Who will do the work?

One bright summer morning, the little red hen thought how lovely it would be to have fresh bread for her family. "Who would like fresh-baked bread?" she asked her chicks.

"We would," they all shouted.

"Then we shall make some," replied the hen. "We must gather the wheat from the field. Who will help?"

"Not us," said the chicks. "The cats in the field frighten us."

"Very well," said the hen. "I shall gather the wheat. I will return soon."

The little red hen set off for the field. Within a couple of hours, she had gleaned enough ripe wheat, grain by grain, to make her bread. She wrapped it in her apron and hurried home.

"Now," she said, "who will help me grind the wheat into flour?"

"Not us," said the chicks. "We are not strong enough to turn the mill wheel."

And so the little red hen gathered all of the grain herself, until she had enough fine, soft, brown flour to make her bread.

"Now," she said, "Who will help me mix the dough and set it out to rise?"

"Not us," said the chicks. "We have already made plans with our friends to go down by the stream to play."

The little red hen worked on alone. When the loaves were in the oven, she poured a jugful of thick cream into the churn. Just then, the chicks returned from the stream.

"Ah!" said the hen. "Which of you will help me churn this cream into butter for our bread?"

"Not us!" chorused the chicks. "We are too tired to do another thing!"

So the little red hen churned and churned, until the cream turned to lumps of rich yellow butter.

At last the bread was ready!

"Now, who will help me eat this bread?" asked the red hen. "We will!" shouted the chicks.

"No, you won't," said the hen. "You wouldn't help gather the grain, or grind the flour, or mix the dough, or watch over the loaves set to rise. You wouldn't help churn the butter. You will all go straight to bed without your supper. I did all the work, and I will eat the bread."

(Of course, the little red hen saved most of the bread and butter for breakfast, and the chicks mended their ways. And so the story ends happily, as well as wisely.)

Who will do the work? Olympia Food Co-op has an enviable group of skilled and knowledgeable member workers, a paid staff collective whose success puts them in demand as consultants for other co-ops, an experienced and dedicated board. They will do the work...won't they?

Turn to page 3
Just finished putting the finishing touches on the last of these articles with the trusty old Kaypro 4 home computer that serves as typesetter for your newsletter text. Sure beats the typewriter for correcting errors and changing format around painlessly.

Surprised at having us show up again so soon? We were a little late with the spring issue, slightly less behind schedule with this summer one, and we should be right on target by fall. Then, for the time being, we'll be faithful to the quarterly calendar, appearing about the 15th of October, January, April and July. And speaking of the fall issue, if we get the help we need in staffing, it will be the biggest, brightest issue yet. We will be welcoming a whole new contingent of students to town, and we want them to know what we're all about.

Which leads us to the issue of staffing. The "News", like the co-op, is a participatory endeavor, and needs many hands and heads to make it fly. If you have a way with a paragraph or a picture, we need you to join us. My greatest editorial criticism of this issue pertains to how many sentences I have had to construct, revise and punctuate to get the news covered. I'm here to tell you, friends, you want more variety and perspective than a single editor-reporter can humanly provide. And there's more news around here than one person can cover effectively. My message, simple and direct: HELP!

Even if you can't sign on as one of the regulars, we hope you will read the labor issues article, and write to us about your thoughts, your own relevant work experiences, your hopes for the co-op as a workplace for members and staff. The issues are complex, they are contemporary. Through the "News", we can open a dialogue among ourselves. Continuing change is inevitable—let's be sure the direction of that change is intentional and positive.

What a year! A woman nominated for vice-president; a Black man as a powerful political voice and serious presidential candidate; spreading awareness of the magnitude of nuclear danger, of our national responsibility for our actions in other persons' homelands, and the co-op "News" delivered to your door! All just beginnings, but containing seeds of hope and better days. Enjoy the summer!

MISSION STATEMENT AND GOALS OF THE OLYMPIA FOOD CO-OP

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, accessible to all, through a locally oriented, not-for-profit cooperative organization. We strive to make human effects on the earth and its inhabitants positive and renewing.

Our goals:

* Provide information about food.
* Make good food accessible to more people.
* Increase democratic process.
* Support local production.
* See to the long-term health of the business.
* Assist in the development of local community resources.

The Co-op News is the quarterly publication of the Olympia Food Co-op. It is mailed free to members; non-members may get a copy at the store.

Co-op News is put together by a working member staff and welcomes reader contributions. News staff reserves the right to refuse material which exploits any person or group of people on the basis of gender, age, religion, sexual orientation or ethnic origin.

Mailing address: The Olympia Food Co-op News, 921 N. Rogers, Olympia, WA 98502.

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This article hopes to present a look at recent events in co-op labor management; to raise some questions about directions for the future; and, finally, to motivate you to come to a decision about your beliefs about the co-op as a workplace. If you will send your ideas to the "News," results will be published next issue.

The story behind labor coverage at the co-op is remarkable. Like the organic produce we market, the record bears abundant spots and blemishes reflective of the natural, imperfect aspect of human beings working to serve ideals. Yet with all of the differences among our workers, with the logistical difficulties of operating as a cooperative, even with our individual and collective failings, we are strong and growing.

Our labor management has a long way to go. 30% growth assures our continuing existence, but puts enormous strains on our working systems. In the months to come, solutions for difficult labor issues may well become the major challenge we face.

Co-op Paid Staff

For several years, our staffing was an amazingly informal affair. Policy was loose and ambiguous. It's a good way to start out. It leaves room for change and adjustment, for trials and, of course, errors.

This is a good time to acknowledge that the continuity of the co-op is partly a tribute to the devotion and determination of staff members, past and present. At times when owner-member involvement waned, staff not only kept the store running, they actively struggled toward greater member education and participation. The major advances in our co-op history are the fruits of various staff dreams: Beth Hartmann, providing a sound financial system; former staffperson Robin Bergren, who turned a marginal produce bin into a veritable garden of fruits and vegetables, and worked to strengthen local farming; Debbie Leung, expanding the department and the concept of consumer education. Tyra Lindquist fought for a stronger, educated Board of Directors, and coordinated the recent remodeling effort. And others, each making a unique contribution to the store we enjoy now. Credit is due.

