



# THE Co-op News

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

OCTOBER / NOVEMBER 2013

## Harvest Party and Volunteer Celebration a Huge Success

By **Maureen Tobin**, Staff Member

The ninth annual Harvest Party was celebrated on Sunday, September 8 and was an amazingly successful event! It was the best turnout we've ever had, perhaps due to the incredibly beautiful fall day at Lions Park, or perhaps just the dedicated nature of our community to enjoy great food and even better company.

The party had another focus this year: to recognize and appreciate our large volunteer workforce. We spent many weeks gathering different types of prizes from our suppliers and different corners of the store to help make their raffle as exciting as possible. In the end, both of our purposes were fulfilled and everyone went home looking happy.

The Harvest Party is a celebration of local foods and businesses, from the farmers to the producers who work hard all year long to bring us the best the Northwest has to offer. Talented Deli Staff members Shameka and Paris cooked up some wonderful big dishes for the crowd, with ingredients from Boitsfort, Bremer Mountain, Let Us Farm, Ris-



Something for everyone



Folks gathered around the freebies table

photos by Jayne Rossman

ing River, Piece by Piece, Puddleton, and Wobbly Cart farms, to name just a few. We were also blessed to have the wonderful folks from Northwest Natural Foods come to serve up a couple hundred delicious salmon patties.

As people were sitting down to enjoy the feast, we were blessed to have Ben Sittingbull, Charlie Laroux, and Lucas Anderson drum and sing a traditional prayer song. They honored the beautiful land where we enjoyed our celebration and helped the crowd acknowledge the First Peoples who came before us here as well as give thanks for the harvest and bounty filling our tables.

And of course we ended the feast with a couple of insanely good cakes made by our talented staff baker, Virginia.

They looked so good in anticipation that it was as if the hungry crowd inhaled them within minutes. This event is a wonderful collaboration of many different talents and energies, and something unexpected always happens, but it always works out great.

One of those not totally-planned pieces was a fantastic musical performance by the Tune Strangers, who were able to attend at fairly short notice. But you wouldn't have known, as the music was wonderful and a perfect accompaniment to the lovely afternoon and all the great volunteers and members and community who showed up to celebrate the harvest.

*Turn to page 7 for more photos and fun!*

**We hope you can join in next year as well for our 10th annual Harvest Party!**

## Co-op News

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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  
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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  
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*Cover photo by Mike Neely*



There's nothing like a fresh-picked crisp autumn apple! Lucky for us, they  
are everywhere – in the produce section, on the branch, on the ground. Why  
not put up some apple butter this year, and enjoy the delicious goodness of  
this fall's apples all winter long? *(recipe courtesy Melissa McClellan, Food To Jars blog)*

## ~ Spiced Apple Butter ~

7-8 pounds apples

(any varieties you like)

1/2-1 cup dark brown sugar

1 1/2 tsp. ground cinnamon

3/4 tsp. freshly grated nutmeg

1/4 tsp. ground cloves

zest & juice of one lemon

– Slice apples and heap them into a six quart slow cooker.

–Add 1/2 cup water and set to low.

–Cook until apples are tender and can be easily pressed into sauce. On low, this will  
take 4-6 hours. On high, it should only take 2-3 hours.

–Puree softened apples into a smooth puree (it shouldn't be necessary to peel).

–Return puree to slow cooker and cook on low for 6 hours with the lid set slightly ajar  
so that it can vent.

–Add 1/2 cup sugar, spices and lemon zest/juice. Taste and add more spices and  
sugar, if necessary.

–Funnel hot apple butter into prepared jars.

–Apply lids and rings and process in a boiling water bath canner for 15 minutes.

–When time is up, remove jars from canner and let cool on a folded kitchen towel.

*NOTES: My batch yielded just over 3 pints, but with all things that depend on reduction, yields  
will vary. I can see this batch ranging from 2 to 4 pints, depending on the water content of the  
apples and the length that you cook them.*

*This recipe can be canned in pints, half pints, quarter pints or any other small jar designed for  
boiling water bath canning. All jars pints or smaller are processed for 15 minutes. Should you  
want to can it in quarts, increase processing time to 20 minutes.*

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# OCTOBER 2013

## Board Report

By **Joshua Simpson**, Board Member

On October 15, the Olympia Food Co-op will begin its annual election of new Board members. This year, there are four seats open during the election and four important by-law changes! The deadline for turning in your ballot is November 15, so make sure you don't forget to vote!

Many Co-op members have never participated in the election and know very little about what it takes to be a Board member of the Olympia Food Co-op. As a current Board member, I can tell you that being on the Board has been an incredible experience, and I would encourage every Co-op member to think about possibly running at some point. The Board of Directors is the elected body that represents you, Co-op members, and makes sure that your voices and concerns are included within the decisions we make for (and with) the organization.

The Board of Directors meets once a month and the membership is always welcome to attend. At the beginning of each meeting, time is always planned for member comments. The Board of Directors main function is to establish policies, oversee the operating and capital budgets, approve plans and recommendations, and set general guidelines for staff and working members. Each Board member is required to join 2 or 3 committees, which also meet once or twice a month (or every other month depending on the committee). The committees establish plans and policies and then those plans are passed on to the Board and/or membership for approval. The current committees include finance,

personnel, outreach, hiring, Co-op development, local food committee, and member relations. All Board members receive volunteer working member credit (that includes discounts on Co-op purchases) for the time they spend at Board and committee meetings. Board members currently serve 2-year terms. While this might sound like a lot of work, the Olympia Food Co-op Board is an extremely friendly and fun environment. Although it can be a time commitment, I always look forward to going to Board meetings, and I now have a much greater understanding of how the Olympia Food Co-op works.

As for the election coming up, please be sure to pay attention to the candidates' statements and then if possible, plan to attend the Co-op Annual Meeting (Sunday, October 27) to meet in person with all of the potential Board candidates so that you can make sure that the Olympia Food Co-op elects the best Board possible! During the annual meeting, we will also be discussing the proposed by-laws changes that are going to be on the ballot (for example, changing the Board of Director terms from two years to three years). Since we will have a voting station with ballots available, many members may choose to vote during the Annual Meeting. This is also a good time to bring up concerns that you may have with any of the proposed by-law changes and to bring up any other concerns you may have. If you can not make the annual meeting, remember that you can always come to any of the monthly Board meetings, which take place on the third Thursday of each month at 6:30pm at the downtown office, 610 Columbia St. SW.

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## Upcoming Volunteer Program Orientations

*Be a weekly Volunteer  
in the store!*

Come tour the store and learn about volunteer opportunities (including cashiering, stocking, and more) at the Co-op. If you are interested in volunteering, please sign up and attend one of these 2-hour orientations.

### Westside:

Saturday, October 5.....10am-12pm

Wednesday, October 9.....6-8pm

Saturday, November 9...10am-12pm

Wednesday, November 13.....6-8pm

*For more information about volunteering at the Co-op, please contact Alejandro at the Eastside store, 956-3870, and Rafael at the Westside store, 754-7666. You can stop by either store to get more information or sign up for an upcoming event.*






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Quinoa Zucchini Bread – perfect any time of year!

