Issue's *What Is It* was:
Wheatgrass!

Congratulations:
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