Now we are seeing some interesting changes in staffing. The beginning of 1984 brought with it an experiment in cooperative management. For the first time, staff have identified specific areas of administrative responsibility and assigned "managers" to each. Other staff are designated "general" staff; they and the managers share in the operational work, as always.

The staff chose not to have a general manager to oversee the operations, instead banking on open and responsible communications and mutual accountability.

Tyra Lindquist, Merchandising Manager at the Olympia Food Co-op, has announced her resignation. She will continue to work through the summer, completing projects begun under her management, and giving new staff time to stabilize.

Tyra came to Olympia from Central Massachusetts, to attend Evergreen. She joined the Co-op staff five years ago to begin organization of the working member system. Later she traded that role for one leading to her present involvement in merchandising systems. She assisted with bookkeeping, initiated and coordinated board training sessions, has been active with the Building Committee and has served the co-op in numerous other ways.

Her most ambitious and successful undertaking is also one of the most visible: Tyra orchestrated the 1983 remodeling of the store and equipment, a move which made shopping far more pleasurable and efficient. She has the kind of energy and determination that gets things done; and her relationship with the membership is excellent.

When she leaves the Co-op staff, Tyra plans to spend a couple of months doing some long range planning for herself. She mentions continuing her education and working with children as possibilities, but experienced strategic planner that she is, will look at all kinds of options in the next couple of months before making decisions.

Elizabeth Bolles has filed a complaint with the Human Rights Commission charging that the Olympia Food Co-op discriminated against her on the basis of sex and marital status. Bolles was an applicant for one of the recent job openings. Her action followed the hiring committee's selection of other applicants for the jobs.

Bolles had served as a working member at the Co-op. She was one of several members who were paid on a temporary basis to supplement staff and working member efforts to keep up with the work during 1983.

The hiring committee which chose the new staff from among more than 70 applicants was made up of representatives from staff, board and general membership. Final decisions were made on the basis of qualifications for the written job descriptions. Of the three new staff members, two were women and two were single.

The Human Rights Commission has requested information from the Co-op. That information was presented, and is now being reviewed by the Commission, which will determine whether there is reason to believe the committee's action was discriminatory.

According to Personnel Manager Karen Berkey Huntsberger, the transition has been successful.

TURN TO PAGE 7

SUMMER 1984, CO-OP NEWS 3
Over recent years information has been snowballing in the field of research on mushrooms, their habits, medicinal properties and nutritional value.

Oyster mushrooms (Pleurotus ostreatus), in order to supplement their diet of decaying matter, usually wood, have developed the ability to attack and digest nematodes (one of the largest insect populations in the soil). Rotting wood, the neighborhood Pleurotus prefers, is nitrogen poor until a sufficient amount of decay has taken place. Even then the fungus must seek more nitrogen.

Pleurotus ostreatus releases a powerful toxin that immobilizes the nematodes until the mushrooms can penetrate its body cavity and digest the contents (Science Digest, April 6, 1984). I don't know how far down the line some vegetarians take things, but these mushrooms are carnivorous with a conscientiousness all their own.

For centuries mushrooms have been held in high regard for their spiritual and healing properties. Pre-Sythin peoples, the Agari, used them as part of their extensive herbal pharmacopoeia for healing. Their name is the root of the word 'agaric' used today to describe all mushrooms that have gills. In Southern Mexico the Mazatec used Psilocybe mushrooms to heighten their healing and celestial forecasting abilities. The Aztecs called over 20 varieties of mushrooms 'Teonanactli', meaning "food of the gods". Their cults of divine mushroom eaters have been traced to around 1500 B.C.

In the last ten years much research suggests that the shiitake (Lentinus edodes) holds a number of valuable healing properties, something the Japanese have believed for years. Suzuki and Ohshima have found that the level of serum cholesterol can be greatly reduced by eating shiitake even as little as once a week. They have also found in the isolation of RNA from extracts of shiitake, material to be valuable in the treatment of flu.

In other areas, mice implanted with sarcoma-180 and other assorted cancers responded with 80% remission when treated with hot water extracts of the shiitake. If mice were injected before implantation of the cancers, they showed absolutely no growth in the tumors. Mushrooms are over 90% water, with no fat and only 60-90 calories per pound. Like potatoes, a low in calories, what you put on them can load the count. Mushrooms have a sneaky ability to absorb large amounts of butter and oil. They provide a variety of the B-complex vitamins, riboflavin, thiamine and pantothenic acid, as well as trace elements and minerals such as iron and copper. For a non-sunshine vegetable, they hold considerable amounts of vitamin D. Bonne Sante.

Robert Jones

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**Recipes**

BY PAM MATTSON-MCDONALD

**Mycophagists**

_in olympia_  

part II

**Mushroom T.L.C.**

Never soak mushrooms to clean them. They lose some of their delicate taste and some of the vitamins and minerals. Their texture will be affected, also, as they absorb moisture. Wiping them off with a damp cloth and trimming their stems is all that is necessary. If you have to wash them, dry immediately. Never peel a mushroom. If you discard the stems, use them for a stock or for flavoring baked dishes.

To store, wrap in a damp towel and place in the refrigerator. They'll keep for a few days. Do not clean until ready to use. To keep mushrooms for up to four months in the freezer, blanche or saute them, pack in airtight containers.

Various restaurants in this area feature the shiitake and oyster mushrooms as part of their special menus, along with other wild varieties. You may get a chance to try them out at these establishments, or experiment on your own. For those interested in ideas, try the recipe from the spring newsletter, or one of the following, suitable for a variety of dietary interests.
More Organic Produce This Summer!