# Fall Favorite Recipes

By **Jennifer Shafer**, Co-op Member

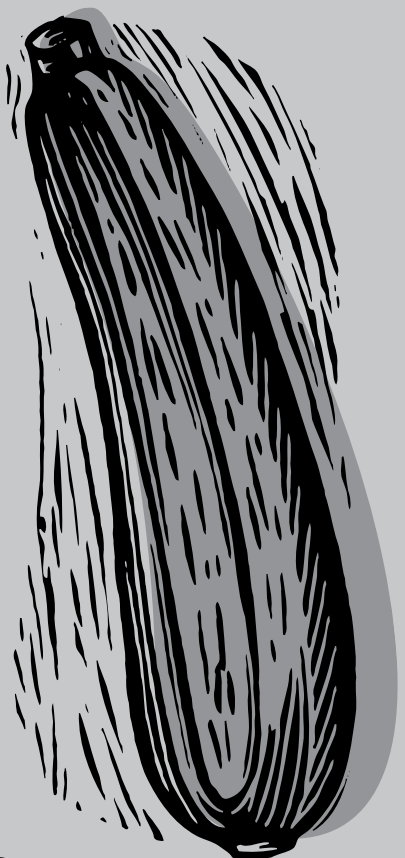
For this issue, I've compiled a few recipes that invoke the goodness and coziness of the Harvest season. Kym Zyl's favorite slow-cooked spiced apple butter on page 2 is a classic; if you take the plunge and preserve it, you can enjoy the fruit of this year's harvest for months to come. This zucchini bread recipe is so delicious – kids and adults gobble it up. It is new to me courtesy of my friends, Audrey and Suzanne. The squash soup on page 5 is one I have been making for years, and it never fails to please any palate. Desdra Dawning contributed her favorite squash risotto recipe (page 5). So get cozy – and enjoy!

## ~ Quinoa Zucchini Bread ~

(gluten-free)

[from *The Whole Life Nutrition Cookbook: The Recipes*]

- 1 cup quinoa flour**  
(can use brown rice flour if none is available)
- 1 cup brown rice flour**
- ½ cup tapioca flour**
- 1½ tsp. baking soda**
- 1½ tsp. xanthan gum**
- ¾ tsp. sea salt**
- 1 tsp. cinnamon**
- ¼ tsp. nutmeg**
- ¾ cup applesauce**
- ¾ cup maple syrup**
- ½ cup virgin olive oil**  
(or melted virgin coconut oil)
- 2 Tbs. apple cider vinegar**
- 1 tsp vanilla**
- 2 cups grated zucchini**
- ½ to 1 cup chopped walnuts**  
(can substieue pecans if desired)
- ½ cup organic chocolate chips**



Preheat oven to 350° F. Oil a 9x13" pan. Mix ingredients well; spread evenly in pan and place into the oven. Bake for 25-30 minutes. When cool, cut into squares. Makes about 15 bars.

# Squash Season is Upon Us...

...and there are so many ways to enjoy it. Here are two of our favorites!

## Roasted Squash Soup

[from *Vegetarian Planet*, by Didi Emmons]

- 1 small butternut squash, halved  
(about 1 ½ pounds)
- 1 acorn squash, halved
- 1 small spaghetti squash, halved  
(about 1 ½ pounds)
- 3 Tbs. butter or olive oil
- 1 large onion, chopped
- 3 garlic cloves, minced
- 1 Tbs. minced fresh ginger
- 1 tsp. curry powder
- 2 Granny Smith or other tart apples,  
peeled and cut into ½" chunks
- 2/3 cup sherry
- 5 cups water or vegetable stock
- 1 tsp. salt
- Fresh ground pepper to taste
- pinch cayenne (optional)

Preheat the oven to 400 degrees. Lay the squash halves cut side down on baking sheets, and roast them for 45 minutes or until the flesh is soft. When the squash has cooled a little, scoop out the seeds and discard them. Then, with a large spoon, scoop out the flesh of the squash into a bowl.

Heat the butter and oil in a medium saucepan over medium heat. Add the onion. Cook for 5 minutes, stirring frequently, until the onion softens. Add the garlic, ginger, and curry powder, and cook, stirring, for 1 minute. Add the apples and the sherry, and simmer for 10 minutes, or until the apples soften.

Puree the squash flesh with the water or stock in batches in a blender or food processor. Transfer the squash puree to a large saucepan, then puree the apple-sherry mixture, and add this to the pureed squash.

Heat the soup, and season it with salt, pepper, and if you like, cayenne. Ladle the hot soup into bowls, and serve. Serves 6.



## Butternut Squash Risotto

*with Rustic Sage & Cashew Pesto*

*a harvest season classic – hearty, filling and super delicious!*



- 2 cups aborio rice
- 8 cups chicken broth
- 2 green onions, sliced
- 2 garlic cloves, minced
- 3 Tbs. extra virgin olive oil
- salt and pepper to taste
- 3 Tbs. butter
- 2 Tbs. parmesan cheese
- 2 cups diced butternut squash,  
peeled and steamed  
until fork tender
- 1 Tbs. fresh sage, minced
- 1 cup cashews, finely chopped
- extra virgin olive oil
- 2 tbs parmesan cheese
- salt and pepper to taste

To make the Risotto:

- In a large dutch oven over medium heat, add a dash of olive oil, green onions and garlic, cook 1 minute.
- Add rice, stir for 2-3 minutes.
- Start adding broth a ladle at a time, stirring well as broth is absorbed.
- After most of the broth is absorbed add squash, butter, salt, pepper and cheese. Stir well.
- Add the last ladle full of broth and turn off heat, stirring until absorbed.

To make the Rustic Pesto:

- Combine sage and cashews.
- Add a splash of olive oil. Add salt, pepper and cheese.
- Stir well.
- Dish up the risotto, top with pesto, serve and enjoy!



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# Labeling GM Foods:

## Local farmers reach out to Co-op members

So much is determined by seeds—a plant's vigor and suitability to our soils, climate and palates. Seeds which are reproducible and adapted to local conditions are essential to the development of a truly sustainable agriculture. Yet, we, small farmers, are vulnerable to inadvertent contamination of seeds that are our common heritage—improved and passed on since the earliest farmers began to grow, save, and trade them. For instance, Monsanto's genetically modified (GM) Roundup-Ready canola and beets not only readily pollute organic and conventional varieties, but also cross-pollinate with weeds creating "Super Weeds" resistant to the herbicide, just as the GM seeds were designed to be. For these reasons, Oregon's governor signed a law in August 2013 banning GM canola from the Willamette Valley<sup>1</sup>. Should voters approve I-522 for labeling of GM foods in Washington this November, the Northwest will undoubtedly be on the forefront of setting conscientious food and farming policies.

The perceived benefits of GM foods are debatable. The risks are not readily quantifiable. In terms of human health, scientific consensus on the safety of eating GM foods does not exist. In the book titled Food Safety, UK researchers write: *"Many people suffer from allergies and other disorders of the gastrointestinal tract, and for these the consumption of GM food may have unforeseen consequences and some of these may be irreversible. Thus, for these, the clear labeling of GM food must be made mandatory."*<sup>2</sup>

The risks to our natural environment are palpable when one ponders about the enormous scale at which GM crops are grown. For example, Department of Agriculture statistics show that in 2013, 90% of all corn grown in the US, more than 87 million acres, was GM corn. A significant proportion is Bt corn, a GM variety that produces a protein found naturally in soil bacteria. As the millions of acres of Bt cornfields increased, so have rootworms increased their resistance. As a result, more insecticides are used, as discussed in the National Public Radio story, *As Biotech Seeds Falter, Insecticide use Surges in Corn Belt*.<sup>3</sup> Impacts to the neighboring ecosystems have just begun to be studied. In Proceedings from the National Academy of Sciences, researchers published their findings regarding the impact of Bt corn on headwater stream ecosystems: *"Our results indicate that Bt corn byproducts may have negative effects on the biota of streams in agricultural areas."*<sup>4</sup> Not surprising.