You can choose from more kinds of produce today than at any other time in the history of the Co-op. Since the departmental expansion in March, more than 20 new kinds of produce can be found at any one time. You'll also find more organic produce than before.

When organically grown produce can be sold for the same price as its commercially grown counterpart, only the organic produce will be stocked. Combining the department's expansion and the seasonal abundance of local, organically grown produce, more people can "eat organic" this summer at the co-op. 

Co-op Shoppers Eat Tons of Fruits and Veggies

Ever wonder how much produce co-shoppers eat? One-fifth of all co-op sales come from the produce department! This equals about 3 tons (6,000 pounds) of fruit and vegetables per week. And according to sales records, co-op shoppers bought 57% more produce this June than they did in the same month a year ago. This is a lot of produce! 

Where Does It Come From?

You may have noticed a small "CA", "WA", "MEX" or "local" written on the lower right corner of many produce price signs. These tell you where the produce is grown. The name of the farmer or farm will also be noted whenever possible on local and organic produce.

People who choose to buy seasonal and local produce can make more informed choices. Produce that must travel long distances often is chemically treated to maintain freshness and to bear the environmental cost of transportation. Produce not regionally in season can still be brought to us from the other hemisphere or through the use of advanced agricultural technology. Transportation, agricultural practices in other countries and social/environmental costs of agricultural technology are all issues here.

Supplier Discontinues 3 Brothers

3 Brothers bananas from Nicaragua, which had been requested by many co-op members, no longer will be available from our sole source, Pacific Rim. Their supplier discontinued the line because of low sales volume. Although the co-op will continue to look for a way to carry these bananas, it's not likely that they will be available in the near future.

Other leading banana labels are Turbana from Colombia by Parker Banana Company; Del Monte by Del Monte Banana Company; Dole by Castle and Cooke Foods; Bonita by Pacific Fruit Company; and Chiquita by Chiquita Brands, Inc. Leading export countries are Ecuador, Honduras, Costa Rica and Panama. The U.S. is the leading importer of bananas, followed by Japan.

The co-op will mainly carry Chiquita brand, generally considered the best quality commercial banana.
Early in 1982, Eric Burrell enrolled in Closer Training. Eric has not missed a single Saturday night since that first shift over two years ago. Eric is our featured "Member Worker".

***

C: Where are you from, Eric?

E: My roots are in Georgia. I heard about Evergreen when I was homesteading in Pennsylvania. That was when I decided to pursue college all the way.

C: Homesteading?

E: Trying to be self-sufficient. My plans are to go on back to some land inherited from my grandfather. It's been in the family for about 200 years. I farmed with my grandfather, mostly by hand. For the past three years, I'd plow the fields with a mule—actually, a big donkey, called a jenny. I was truck farming, sold some vegetables locally, and to a co-op in Georgia. My brother works for the Magnolia, the big southeast warehouse for whole foods. I've been farming organically for the past ten years. I had a big transition in my life when I was sixteen and ever since then, I've been pursuing farming. I'm twenty-seven now.

C: What are you studying?

E: Ecological agriculture and environmental studies. I'm doing a summer internship at Burnt Ridge Nursery at Onalaska, then I'll finish my credits in the fall. I'll probably pursue a homesteading life—a simple lifestyle. I'm going to be trying to do things sort of like Tilth, in the southeast. I'd like to get people in the southeast to look at regional self-sufficiency.

C: How did your interest begin?

E: I grew up in a rural area outside Huntsville, an area called Madison County. It was turned into a suburb. It hurt my feelings, because I really loved the land. When I was growing up, we were the only people there. It was a huge, big forest. I didn't have all the things people have in cities to relate to, or many friends, so I was pretty much of a loner. I didn't have the woods and the wild animals to relate to. That's my background.

I worked with the co-op in Atlanta. There wasn't really any training... all the new workers would just be wandering around for the first couple of weeks. Training is a real asset to this co-op.

C: You were in one of the first trainings we had.

E: That shift you gave me was the shift I kept. You probably didn't realize at the time that that shift would be covered for all this time. I've not missed one Saturday in the two and a half years I've been here. So next Saturday will be different for me. I don't like moving around. People tell me I ought to go here and there. I haven't been anywhere, but I know the woods around Evergreen real well, around the bay and the Organic Farm. I'm just not a person who gets in a car and goes anywhere. I don't own a car or a bicycle, so I just go where my feet travel. I like being at home in one place. I like being of a place.

In Georgia I lived in a rural area, had kin around me, and stayed in one general area, probably less than a mile wide. That had a real impact on me.

C: Where do you see yourself in five years?

E: My biggest thing will be working to preserve the land, to protect it from the developers. This area in Georgia is in the north, the Appalachians. It's a whole different ecosystem. It's like the Smokey Mountains, but about half the size. The biggest problem out there right now is the real estate developers from Florida buying land real cheap, especially steep mountain top land, and building summer homes. The land is eroding. I'd like to help develop some kinds of cottage industry. All the kids are growing up and leaving.

C: Except for Eric Burrell, who's going back.

E: Yeah, I'm going back.

C: Anything else you want to say?

E: A lot of the skills I learned when I was first working here, a person who helped me a lot so that I could pass it along and help others, I'd like to give her a word. If I did a good job, it was because she helped me a lot. I got a lot of the skills from her... Holly Boyajian, who had the shift before me.

###
Recently, long-needed new staff were hired, bringing the workload closer to under control. The concern for keeping up labor costs in line fought it out with the obvious need to relieve existing staff of overwork; as it happens, the acquisition of additional staff is in line with the rise in sales, and labor costs, considered in context, are still pretty reasonable. In fact, the board has now approved reconvening the hiring committee to consider the addition of one more person, probably from among the recent applicants.

With the recently announced resignation of long-time staffperson Tyrone Lindquist, new staff may soon equal or outnumber experienced staff—a situation that has both advantages and disadvantages. The impact of these changes are sure to be felt in the months to come. Nationally, co-ops have been staffed from the under-30’s, single, bright, energetic cream of the countercultural crop. These dynamic and idealistic folk came equipped with a passion for their work. They absorbed long hours, pay, and the frustrations and traumas inherent in such organizations with pride. Members and boards naturally assume that staff work for something more than money; good thing, because as a rule, there has been precious little of it paid.

Co-ops usually hire people into a situation in which they get little or conflicting guidance from their member-employers; where they must be self-reliant and strongly motivated to fulfill a vision; and then are damned for "taking too much power". No wonder so many co-ops sink in a morass of anger and bitterness among the various working contingents. And thank heavens we are, in Olympia, growing away from the "us-them" mentality, toward a more genuinely cooperative approach to dialog and understanding of one another's dilemmas and needs.

With time comes change. The fray wears out a good many people, who change to other work, burned out or disillusioned. They leave, taking valuable experience and knowledge with them. Others stick with it, but under increasing stress as they accumulate responsibilities that tax their low incomes. Their supermarket counterparts are rising into the economic upper middle classes, while they subsist on income that averages about 60% of that earned by the supermarket's cashier. But if the low wages, limited room for advancement and growth, and thin tolerance for a steady stream of criticism eventually drive them into another job market, they may find their years of experience discounted; co-ops share the housewife's struggle with an amateurish image.

The situation in Olympia is better than most. The business, nearing the end of its first decade, is gaining community respect. Staff-member relations overall are good. Even so, according to Karen, every accolade is matched by 10 complaints. Some arrive in the unsavory form of cryptic, unsigned notes; some are out and out abusive.

Staff wages here are still marginal, compared with those for similar work in the "private sector". As Phyllis Villeneuve notes, with children and other responsibilities, it becomes increasingly more difficult to make ends meet on a co-op staff income. As member-employers, we need to examine the question of fair compensation for workers. We avoid stocking products from third world countries which exploit labor. Might we also need some social consciousness in our own neighborhood?

In hundreds of co-ops, staff still are implicitly expected to put the store first, before personal considerations. That's a hardline, 1950's corporate attitude. Staff in such places may have a hard time maintaining perspective and treating the job as one's work, not one's entire life mission. Nationally, burnout is probably the number one cause of turnover.

Most of the co-op staff people I've talked with across the country who were leaving their co-ops were doing so reluctantly; they literally were mentally and physically exhausted—or had the foresight to see that they soon would be. It's not uncommon in our home co-op. How can we keep that from happening in the future?

**Member Workers**

Summer is a difficult time to talk about member workers. Traditionally the ebb and flow of members sharing the workload bears an uncanny resemblance to population fluctuations at a certain nearby college campus. With a stronger base of permanent community members the problem has become less pronounced. But it is still significant enough to be troublesome.

Ideally, our worker system acts as a tool. One of its goals is the prediction of fluctuations in member worker coverage. We planned to cluster working member shifts quarterly, then schedule paid staff to fill the gaps. For now, however, staff has all it can do to keep up with work. A look at the worker hours log is revealing: the same few names keep repeating, two, three, six times a week, substituting for others and filling vacant shifts.

Member workers are a relatively recent addition to co-op operations nationally. This participation really becomes economically viable when workers are knowledgeable. It works best if they are reasonably self-regulating and if they continue working after developing experience. The Olympia co-op is an "industry leader" in its system, but one with room for further improvement.

Yet in spite of comparative success with member worker privileges, our future probably holds the question of whether to continue the system at all. Many other co-ops have given it up. The problem: the expense of administering...
work

(sometimes out and out juggling) a system with too few participants usurps the savings; the uncertainty of getting necessary work done from day to day, and the extraordinary amount of time spent seeking members to cover vacant shifts; the expense of training those workers who quit before even the minimum commitment is met; the burden placed on other members and staff who pick up the erratic, but constant, extra load...all are resource drains.

While these are different (and less exhausting) problems than we faced three years ago in this area, and probably not unsolvable, they are still time, energy and money-consuming.

Another consideration: is a system exploitative, if regular member prices depend on the low-cost labor volunteered by a few? Probably not, considering all current factors. But the line is a thin one; we need to be vigilant.

Some particularly value the opportunity to contribute in a tangible way to something bigger than oneself, working with neighbors, substituting labor for cash in providing one's food. For them, the question may not be whether to continue with a working member system, but how can we stabilize it? What can be done, realistically, to equalize the load and continue to improve working conditions?

On the "Threshold"

Olympia Food Co-op rates well among co-ops in it's labor handling. But then, the competition isn't particularly stiff. All consumer co-ops have knotty problems to solve, if they are to be humane workplaces, as well as resources for caring consumers. It won't work for long to exploit the ideals of our workers in order to keep prices low and our freedom of choice in the spending of our food dollars alive. Like natural resources, this person-created one requires conservation and nurturing to endure.

The challenges in our present labor situation focus our attention: a new management structure - the resignation of a valued, experienced staffperson - the influx of several new staff in a short time period - the challenge to our hiring process by an applicant in a suit with the Human Rights Commission - rapid growth.

What better time to do some hard and creative thinking, to contribute to solutions, not only to the immediate problems, but to the long range planning for answering the question "who will do the work"...our work...and for determining what their working experience, which is in our hands, will be like.

LOCAL FRUIT MAKES SWEET TREAT!!!

By Jean Westerlund

If you can't tell it's summer by the weather, you can by checking out the produce section in the co-op. The first foods to greet you as you enter are an abundance of luscious fruits: peaches, melons, berries and more. Fruits are actually the ripened ovaries of plants. The flavor comes from the balance between the naturally occurring sugars and acids in fruits. Nutritionally, fruits are an important source of Vitamins C and A. Fruits also supply water and several types of fiber, all of which aid digestion and regulation of our bodies.