So, why vote for labeling GM foods? We deserve the right to know. The benefits vs. risks of eating GM foods are a personal question. Many of us seek qualities in our food such as color and ripeness that can be easily observed. Yet, there are underlying traits such as nutritional composition, potential for allergenicity, and ecological footprint that can only be perceived if our food is labeled. So please vote YES on I-522!

*Sincerely,*

**Julie Puhich & Nancy Laich** (Common Ground Farm)

**Megan Marini** (Calliope Farm)

**Selma Bjarnadottir** (Bone Dry Ridge Farm)

**Jennifer Belknap and Jim McGinn** (Rising River Farm)

**Annie Salafsky & Sue Ujic** (Helsing Junction)

**Joseph Gabiou & Asha McElfresh** (Wobbly Cart Farm)

**Genine Bradwin, Colin Barricklow  
& Wendy Clark** (Kirsop Farm)

**Steve Hallstrom & Cecilia Boulais** (Let Us Farm)

**Dave Muehleisen**

(Sustainable Agriculture, The Evergreen State College)

**Jason Drew & Fern Moore** (Steamboat Island Goat Farm)

<sup>1</sup><http://sustainablepulse.com/2013/08/16/oregon-governor-signs-ban-on-gm-canola-in-willamette-valley/#.UivEV7P>

<sup>2</sup> Food Safety, D'Mello, J.P.F. (editor), Cambridge MA (2003), p. 369

<sup>3</sup> <http://www.npr.org/blogs/thesalt/2013/07/09/198051447/as-biotech-seed-falters-insecticide-use-surges-in-corn-belt>

<sup>4</sup> <http://www.pnas.org/content/104/41/16204>



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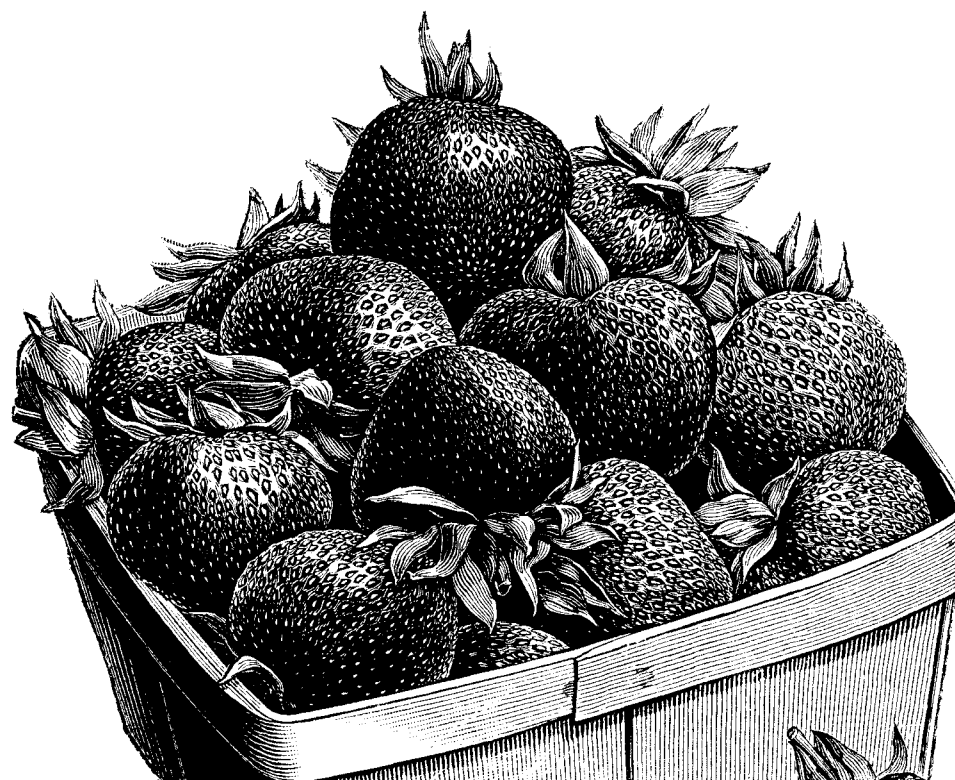
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# More Harvest Party Moments!



Staff members Diana & Heather with some great raffle items

photos by Jayne Rossman

left:  
Celebrating the bounty



Fun for all, big & small



Good food, good friends, good times



top & middle:  
Virginia's insanely delicious cakes

bottom:  
Everyone's attention was captured by a heartfelt native prayer

left:  
The Tune Strangers rustled up some good music

Thanks to all who made it such a fabulous, memorable event!

# Vote! CANDIDATES FOR THE OLYMPIA FOOD CO-OP Board of Directors

Candidates were asked to answer the following questions:

- 1 Why do you want to be on the Co-op Board of Directors?
- 2 What general abilities would you bring to the Board? What specific abilities and experiences would you offer to help provide direction in dealing with the Co-op's challenges?
- 3 What do you see as current strengths of the Co-op that you would like to see maintained? What would you like to see changed?
- 4 What vision do you have for the Co-op for the next five years?
- 5 Other comments



## Sally Brownfield

**1** I would like to be on the Co-op Board of Directors because I agree with the mission statement of the Co-op and I want to bring my experience and abilities to serve the needs of the Co-op and its membership. I have been a member of the Co-op since 1992 and I feel the Co-op has given me so much and that it would be a

privilege for me to serve on the Board of an organization that encompasses all of my values and to be able to give back to it. I have been interested in food issues and their impact on social justice issues my whole life.

**2** In general, I am knowledgeable about food issues, social justice issues, cross-cultural issues and the workings of the Co-op from the point of view of a member. As a French teacher and former Peace Corps volunteer, I try to be sensitive to cultural differences. I am a reasonable person and a good listener—I used to work on a crisis hotline and was trained in empathic listening. This technique helps me to see both sides of

*continued page 12*



## Kim Chaplin

**1** Central to the Co-op is safe food, social justice, and cooperative structure. As well, the Co-op stands at the center of the local food system. I want to be involved during this time of farm revival and local food production. I am proud that the OFC is not merely a health food store: it has a built-in conscience that addresses injustice

with the amplified voice of a group of consumers. I want to learn more about Co-op process and organization, gaining skills to spread the Co-op economic model. The Co-op's working member program is where I adopted a regular, committed volunteer ethic. Now I want to volunteer time and energy to understanding and helping to steer our unique local resource to thrive as it upholds its mission statement.

**2** Listening, patience, desire to learn, logical thinking, empathy. Consensus experience and facilitation skills. Business training with Enterprise for Equity. Involved with the peace and social justice community

*continued page 12*



## Desdra Dawning

**1** I have been a volunteer member for over two years, working as a Courtesy Clerk, helping with Special Projects (tabling for and attending the Co-op Conversation and No GMO March, reorganizing the Eastside bulletin board, reminder-calling new volunteers), writing and photographing for the newsletter, and serving on

the newsletter committee. I now have clearer insights into what the Co-op means to this community, its challenges and potential future. I see cooperative businesses such as the Co-op, and the principles they uphold, as key to future sustainability and conscious stewardship of the earth. Being on the Board is an excellent way for me to serve my Co-op further, working to help it grow, prosper and ensure its longevity.

**2** I have good people skills in communication and problem-solving. I have the ability to see both sides of any issue and skills in helping resolve conflicts. I am a good listener and appreciate the diversity

*continued page 12*



## Alex Daye

**1** For the honor and glory! The Co-op has been my primary source of nutrition for the past ten years and as a cornerstone of Olympia, its commitment to the community inspires me to serve.

**2** Strong critical thinking and analytical abilities allow me to quickly find manageable

solutions to difficult problems. I am comfortable taking leadership roles but I am working on using my power and privilege to build civic intelligence and support those whose voices are historically less heard than my own.