The carbohydrate content of fruit is predominately fruit sugars. On the average, fruits contain about 5 to 10% sugar, and some fruits, like fresh dates, contain up to 60% sugar. The various sugars in fruit are an excellent source of energy. Fruit sugars metabolize in the body the same way as sucrose (table sugar). Since many people are adversely affected by too much sugar, it's best not to eat an excess of fruit all at one time.

Fresh fruit juice is an delicious way to obtain vitamins and fluids. Remember that juices concentrate the sugars from several pieces of fruit, so drinking small quantities is advisable. Did you know that one-half cup of orange juice contains sugars approximately equivalent to two teaspoons of granulated sugar? Diluting fruit juice with sparkling mineral water is refreshing and is a nutritious soda substitute.

By the relatively small amount of sugar that an avocado contains, about .4%, one would never guess that it is a fruit. This delicious gem is often avoided because of its high fat content. In actuality the fat of avocados is mostly unsaturated, the type of fat that does not contribute to high cholesterol levels. Also, surprisingly, avocados contain a high fiber content and are a significant source of potassium.

For optimum health, fruits and berries are the most appealing and wholesome dessert one can eat. For an excellent low-caloric, highly nutritious treat, blend tofu with a little honey until fluffy, and add a dash of nutmeg or cinnamon. Use this as a topping for your favorite berries or sliced fresh fruit. Yum!

Hey, what kind of shoes can you make out of banana peels?

Slippers!

Ed. Note: Not everyone would agree that fructose and sucrose are metabolized identically. Some suggest apparent differences; others suggest that we simply do not have the sophistication yet to discern the differences.
we own it...we really do!

In a small store, run by part-time volunteers, offering bulk foods, the word 'cooperation' takes on special meanings. Here are some ways we can create a comfortable environment for all who come to share the space:

1. Know basic procedures and stay conscious of them throughout the shopping expedition: write down prices of non-marked items for the cashier...weigh containers on the back scale and write down weights before filling...BE READY before getting in the checkout line: have prices and weights ready to tell the cashier; present member card, coupons, food stamps, etc. at the beginning of the transaction; make checks out in advance. (A flyer in the store lists these hints.)

2. Maintain sanitation: remove scoops from bins after using them; replace lids; teach children not to use hands to remove food from bulk bins; clean up spills.

3. RECYCLE! Bring bags, containers with lids, egg cartons. Bring CLEAN extras for others. (When cleaning plastic bags, check for holes. Use of recycled plastic, one of the most essential reusables, can't be promoted to a person who has had food come out the bottom or side of a recycled bag!)

4. Disagree with a co-op policy? The place to air feelings is NOT the checkout stand. Cashiers are volunteers, committed to carrying out current co-op policies equitably—everyone treated the same way. They cannot change it, and trying to discuss it with them can only make them uncomfortable and hold up other customers. Requests, comments and suggestions ARE vital to our continuing improvement. Communicate your ideas in the suggestion bowl, in a letter, in conversations with staff or board members, in the newsletter. Constructive ways are open and easily accessible for any member with a better idea for how to do things.

5. Share the load! Seriously consider training for one of the many weekly work shifts needing members. If that doesn't work, sign up for a one-time project, such as quarterly inventory, when posters appear. The old saying "many hands make light work" is true, true, TRUE! And recently, the opposite has been more prevalent at the co-op. Witness the strained smiles, hoarse voices and bags under the eyes of the hard-working staff and member workers who are carrying multiple shifts to keep up with the work.

As members, we will get the quality and atmosphere we deserve at our store. We own it, and we can spend some consciousness and time to treat ourselves and each other fairly and well, as we spend our food dollars. ###

Our good old Co-op has seen a lot of bright and promising changes lately: new staff, new coolers, office reorganization, a whole new look for the store, and more. It seems to me, as your behind-the-scenes member card maker, that it's a good time to make use of another promising change—the newly designed, home delivered Co-op News—and review the conditions and guidelines of membership and use of member cards. As it isn't always easy for cashiers to cover all of these points at a busy checkout stand, I'd like to provide you with something on paper for clarification and reference. So, while the dust is clearing around us, take a few minutes to reacquaint yourself with this information.

How To Join the Co-op: (1) Pay a non-refundable, one time membership fee of $5.00. (Ed.Note: The fee is paid for each adult (18 and older) in your household. Exceptions: persons 62 and older, and adults who provide their own food primarily from a store other than (Others are charged 10% above shelf prices.) When you have paid $24.00 in "dues", you receive a new "PAID" card. When you show this card to the cashier, you are charged member prices without paying further monthly "dues".

MEMBERSHIP POLICY REVISITED

by Bonnie Jones

the co-op.] (2) Print the information requested for each member on the New Member sign-up sheet. (3) You receive a temporary member card for each person. After about a week, these are given to a cashier to exchange for your permanent card(s).

How the Member Card Works: To shop at member prices, you pay $1.00 per month in "dues", up to a total of $24.00. Dues are paid as you checkout during your first shopping trip each month. (No dues are paid during months in which you do not shop at the co-op.) Your member card—and the co-op's record card—will be date-stamped. For the rest of the month, simply show your card to the cashier when you check out. When it's stamped for the current month, you will be charged at "shelf prices"—the member rate—on all items you buy.

Other Conditions of Membership: (1) If you move away or stop using the Co-op, you may request a refund of your dues. (2) Whether or not you get a refund of dues, your non-refundable membership fee entitles you to reactivate your membership if you return. Any dues left with the co-op will remain credited to your membership. (Ed. Note: The By-laws committee is now considering how long the co-op can maintain a dues account in the name of an inactive member.) (3) If you turn 62 while you are a Co-op member, you are eligible for a Special Senior Member card and a dues refund. (4) As a co-op member, you can also be a member worker, becoming eligible for still lower prices on your purchases.