**3** I appreciate the Co-op's commitment to quality food, specifically the extensive selection of organic, GMO-free, bulk, and local products. I respect the Co-op's working member model and their promotion of conscientious consumerism. I would like to see less packaged food, less plastic, and less waste in our stores. I would also like to see greater emphasis on customer service training for staff who interact with the public on

*continued page 12*



## Audrey Daye

**1** The Co-op is my happy place. For 30 years, I've wandered the aisles, East and West, and marveled at the unequalled awesomeness of our Olympia Food Co-op. I shop for food here exclusively, and I would be thrilled to express my commitment to and appreciation for the Co-op through my active participation on the Board.

**2** Through the full-time occupation of motherhood, I've developed substantial skills in mediation, patience, compromise, and compassion. Fifteen years of customer-service experience has taught me the importance of diplomacy and positivity, and I place great emphasis on productivity and efficiency. I am an excellent fundraiser, I am trained in mediation, and I have worked in leadership roles with many local non-profit organizations. I am currently employed at Traditions Fair Trade and Breathe Studio in downtown Olympia, and I am on the steering committee for the Fellowship of Reconciliation. I believe that healthy, affordable food is vital to a healthy community.

*continued page 12*

# OCTOBER IS CO-OP MONTH

*How will you celebrate your co-op today?*



# THE BALLOT

## Board of Directors

### 2014 2-year term



please **CHECK**  
your preference

(vote for FOUR candidates only)

- ☐ Sally Brownfield
- ☐ Kim Chaplin
- ☐ Desdra Dawning
- ☐ Alex Daye
- ☐ Audrey Daye
- ☐ Mohammed EL-Sokkay
- ☐ Casey Kilduff

- ☐ Ally Koerber
- ☐ Kitty Koppelman
- ☐ Nancy Koppelman
- ☐ Isabella Rogol
- ☐ Joshua Simpson
- ☐ Michael Snow
- ☐ Chris Weekes

#### PROPOSED BY-LAWS CHANGES FOR MEMBER BALLOT 2013 (see info below)

- ☐ Shall the proposed change to the audits section be adopted? Yes No
- ☐ Shall the proposed change to the Board of Directors: Length of Terms section be adopted? Yes No
- ☐ Shall the proposed change to the Board of Directors: Filling Vacancies section be adopted? Yes No
- ☐ Shall the proposed change to the Staff Responsibilities: Meeting Minutes section be adopted? Yes No

#### PROPOSED BY-LAWS CHANGES:

##### ● Audits

*Current Language (Article 5, Section 2: "Audit Committee"):* "The Board shall name an audit committee or select an experienced accountant to conduct an audit every three (3) years."

*Proposed Change:* "The Board shall select an experienced accountant to conduct an audit at least every three (3) years."

##### ● Board Of Directors: Length Of Terms

*Current language (Article 3, Section 2, "Number*

*and Term"):* "Directors elected by the membership shall serve two year terms. No Director elected by the membership shall serve more than four consecutive years."

*Proposed change:* "Directors elected by the membership shall serve three year terms. No Director elected by the membership shall serve more than two consecutive terms."

##### ● Board Of Directors: Filling Vacancies

*Current language (Article 3, Section 5, "Vacancies"):* "In the event of a vacancy on the Board of Directors, the remaining Board members may appoint a new Director. The

appointed Director shall serve until the next Board election. Any Board appointed Director is eligible to run for an elected term at the next election."

*Proposed change:* "In the event of a vacancy on the Board of Directors, the remaining Board members may appoint a new Director. The appointed Director shall serve for the remainder of the term that was vacated. Any Board appointed Director is eligible to run for an elected term at the next election."

##### ● Staff Responsibilities: Meeting Minutes

*Current language (Article 4, Section D, "Staff Re-*

*sponsibilities"):* "maintain accurate and up-to-date corporate records, articles, Bylaws, Board meeting minutes, membership meeting minutes, staff meeting minutes, and required reports; and make these documents accessible to members."

*Proposed change:* "maintain accurate and up-to-date corporate records, articles, Bylaws, Board meeting minutes, membership meeting minutes, all-staff collective meeting minutes, and required reports; and make these documents accessible to members."

**TO VOTE, PLEASE CHECK YES OR NO ON THE BALLOT ABOVE**



### Mohammed EL-Sokkay

**1** I have been a Co-op member since 1993, when I moved from the Bay area in California. I have been a volunteer for the Co-op for almost three years. I have enjoyed the atmosphere that the Co-op provides both inside and outside. I believe in the Co-op's mission statement of providing good food and education for anyone who comes

through those doors. It is here at the Co-op that I have been inspired to take on a new adventure in baking my gluten free cookies. I am aware that there are many support jobs that are crucial in the function of the Co-op and being a board member would allow me to be a part of that important process.

**2** I have been an educator for more than a decade and it is here that I learned how to facilitate and support the goals of the whole Olympia school district, both in the classroom and out. I was in charge of working with some of the most difficult students in our area. It is not that they were difficult but they all come from backgrounds that made it a challenge to

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### Casey Kilduff

**1** I am interested in joining the Co-op Board of Directors because I enjoy the challenge of collaborating with diverse groups of people while seeking the greater good for the larger community. I recently graduated from the Masters of Public Administration program at Evergreen and have found that I have a lot of free time. I would like to

fill my free time with meaningful work. Joining the Olympia Food Co-op's Board of Directors would utilize my existing skill set and afford me the opportunity to build new skills. I believe that I have a lot to offer the cooperative and would be proud to be elected.

**2** From 2008 to 2013, I served on the board of directors of a worker-owner cooperative in Olympia, WA. Prior to that, I have served on the boards of various local non-profit organizations. I am skilled in mediation, collaboration, and strategic planning. I attended the Western Worker's Cooperative Conference in 2011 and acquired cooperative specific skills in

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### Ally Koerber

**1** I have a young family, I am new to this community and I wanted to teach my son, if you love and support something, you need to be a part of it and give back to it. I believe this is a wonderful way to deepen my relationship with the co-op that my family has grown to love.

**2** Generally speaking, I believe I can bring the perspective of a young family and new member of the community to the Board. I have many years of experience working with Board of Director(s), in addition to that, I have many years of leadership skills, and problem solving. I believe if we respect the original purpose of the Co-Op, that foundation will help lead us in the direction we need to go.

**3** I love the volunteer program, that has allowed my family to give back to the co-op, it's one of the most rewarding things I have done since I have moved here I would really like to find a way to share the

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### Kitty Koppelman

**1** I've been a Co-op staff member since 1987. I love the Co-op and what we've done over the past several decades. I want to expand and enhance that work in a volunteer capacity by serving on the Board.

**2** As a Co-op staff member, I've worked in the areas of merchandising, finance, capital

planning, newsletter, hiring, and technology. I've served as a bookkeeper, buyer, and project coordinator for many years and I've developed dozens of systems and coordinated numerous complex and critical projects that are integral to the Co-op's operations. I've written and presented training documents that have been used to train staff in consensus decision-making and collective management. I was involved extensively in the project to open the Eastside store, and have served on countless committees consisting of staff, board, and the general membership. I enjoy breaking down seemingly difficult and complicated projects into realistic and attainable tasks in ways that

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## Member Voting Procedure

- 1 Write your name and address on one of the envelopes provided at either store.**
- 2 Fill out a ballot and put it in the envelope.**
- 3 Seal the envelope and drop it in the ballot box.**

Only ballots in envelopes with members' names will be counted. Each member may vote at either store but not both. Elections will be held from October 15 through November 15. The election period ends November 15 at closing time.