TURN PAGE

SUMMER 1984, CO-OP NEWS 9
Senior Memberships: (1) If you are 62 or older, there is no charge for your co-op membership, and you are entitled to a 10% discount on all purchases. To join, follow the instructions above, letting the cashier know that you are eligible for a senior membership. (2) Senior members are encouraged to assist as member workers in the co-op. Talk with Karen, the worker coordinator, about the jobs available and the lower prices you will pay as a member worker.

Membership Policy Guidelines: The Food Co-op is a special kind of store. All memberships are equal and individual. The membership policy is designed to be clear, consistent and unbiased, and to keep the membership cost low. In respect and fairness to yourself and other members, to your store and to your cashier, please understand and abide by these guidelines: (1) Your co-op membership and personal member card are for your use only. (2) When shopping at member prices, always present your card. (3) Dependent children under age 18 may shop without a card. (4) Memberships are not transferable; dues and working member credits are. If you are leaving and want to share your membership in the co-op with another person, that person may pay a $5.00 membership fee, then you may request a dues refund and apply those dues to the other person’s membership. You may also request that your worker credits be transferred to another member. (5) If you are regularly unable to shop for yourself because of unusual circumstances (such as illness or inability to leave home), you may make special arrangements for another person to do your shopping for you. Your card will be noted accordingly.

Non-Members: Non-members are welcome to shop at the co-op, paying a 10% surcharge over member (shelf) prices.

Ed. Note: The Co-op is in the process of improving member information and making the sign-up process easier. A general information brochure for non-members is nearly complete; a new member booklet with complete membership information and a copy of the new by-laws will follow.

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**Recipes**

**Oyster Mushrooms in Ginger Sauce**

1 lb. trimmed oyster mushrooms, in large pieces
1 small onion, chopped
3 Tbsp. oil
1 small root ginger, grated, or 3 Tbsp powdered
3 Tbsp. cornstarch
1/2 c. vegetable or potato broth
1 medium sweet red pepper
1 Tbsp. soy sauce
2 large bunches spinach, cleaned and chopped

Saute mushrooms and onions in the oil. Add ginger. Sprinkle cornstarch and stir well so all ingredients are coated. Add the broth and stir so that an even paste coats the ingredients. Add peppers. Cook until they begin to brighten. Add spinach. Cook down under cover until spinach is wilted, but still a nice green. Stir well and season with soy.

**Broiled Mushroom Sandwiches**

1/2 lb. oyster mushrooms, chopped
1 small onion, diced
1 tsp. fresh marjoram or 1/2 tsp. dried
1/4 c. chopped tofu
1 - 2 cloves garlic, smashed
1/2 c. grated R & R cheddar cheese
oil for sauté
6 slices whole rye bread, toasted on one side

Mix all ingredients but cheese and bread in sauté pan. Cook briefly until onion is transparent. Remove and cool. Add cheese and spread on untoasted side of rye, about 3/4 inch thick. Broil until light brown and bubbly. Yields 6. This mixture holds well in the refrigerator, gets better with age.

**Oyster and Shiitake Mushrooms** or any other wild mushrooms taste wonderful just lightly sautéed in butter, oil or cream, with a little garlic. You don’t have to get fancy to enjoy these beauties.

---

**Voter Registration at the Co-op**

Voters will be able to register at the co-op throughout August on any Friday evening, between 4:00 and 7:00 p.m. WashPIRG workers will host the voter registration table, and will also have petitions available for those who oppose the Puget Power rate increase.

WashPIRG (Washington Public Interest Research Group) is a non-partisan, non-profit group providing information on issues affecting Washington residents. Most recently, they’ve been active in public education about the Hanford nuclear waste disposal issue and about utility rate increases.
openings for newsletter staff

Photographer (Own equipment; produce publication quality photos.)

Events Calendar Writer (No experience needed. Develop listing of active committees, meeting times; compile dates of co-op related events and community happenings of co-op interest for the coming quarter.)

Committees/Meetings Reporter (Dependable attendance at general membership and board meetings; contact committee liaisons for reports. Ability to remain objective, to record accurately and write clearly is essential.)

Children's Writer (Help design children's section for a variety of age groups. Coordinate young people's contributions to the newsletter.)

News Reporter(s) (Experienced/trained writers to develop story leads provided. Emphasis on solid, factual news writing. Limited experience is fine, if basic skills solid and you are dependable!)

Bulk Mail Distributor (One person or a group to pick up newsletter in Shelton; attach pre-sorted mailing labels; bundle and deliver to post office by deadline. Dependability and transportation a must; will train.)

Cartoonist

Begin in early August for September issue; quarterly thereafter. Will negotiate length of commitment. Compensation is worker credit (member workers pay lower prices on Co-op purchases; talk to Cher or to Karen Berkey Huntsberger for details.) Reimbursement for out-of-pocket expense by prior arrangement. Be sure you really have the time (average 5-15 hrs./quarter) and willingness to meet deadlines.

INTERESTED? Write the following info on a sheet of paper. Include with sample of your work, and submit in newsletter box in front office at Co-op. IF YOU HAVE TALKED TO SOMEONE IN THE PAST ABOUT WORKING ON THIS NEWSLETTER, BUT HAVE NOT HEARD FROM US, TRY AGAIN NOW IF STILL INTERESTED. People have been hard to reach, info gone astray, etc.

Name: ___________________
Phone: ___________________
Interested in which position? ___________________
Relevant experience/training: ___________________

How many hours per quarter are you able to work? ___________________

PHOTOGRAPHERS & WRITERS: Please include clips, if any, or a sample of work similar to what you propose to do for the News. (If you want it returned, a self-addressed stamped envelope would be appreciated.)

Thank you!

###
Nicaragua, a Central American country located between Honduras and Costa Rica, was visited earlier this year by two Olympia women. This is the second in our series of two interviews with one of them.

Fenny: What did you do in Nicaragua with AMES?