### Ballot Counting Procedure:

The election coordinators will check to make sure the name on the envelope matches an active member's on 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. Election results will be posted as soon as possible and no later than November 22.



(BALLOT ON REVERSE SIDE)

Or, if you would like to mail your ballot in, be sure your full name and address show on the return address. Mail to Olympia Food Co-op, 3111 Pacific AVE SE, Olympia 98501

# THIS IS YOUR CO-OP.

## Please join us in choosing our new Board Members!



### Nancy Koppelman

**1** I'm interested in helping the Co-op continue to serve the greater Olympia community, and particularly to face the task of maintaining both its ideals and, as with all businesses, its need to grow: a real challenge.

**2** I've been a member of the Co-op for 30 years. I've been a working member and, in the early

1990s, a member of the Board when it voted to open a store on the east side of town. For the last 17 years, I have been a faculty member at Evergreen, where I'm regularly active in significant governance work. For the last 18 months, I've helped to organize over 150 of the college's faculty to implement an important new academic initiative. I genuinely enjoy working closely with people, and simultaneously I am able to keep "the big picture" in mind. I like to foster committed and thoughtful work with others, and I like to help people maintain a sense of common purpose, especially when conflicts inevitably arise.

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### Isabella Rogol

**1** I was appointed to the Olympia Food Coop Board of Directors in April of this year to fill a vacancy. I have been already participating in the decision making and shaping of the Coop and know of the challenges involved as well as the satisfaction to know that I am doing something not just for my own sake but in representation of

the members of this Co-op. I feel honored by such unique experience. I would appreciate your support to continue this journey.

**2** The ability to sit through very interesting meetings that honestly sometimes can be frustrating and/or boring and try to come to a consensus decision as a group about issues that pertain to us all. I am a professional language translator (English-Spanish) and small-business owner. I lived in a few countries before moving to Olympia, so I consider myself a multicultural and have insight into complicated human relations. I like to work with all kinds of individuals even

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### Joshua Simpson

**1** I have always admired what the Co-op does for the Olympia community and its long tradition of helping to provide quality food to people while trying to foster an egalitarian society. I want to make sure the Co-op never deviates from those goals while continuing to grow.

**2** I'm a graduate of the Masters in Teaching program at the Evergreen State College and one of the co-founders of Coffee Strong, a GI coffee house located right outside the gates of Fort Lewis. I'm also currently a board member for GI Voice, which is the organization that runs Coffee Strong. My time as a GI Voice board member and the president of Fort Lewis IVAW (Iraq Veterans Against the War) has given me plenty of experience in working in organizations that utilize effective consensus based decision making.

**3** The Co-op's main strength right now is its adherence to its mission statement and goals, even when it is facing strident

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### Micheal Snow

**1** As a member and dedicated patron, I have an interest in knowing more about how our Co-op runs and I wish to contribute my skills and knowledge in whatever ways I can to see it flourish. I have visited and learned about food co-ops all over the country and have spoken with representatives from many of them. I believe OFC

is an amazing and unique place that is always challenging itself and others to go past the confines of perceived possibilities for food cooperatives. I want to become a more informed member who takes on the responsibility of problem solving any organizational, financial, and social quandaries the Co-op might confront.

**2** For the last five years I have worked in collectively managed businesses. As a member of the Flaming Eggplant, a student-run, cooperatively managed restaurant at the Evergreen State College, I developed experience in finance, conflict resolution process, organizational

*continued page 13*



### Chris Weekes

**1** I am new to Olympia, very recently transplanted from Tampa, FL, and have found the Co-op to be a vibrant asset to the community. I believe that volunteering my time on the Board would provide a unique learning experience and foster my further engagement in the local food movement.

**2** I have previously worked in management positions in local government and non-profit organizations. I have experience in marketing and PR, fundraising, public outreach, and grassroots organizing.

**3** It is exciting to be in a city with such a focus on sustainability and local food, and I believe that the Co-op is increasing access to affordable healthy foods as well as providing valuable education through low-cost nutrition classes and workshops. A few simple improvements I've thought of would include a new member orientation FAQ on the web or in print, to explain how shopping here differs from a conventional

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# Special 2013 Ballot Section: Bylaws Changes!

The Board is proposing the following changes to the Co-op's bylaws in this year's election – look for the special section on this year's ballot. Your voice is crucial. Don't forget to vote!

The Board of Directors of the Olympia Food Co-op is proposing four changes to the Co-op's bylaws. These proposed changes were submitted to members and staff for feedback in August (at the stores and online). Feedback was minimal but largely positive.

The bylaws are a legal document that describes the cooperative's responsibilities and goals. You can review all of our bylaws online at [www.olympiafood.coop/bylaws](http://www.olympiafood.coop/bylaws).

It is a responsibility of Co-op members to decide whether or not to change the bylaws. According to Article 7 of our bylaws ("Amendments"), "bylaws may be amended through a Board or member-initiated ballot that remains open for at least 30 days. Copies of the proposed bylaws changes shall be available at all locations of the Cooperative at least 30 days prior to the beginning of any vote to amend these bylaws."

The four proposed bylaw changes are described below. For each proposed change, we state the current language, then the proposed change, and end with a description of why it is being proposed.



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e-mail: [info@nalandaolywa.org](mailto:info@nalandaolywa.org) – website: [www.nalandaolywa.org](http://www.nalandaolywa.org)

## Proposed Bylaws Changes:

### ● Audits

*Current Language (Article 5, Section 2: "Audit Committee"):* **"The Board shall name an audit committee or select an experienced accountant to conduct an audit every three (3) years."**

*Proposed Change:* **"The Board shall select an experienced accountant to conduct an audit at least every three (3) years."**

Why we are proposing this change: We have added the words "at least" in order to make it clear that although an audit is required every three years, the Co-op can decide to hold them more frequently. We have removed the use of an "audit committee" because they are more difficult to organize and not as helpful as a full audit by a trained accountant.

### ● Board Of Directors: Length Of Terms

*Current language (Article 3, Section 2, "Number and Term"):* **"Directors elected by the membership shall serve two year terms. No Director elected by the membership shall serve more than four consecutive years."**

*Proposed change:* **"Directors elected by the membership shall serve three year terms. No Director elected by the membership shall serve more than two consecutive terms."**

Why we are proposing this change: Each year, half of our Board turns over: seasoned Board members step down, and new ones take their place. This means that we have a very short "institutional memory" within our Board, and that by the time a new

Board member has really learned the ropes, it's already time for them to step down. By changing Board terms to three year terms, Board members will be able to develop more oversight skills and a deeper understanding of the Co-op. Furthermore, we will create a stronger institutional memory by only having three positions turn over each year. Lastly, since our Board operates by consensus (rather than majority rule, as at other co-ops), new Board members will still have just as powerful a role when arriving in three's as they do now.

Our research found that almost all co-ops (including Skagit Valley Co-op, Bellingham Community Co-op, PCC, Bozeman Community Co-op in Montana, People's Food Co-op in Portland, The Wedge Food Co-op in Minnesota, and many others) have three-year Board terms for just these reasons. Although we were concerned that it might be more difficult to recruit new Board members for three-year terms, none of the co-ops we spoke to felt this was a significant problem for them.

Current Board members' terms will not be affected by this change. New Board terms would begin in 2015 and would cycle in over the course of three more years, as follows:

2015: Five Board terms expire. Members elect five new Board members. The top three vote-getters will be elected to three-year terms. The bottom two vote-getters will be elected to two-year terms.

2016: Four Board terms expire. Members elect three new Board members. One Board position is left unfilled for one year.

2017: The two Board terms that began in 2015 expire, and one position is still open from 2016. Members elect three new Board members. From this point forward, we will have three Board members turning over each year.

### ● Board Of Directors: Filling Vacancies

*Current language (Article 3, Section 5,*

*"Vacancies"):* **"In the event of a vacancy on the Board of Directors, the remaining Board members may appoint a new Director. The appointed Director shall serve until the next Board election. Any Board-appointed Director is eligible to run for an elected term at the next election."**

*Proposed change:* **"In the event of a vacancy on the Board of Directors, the remaining Board members may appoint a new Director. The appointed Director shall serve for the remainder of the term that was vacated. Any Board-appointed Director is eligible to run for an elected term at the next election."**

Why we are proposing this change: One goal of having staggered terms is for an equal number of Board positions to turn over each year (i.e. three turn over this year, three the next, three the year after, etc.) The current policy of appointing to fill a vacancy only until the next election means that if a Board Member left during their first year, we would have to run an extra position in the next election, thus creating (if we have three year terms, as proposed above) four terms open one year, three the next, and two during the final year of the cycle. Any time a position was filled, this would skew our overall position turnover. By allowing the current Board to appoint fill-in Board members for the remainder of the vacated term, we will ensure that the Board remains fully staffed and that we continue to have an even yearly turnover.

This is the Board's current process for filling vacancies (consented to June 20, 2013): "In the event of a Director vacancy, the Board shall solicit for applications to fill the vacancy by appointment. The announcement that the board is seeking applications to fill the vacancy will be posted in the newsletter, in the stores, on the website, and social media accounts. The posting shall state the term length and the application deadline. Un-elected candidates from the previous Board election will be contacted to gauge their interest in re-instating their application.

The Board will appoint a qualified candidate from the pool of applications received by the deadline."

### ● Staff Responsibilities: Meeting Minutes

*Current language (Article 4, Section D, "Staff Responsibilities"):* **"maintain accurate and up-to-date corporate records, articles, Bylaws, Board meeting minutes, membership meeting minutes, staff meeting minutes, and required reports; and make these documents accessible to members."**

*Proposed change:* **"maintain accurate and up-to-date corporate records, articles, Bylaws, Board meeting minutes, membership meeting minutes, all-staff collective meeting minutes, and required reports; and make these documents accessible to members."**

Why we are proposing this change: At the time that these bylaws were created, the words "staff meeting minutes" referred almost exclusively to our all-staff collective meetings. Since then, we have changed our staffing structure to a more team-based approach, and many functions that previously were filled by one person are now the purview of a small team. Because of this change in our staffing structure, the language in this section could, for instance, mean that a member could request the confidential notes of our personnel team (which is illegal), or that private information about our vendors might become public.

We want to clarify that this section of the bylaws refers to the large, full-collective meetings that staff regularly attend. (Full-staff collective meetings are where the staff collective discusses and addresses important issues that are relevant to the collective or organization as a whole.

We will continue to provide members with Board meeting minutes, Board committee meeting minutes, and all other documents referenced in this section, in addition to our all-staff collective meeting minutes.

# Board of Director Apps

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## Sally Brownfield

situations which can be useful in bringing people together and making decisions. I also worked on the Board at the Unitarian Church; I was involved in forming the Bosnian Student Project with the Olympia Fellowship of Reconciliation; I am an active member of the Tacoma Education Association Union, and I helped start a non-profit food buying club in Jonesboro, Arkansas when I lived there because there was no co-op.

3 The strength of the Co-op is the sincerity of its staff and members in striving to achieve the goals and fulfill the mission statement. The Co-op has been successful in its mission because the staff and members believe in what the Co-op stands for. For that reason, they are willing to do things differently to make it a success even if sometimes it involves risk. In addition to maintaining the high quality of the foods available and the relatively smooth operation of this organization, I am especially interested in policies concerning GMOs (or Ges). For example, I am concerned about organic companies owned by large corporations and the money they have contributed to the anti-labeling campaign in California (and now in Washington) and whether or not the Co-op should continue selling their products under these circumstances (for example Muir Glen). I am concerned about the contamination of our food supply from GMOs and would like to keep the Co-op as GMO-free as possible. However, this does not mean I am against scientific research regarding food. But the research should be to benefit humanity, not for profit and should not pose a threat to our food supply.

4 I would like to see the Co-op and its principles regarding food and process reach even more people. I would also like to help develop policy regarding GMOs.

## Kim Chaplin

(OMJP) and with food self-reliance (GRuB). Worked as a high school teacher, a caregiver for elders, and a food and landscape gardener. Trained in permaculture design, which emphasized land systems, and included social systems.

3 Strengths: The mission statement, good food, community partnerships, community classes, staff trainings, free store, working member program, newsletter. Continued effort to change: More access for more people.

4 I see the Co-op continuing to support health, social justice, and our local economy. I see us continuing to reject GMOs and products whose sales increase injustice. For the local economy, the Co-op sells and promotes local produce and groceries; employs people at a living wage; offers classes that stimulate creativity and self-sufficiency; fosters volunteerism; offers discounts, credits, and staple foods; houses TULIP, a low-income credit union; it trains staff and Board members in consensus and Co-op structure, increasing Co-op culture/skills in the community. I see all these positive programs continuing and expanding.

## Desdra Dawning

of our membership. I have a Master's in English, with strong writing skills (I write for a local alternative newspaper). I am a retired educator (have taught pre-school through college) and highly value an educated and creative citizenry as key to conscious human evolution. I have the ability to help the Olympia community understand the values upon which the Co-op stands (community outreach). In the Olympia community, I have worked on fund-raising for SideWalk (homelessness advocacy) and the YMCA, and have created my own business, Loving Hands Pet Care.

3 The Co-op creates the vision and holds the space in our community for compassionate, fair, intelligent participation in life, not only in Olympia, but globally. It offers good, clean, socially-conscious products to our community. It shows us how to live a more conscious life than what the status-quo offers. What could be stronger than that? Sometimes, however, I see financial fear and contraction enter Co-op affairs. I would like to see that healed so we can move forward gracefully and effectively, becoming an even stronger force in our community.

4 Since the Co-op Conversation, we--the Membership, the Staff Collective and the Board--have developed a vision and plan for expansion for both markets which will give us newer, cleaner and roomier shopping areas plus expanded warehouse space and parking. Understanding that in working with the consensus process projects often take a little longer to accomplish, I also see a growing commitment from our membership to

continued

## Desdra Dawning

continued from previous column

move forward with plans we have already agreed to. I would like to be part of seeing this happen. Already a vital part of our region, I would like to see the Co-op become even more inclusive, bringing in those from our community who have less voice and, as our brothers and sisters, are even more in need.

5 This Co-op is one of the major reasons I uprooted myself from my home in Arizona and moved to Olympia. It nurtures my spirit in ways that go well beyond the good food on the shelves. I wish to be a participant in making sure that it continues to be a strong and vibrant part of this community for many years to come!

## Alex Daye

a regular basis.

4 I would like to see the Co-op further its trend towards economic and environmental sustainability through continued use of best-practice models and integration of renewable energy sources such as wind and solar. As always, community development and participation should remain at the heart of any vision of the Co-op's future.

## Audrey Daye

3 I have always been impressed with the Co-ops commitment to an ethical business model, through their employment practices, consensus process, low-income, volunteer, and assisted shopping programs, anti-discrimination and inclusivity policies, and active involvement in the greater Olympia community. I would like to see these strengths emphasized and expanded during the Co-ops own expansion, and I would like to see a greater emphasis on sustainable and ecologically-minded purchasing, particularly with regards to sourcing (domestic!) and packaging (minimal!).