Jamie: We started out by doing some fundraising here before we left. We found out what was needed for the projects they were working on in Nicaragua, and most needed at that time were supplies for the day care center. We brought down medical and art supplies. Also we brought personal letters and money donated. When we got there and during the time we spent in Nicaragua, we wanted to do a series of interviews. We wanted to collect as much information as possible so that more solidarity work could be done here.

P: Who did you interview?

J: There's a group of women who organize for AMES in Nicaragua; mostly we worked with them. They set up different projects to give women more avenues to be independent. It is important when families come to Nicaragua from El Salvador they have a way to support themselves. There's a day care and a social service network set up.

The big accomplishment of AMES in Nicaragua is the day care center for women who need to work.

P: You spent time in the day care center?

J: I worked there three times a week, five hours or more each time. I could have worked fulltime because at that time they needed more workers. It's just like here—pay for day care workers isn't much. It's a low paying job, primarily women do it. The children at the center were Salvadorians that had to flee from their country. Their parents were working in collectives or just trying to survive.

The workers at the center had their children there, too. Almost everyone had children. The center filled an important need for the women. Also the center was in a Samozia house with a lot of patios and low steps and levels—it was a perfect setting. The building served as a community center.

P: What a great thing to do with Samozia's building!

J: Yeah. I worked with preschool age children. I think that's when my Spanish improved the most. I had worked in a day care in the States, so I did some comparing. But it really wasn't the same. There are some things you can't compare. Another woman and I watched fifteen children. We did similar things there as here—art projects, free play, a little play house. The daycare was funded through solidarity donations.

P: Did women have to pay money to have their children there?

J: The fees were on a sliding scale. They paid according to what
they made. I don’t think that people would be turned down because they couldn’t pay.

it’s different here. Each Friday we can walk the children to the park and they can sing and chant

one center in one kitchen. *Everyone had a turn cooking, not just the women. They felt they

Gracias a la Vida
Que me ha dado tanto.
Me ha dado el sonido
Y el abecedario.
Con él las palabras
Que pienso y declaro
Madre, amigo, hermano
Y luz alumbrando
La ruta del alma
Del que estoy amando.

Thanks to Life
Which has given me so much.
It has given me sound
And words
I think and speak out
Mother, friend, brother, sister,
Illuminating light,
The root of the soul
Of the one I love.

P: So whatever money is raised here or in Canada, the money supports the daycare.

J: This is the only way they get by. That’s why we’re educating people about AMES...money is incredibly needed.

And the thing I want to say about the art projects—we wouldn’t even suggest a topic to draw about, almost every child would draw a picture of a helicopter, a burning building or someone getting shot. And they said that’s what it was. It showed clearly the effect of U.S. intervention in El Salvador. The U.S. military concept was right there; the helicopters all had “U.S.A.” printed on them. That was their monster—they knew the effects more than anyone. Painting and drawing was a way to draw that trauma out. We talked about what did their pictures mean and what was it like in Nicaragua for them now. They drew pictures of flowers, homes that weren’t burning, families.

The other thing I want to say is that before I left, someone asked me what does make the children feel safe there, what is it, how can you help a child who has been through such an incredible amount of terror? And I asked a woman who worked at the center. She said

about their mother country, El Salvador, and they can wave to the Sandanista soldiers. They can play and have fun without being afraid. It’s a basic thing, but it helps.

P: Offering them the freedom...

J: For them to be able to play and not have death right there is a contrast to their lives in El Salvador. It gives them a sense of security.

Also the day care had good medical care and a decent nutritional program provided by Nicaraguan social services.

P: What other service does AMES organize?

J: They help organize collective. It means developing a sewing collective, for instance. People learn more how to organize and be fair; it’s a new way to approach things. It was exciting. People talked about it a lot.

We visited a farming collective outside of Managua—it was very beautiful and it was older and very successful. Not all were like this one. One of the advances they talked about—and both men and women did it—was their collective kitchen. Food prepared together in

were advancing themselves. Preparing a meal there is a lot of work, and there isn’t much food. It gave people more time, breaks down isolation.

People who would like to support the work that AMES is doing can learn more about what is going on in El Salvador, because that is where AMES came from. Every Salvadoran woman I talked met talked about her homeland and how much international solidarity was appreciated. A check for $10.00 will go a long way; financial and resource contributions are very helpful, medical supplies, for sure. And educate yourself, then your friends, about the cost of U.S. policies (concerning Central America) in human suffering. ###

SUMMER 1984, CO-OP NEWS 13
Dear Editors,

In general, everyone was really impressed with the layout and the content [of the Co-op "News"]. Staff reported they had had members come up and express delight, surprise, incredulity, etc. at having received it in their homes. Overall A++

But it is hard to get away with a total A+ at the Olympia Co-op, so here are some comments staff people gave.

Beth wants her graphs on the same page as her article. The graph referred to in the spring article on finance was on page 1 with no reference made to it, so the article made little sense to those who read it. You've already mentioned some articles not having a "continued on page #1" line at the bottom.

Karen said her name was misspelled.

Some thought the interview was a little long.

Graphically—wonderful!!! Great format.

Watch for big words like "mycophagists". Some felt without definition, these words as headlines can intimidate.

Great job. The comments here and the comments you have made yourselves will make it even better next time.

Co-op Staff

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Dear Newsletter Staff,

This month’s newsletter is spiffy. It looks classy, and I read it with interest all the way through. Every so often I look around the co-op with pleasure and think, "My God, it's a real store!" This month, I feel that way about the newsletter. Nice graphics (as usual), photos, a cartoon, and lots of interesting articles. Congratulations and thanks.

Thad Curtz

P.S. One thing, though; I never managed to figure out quite what "There's been some controversy over the outcome of the hiring" meant. Most of your readers, like me, probably didn't even know there was one, and needed a few background details.

** A big hug to you for writing! On the date of the "typesetting" deadline, we had no letters from members. Apparently, judging by the staff critique above, most members have done their responding in those quarters; we on the newsletter staff have had to depend on loyal friends and hearsay for input. So your letter (and the following one) coming at the last moment makes our day.