4 In five years, I'd like the Co-op to have grown in whatever ways its members have seen fit. The idea of a third, centralized location has always appealed to me, but whether we have two improved locations or two improved locations plus a brand-new third, I'd like to see more local products, more space to gather, more community classes, more members, and more volunteers! Also more dark chocolate and fancy cheese, obviously.

5 Long live the Munchie Fund!

## Mohammed EL-Sokkay

work with. I learned how to successfully work with them, their parents or grandparents and their community. The best part about my work with young people was establishing a deeper connection with the relationship in our community. Teaching young people about our local struggles and needs helped them identify who they are and when they were a part of that local support they became more aware of their surroundings and appreciated it more. I still remember my efforts back in 1993 when I took a group of young people to clean up the Garfield nature trail on a weekly basis and now the city of Olympia has a group of volunteers that are in charge of the clean up. I can take my work experience as an educator, coach and as a business owner to the board member position. I work well with others and I am a very positive team player even in the most negative difficult surroundings.

3 The Co-op continues to provide good food at an affordable price for our community. I enjoy the local foods and support that our Co-op gives our local producers and farmers. The things that I would try to promote would be more education on where we get our food and build a stronger relationship between the farmers and our members.

4 My vision would be to grow in all the areas of the Co-op's mission statement. I would like to be able to promote the Co-op beyond our local community so that other communities feel the love, healthy support that our Co-op has for our people. This is a special place to shop, eat, hang out and socialize. It is great to meet people here for the first time, you can build many bridges here at the Co-op and that makes me feel great about being a member of such a positive place.

5 I have recently been interviewed twice for working as a staff at the Co-op and was a finalist. I hope you can see my love for this place and my hopes in becoming a board member. I would love the opportunity to be in a position other than a volunteer to support the Co-op and its mission.

## Casey Kilduff

meeting facilitation, developing a strategic plan, conflict resolution and anti-oppression. I spoke on a panel at the 2012 Co-op conference held at TESC and have spoken in classes at TESC about the value of the cooperative model. Additionally, I have experience interviewing, hiring, supervising and terminating staff. I strongly believe in the cooperative model and would like to help to ensure the success of the Olympia Food Co-op.

3 I see the Co-op as a staple in the Olympia community. Having access to local and ethically produced products is important for the health of our community. Over the years, the Co-op has diversified by developing educational opportunities, outreach and collaboration with other cooperatives. I believe that these are strengths of our co-op. I think that improving member engagement is something that all cooperatives can improve on and would like to be involved in activating our membership.

4 My vision is that we will utilize the strengths of the members and board to determine what is best for the Co-op in the years to come.

## Ally Koerber

co-op existence with the community. I have spoken with so many young families and people that have no idea about it, or feel that they can't or aren't allowed to join.

4 I would love to see the Co-op become the main stream grocery provider for the community. I know my family exclusively shops there and the more people that I introduce to the co-op, eventually start shopping there exclusively too, that turns into supporting local shops and from there it just continues to a full circle of supporting our community. When that happens, it's a beautiful thing!

5 Becoming a member of the Board for the Co-Op would be a wonderful opportunity, I would represent the Co-op with pride and have the Co-op's best intention at heart at all times.

## Kitty Koppelman

include input and involvement from the broadest spectrum of participants. I have the unique perspective of a long-time staff member, bringing practical considerations that will help the Board to navigate inevitable challenges. I've also worked as a volunteer with Stonewall Youth, Olympia Film Society, CIELO, and TULIP.

3 Our Co-op is a trusted source of delicious, impeccable, sustainably-produced real food, favoring locally produced products and supporting global food security and justice. We are an essential community hub and exceptional participatory workplace. I would like us to maintain those qualities, but I believe we can improve our efforts to educate and include a broader segment of the community in all of our activities. The Co-op's Low-Income Membership has been hugely successful and makes the Co-op's offerings accessible to thousands of low income members. TULIP Credit Union is another great resource that helps build access. I worked on visioning and developing both of those programs. I'd like to see the Co-op engage in more projects like these, creating programs that remove barriers to participation in all of our activities. I would also like to see the relationship between the Staff and Board strengthened and improved.

4 I think we should continue to pursue expansion to include a downtown location. I'd like to see the Co-op expand our use of technology to help us carry out our activities and meet our mission. I'd like for us to become more engaged in anti-oppression work and education in the broader community. I'd like to see us do more in the realm of educating other workplaces in collective management.

## Nancy Koppelman

3 The Co-op's long-standing commitment to the well-being of the staff is one of its greatest strengths. It should be maintained and, I hope, enhanced. In terms of change, I would like to learn what the membership wants from its co-op, and I'm interested in ensuring that the Co-op regularly revisit and thoughtfully consider its mission, and measure its practices against that mission.

4 I know that there have been discussions for some time about opening a downtown store. I think this is a laudable vision and I'm interested in how the Co-op is pursuing it. I'm also interested in discussing diversifying the co-op's merchandise to include a wider array of fair-trade items, possibly including alcoholic beverages. Finally, ongoing education about

*continued*

## Nancy Koppelman *continued from previous column*

how the Co-op puts its philosophy into practice will ensure that its members continue to be informed and involved.

## Isabella Rogol

those that may have a different opinion than mine. I am approachable.

3 The Co-op it is a real community center, most of the time people are very welcoming and food is great! There is no reason to change that. The Coop is good at keeping us updated through the newsletter and I personally appreciate the Co-op parties. The board has done outreach to the community twice this year in the form of a free lemonade stand. I was part of that and learned a lot from the experience. I believe that we have maxed out the capacity of both Co-ops. Other members that gave their comments also believe that. I would not like the Co-op to expand so much that it becomes a mainstream grocery store but I would like the Co-op to be able to accommodate more people more comfortably. As part of the expansion committee I hope to continue working toward that.

4 I would love to see it grow toward greater sustainability by making available more local products and work on issues of food security. I also envision providing healthy foods to more people in our community.

5 Vote!

## Joshua Simpson

opposition and threats. I would like to see the Co-op board become more clear and direct about its actions with the staff and membership, while also including the staff and the Co-op's diverse membership into the decisions and future goals of the Co-op.

4 I envision the Co-op continuing to grow and hopefully expand into downtown Olympia when it becomes a feasible option. I would also like to see the Co-op always continue to provide more and more local and cruelty-free products to the Olympia community, while also boycotting products that are not conducive to developing a more "socially and economically egalitarian society." I would also want the Co-op to carry on in building and strengthening its relationships to local farmers and growers, with the intention of being able to better explain exactly where and how the food in the Co-op is grown and produced.

5 I feel that I continue to have a lot to offer the Co-op board. Furthermore, I'm excited about the possibility of furthering the experience of working with an amazing organization that has been operating for over 30 years. I also am excited to transfer the knowledge and experience gained through being a Co-op board member to Coffee Strong and other social justice projects that I operate in the future.

## Micheal Snow

structure and consensus decision-making. Currently I am a worker-owner of the newly formed New Moon Cooperative and a founding member of the Black Moon Collective. As a student I visited and worked at the CECOSOLA Cooperative in Venezuela, one of the largest and longest-lived cooperatives in the world. I worked on a committee of Co-op board and staff members and community members to facilitate an exchange between CECOSOLA and the Olympia Food Co-op. We also organized a conference on cooperatives in Olympia where CECOSOLA members and others shared their experience and knowledge. I would like to continue to pursue the lessons we all learned from that process.

3 From my perspective, the strengths of the Co-op lie in its commitment to the mission statement, and to providing services with those strong values always present. The Co-op is committed to avoiding the ever-so-prevalent green-washing tendency of the natural foods world, and working hard to be an organization that makes real impacts with its decisions and services. I would like to see the Co-op form deeper

*continued*

# VOTE

*Your voice matters!*

# Board of Director Apps continued from page 13

**Micheal Snow** *continued from page*

relationships with other cooperatives and socially driven economic enterprises and support their development.

4 I would like to see the Co-op participate in the formation of a structured regional movement towards a larger cooperative/social economy.

**Chris Weekes**

grocery store, for example the clipboard for PLU codes. It would also be a sanitary improvement to have tongs available for the fresh bakery items like the bagels and pastries.

4 A continued emphasis on local, organic foods and public education on issues of food sovereignty is critical. It is important to think outside the box to improve access to healthy food for all, regardless of income, age or ethnicity. One possibility would be to partner with other organizations to implement a bike sharing program, similar to the commuter bicycle share program in San Francisco, but with baskets for toting food or other products, and with an emphasis on safety. Another possibility would be to add a smoothie bar to either current store or to a new location (if expansion has been researched and approved).

5 In the short time that I have been in Olympia I have felt sincerely welcomed in this friendly city and I look forward to making it home and raising my daughter here. Thank you for the opportunity to grow and get involved.

**OOPS!** **correction for the August-September issue:**

*The wonderful cover photo of OFC staff members holding our new “We Heart (Love) our Volunteers” banner was mistakenly credited to Jennifer Shafer. Our grateful credit actually goes to Co-op Volunteer, Sharon Zier, who serves as Courtesy Clerk on Wednesday afternoons at the Eastside store.*

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# Westside Meat Department: Playing It Cool




photo by Desdra Dawning

**Westside Co-op Shoppers:** Still thinking you have to go East for non-frozen meat? Check out our newly reset fresh meat case and see for yourself what the Westside has to offer! It's full of delicious local, humane and antibiotic-free meat and fish choices. Featuring fresh, local, grass-finished beef and pork by Heritage Meats, locally smoked salmon by Loki Fish Co., plenty of lunch meat, bacon, and sausages and fresh Ranger & Rosie's free range and organic chicken selections! We are adding new items all the time so come see what we have to offer and let us know if you have any suggestions for our selection.

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# Q2 2013 Financial Report

By **Grace Cox**, Staff Member

Though the calendar page says October (by the time you read this, anyway), and another fiscal quarter has passed, today's financial agenda is a review of our year-to-date performance as of the end of the second quarter. The Co-op uses a standard calendar year, January 1 through December 31 as our fiscal year, so second quarter includes the months of April, May and June. Thus the attached statement covers January 1 through June 30, 2013.

April saw the largest out-of-pocket medical expenses ever. As a result, our cash dipped in April to well below our comfort zone. The finance team put out the word to staff, and the entire collective collaborated to bring down labor hours to essential work only, and agreed to postpone pending capital improvements. This belt-tightening resulted in our cash increasing by nearly \$200,000. You don't see that in this statement because you don't see the daily cash balance for this 91-day period. Not bad for an 85 person decentralized staff collective! Rapid response can happen when necessary.

Second quarter sales at the Eastside store remained strong and ahead of budget, with the Westside hovering a bit below budget. Since the end of the quarter week-

ly sales growth has returned to the Westside at or above budget, and the growth at the Eastside has increased over the first 6 months of the year.

On June 30, we completed our physical inventory for the first half of the year. Without a physical inventory, margin, numbers, and cost of goods can only be estimated. With our verified margin numbers and our sales growth combined, our net revenue came in over by a mere \$4758.75. Pretty darn close for over \$8,000,000 in sales!

Although we show a net loss of ~\$34,000 in the first six months, that is against an overrun of more than

\$155,000 in one single expense. Kudos to all of our staff for making this quarter way better than it could have been, and to our mostly-volunteer finance committee for all the advice and support. As we begin developing the operating budget for 2014, we hope to retain many of the efficiencies that we put into place this year so that we can continue to rebuild our cash while taking care of our members' needs and desires.

As always, we welcome your questions. Call 357-1106 x 12 or e-mail [grace@olympiafood.coop](mailto:grace@olympiafood.coop).

Olympia Food Co-op 2nd Quarter 2013 Budget Report			
- For The 6 Months Ending June 30, 2013 -			
	Current YTD	Budget YTD	\$ over Budget
<b>Revenue:</b>			
Sales	8,066,883.20	8,040,943.97	25,939.23
Discounts	(447,215.62)	(455,152.05)	7,936.43
Purchases	(5,332,912.69)	(5,304,372.49)	(28,540.20)
Gross Sales Revenue	2,286,754.89	2,281,419.43	5,335.46
Other Revenue	16,753.29	17,330.00	(576.71)
<b>Total Net Revenue:</b>	<b>2,303,508.18</b>	<b>2,298,749.43</b>	<b>4,758.75</b>
<b>Expenses:</b>			
Community & Marketing	46,348.25	66,941.50	(20,593.25)
Staffing	1,900,916.43	1,677,165.08	223,751.35
Operations	354,732.58	362,284.92	(7,552.34)
Depreciation	29,447.12	29,447.12	0.00
Interest	6,069.68	6,740.00	(670.32)
Corporate Income Tax	0.00	0.00	0.00
<b>Total Expenses:</b>	<b>2,337,514.06</b>	<b>2,142,578.62</b>	<b>194,935.44</b>
Other Income & Expenses:	247.88	0.00	247.88
<b>Total Net Income:</b>	<b>(34,253.76)</b>	<b>156,170.81</b>	<b>(190,424.57)</b>



OCTOBER / NOVEMBER 2013



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What is it?

## KID'S CORNER

Last "What is it?" was: **Dried Figs**  
Congrats to last issue's winners:  
**Brenton 4, Devon 8, Denali 10, Albany 10, River 8, Numi 7, Thaylo 10, Elle 7, Atalanta 10, Ayju 9, Isha 9, Olin 9, Savanna 8, Benjamin 10, Kade 9, July 10, Tobin 5, Rowan 8, Nayel 6, Noah 7, Kaia 10, Liam 6, Willa 10, Artemis 4, Mia 9, Dean 7**  
If you're 10 or under, guess what is in this photo. Fill out the form and put it in the *What Is It?* box in the Co-op office, or hand it to a Staff person, by the deadline. Enter once per issue. Guess correctly, and you'll win a \$1.00 gift certificate to spend at the Co-op!

**What is it?**

*Deadline: November 1st, 2013*

Name \_\_\_\_\_

Age \_\_\_\_\_

Guess \_\_\_\_\_

*Please pick up your gift certificate at the store where you dropped off your entry.*

## Board of Directors Election: Meet the Candidates!



*Bylaw Revisions and the Election  
Harvest Party Recap  
Local Farmers Respond to GMO Debate*

## You're invited to the Co-op's ANNUAL MEMBERS' MEETING

What's up with the proposed changes to the Co-op's bylaws?  
Could the Co-op become a different kind of co-op?  
How to decide which of these Board candidates to vote for?

**Come to the Annual Members' Meeting to learn more!**

**Sunday October 27**  
1-4pm at the Olympia Ballroom

above the Urban Onion across from Sylvester Park,  
116 Legion Way in downtown Olympia

*Enjoy delicious food while mingling with fellow Co-op members and finding out what's up at your co-op! With fourteen candidates for this year's Board elections, you'll want to hear their speeches to help you decide who to vote for. And then there's the question of the Co-op's legal status: should we change from a Washington state not-for-profit under RCW 24.03 to... something else? Come hear the first round of research on this important question and give us your two cents!*

**Look for more info online and in your mailbox!**