Hope the labor article in this paper has shed some light on the controversial hiring issue for you and other readers. –C

Hey there Co-op Newsers, Namaste

Loved Vol. 7 #1 Spring'84! The paper was real pleasurable reading. Variety and well-rounded articles pertinent to co-op users, to me! were exciting, yes, exciting me to read on, not to lose the paper, keep it to finish later.

The articles were written with care, respect and understanding for the situations or people. The authors were open-minded and objective to a degree rare and refreshing. There was a feeling to the whole paper - I'm very excited and await next quarter's edition.

Some suggestions: keep using graphs wherever possible to illustrate numbers. Good graph for finances article. Choose a co-op worker and profile/interview them. Collect opinions, survey and publish results. Print the monthly specials calendar so we can plan ahead a little while shopping. Print food info.

Much love and thanks,

Tim Conner, member/worker

** Much love and thanks to you, too, Tim, for taking time out to express your appreciation. All of your suggestions are excellent—in fact, most are in the works or even in this issue! Do you know of any good writers to head in our direction?? The team is a little skimpy for making the news journal on our drawing board a reality every quarter. –C

The Member Forum is a regular column in which your thoughts, ideas and responses to articles are communicated with the rest of the membership.

Guidelines: Issue should be of interest to co-op general membership; appropriate for family readership; not exploitative of any group or individual; signed; brief and to the point (not more than 200 words.) Mail to "Member Forum", Olympia Food Co-op Newsletter, 921 N. Rogers, Olympia, WA 98502; or bring to the store.

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Bring your own—everyone saves!

Sure -- the co-op will continue to provide new plastic and paper bags for customer convenience. But they cost you money as a consumer, and the environment pays the price for the raw resources and disposal. Get back into the habit --

BRING YOUR OWN CONTAINERS WHEN YOU SHOP!

10% Discount on all bulk grains when you bring in your own jar or bag and show this coupon.

---

14 Co-Op News, Summer 1984
Sales continued to grow during the first quarter (Jan-Mar) 1984 to a total of $219,461.70, or 30.5% over first quarter 1983. This is considered to be very high growth. The norm for natural food stores is currently 5 to 10%. A sneak preview of second quarter (Apr-June) shows growth climbing to 35.7% over 1983. A slightly higher gross margin combined with the high sales brought total revenue (before expenses) to $48,089.63, nearly $4,000.00 over our projection.

Expenses were higher than budgeted by $2,238.00. Most of this overrun was in labor, by far the highest expense. The reasons for this overrun were the development of new staffing systems and the cost of the hiring process. Labor cost overruns in the first half of 1984 should be offset in the second half when new systems and new people should all be working smoothly.

**Product Info Committee**

Staff member Suvia Judah has agreed to convene a Product Information and Selection Committee. The Board requested that the committee be re-established after members expressed interest at the May 17 general membership meeting. Seven members have volunteered to serve on the committee.

The first meeting was scheduled for July 17 (after newsletter deadline). The agenda, according to Suvia, included "getting to know each other (probably over a meal); sharing dreams, visions and prejudices; reviewing the history of the 1983 Product Information Committee; and establishing the objectives of the committee."

The 1983 committee completed a plan and presented it to the Board. The Board did not approve the plan as presented for funding in the 1984 budget, but favored the idea of continuing to develop a plan for product information.

Members with an interest in the committee or with questions are welcome to talk with Suvia at the Co-op.

**Scholarship**

Co-op member Bonnie Jones has received a $2,000 scholarship from the Associated Grocers. She plans to attend St. Martin's this fall, to study psychology.

Jones said that Associated Grocers does not require scholarship recipients to major in the food industry, but she believes her connection with the Co-op aided in qualifying her for the award. She will attend an Associated Grocer's conference in Seattle this summer as part of the scholarship arrangement.

Jones has been a cashier for the co-op. In 1982, she helped coordinate and teach worker trainings for refugees, to acquaint them with the co-op and to give them some marketable job skills. She put her graphics skills to use designing a supplement to the cashier manual for workers with limited knowledge of English. She presents workshops for new members and the duplicates when you lose your originals!

**Price Comparisons**

The following is the result of a recent comparison between prices of bulk foods at the Co-op and at Westside Mark N Pak. Prices listed are cost per pound of bulk foods.

<table>
<thead>
<tr>
<th>Item</th>
<th>Coop</th>
<th>Westside Mark N Pak</th>
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</thead>
<tbody>
<tr>
<td>Trail Mix</td>
<td>2.36</td>
<td>2.38</td>
</tr>
<tr>
<td>Coconut</td>
<td>1.41</td>
<td>1.22</td>
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<td>1.32</td>
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<tr>
<td>Rice Flour</td>
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<tr>
<td>Pearl Barley</td>
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<tr>
<td>Long grain rice (NO)</td>
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<tr>
<td>Lentils (NO)</td>
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<tr>
<td>Peas (NO)</td>
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<td>(0)</td>
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<tr>
<td>Pinto</td>
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<td>.48</td>
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<tr>
<td>Sm. White beans (NO)</td>
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<td>(.79)</td>
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<tr>
<td>Lima beans</td>
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<tr>
<td>Garbanzos</td>
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<td>.53</td>
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<tr>
<td>Prunes (NO)</td>
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<td>(0)</td>
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<tr>
<td>Raisins, NO</td>
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<td>1.35</td>
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<tr>
<td>Bran</td>
<td>.27</td>
<td>.26</td>
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<tr>
<td>Bulghar</td>
<td>.27</td>
<td>.25</td>
</tr>
<tr>
<td>Pistachios</td>
<td>5.12</td>
<td>5.25</td>
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**FINANCES**

By Beth Hartmann

The bottom line, net income, for the first quarter was $6,362.40. This is not exceptional for the first quarter. Our history is to earn money in the first quarter, break even in the second and fourth quarters, and lose money in third quarter when sales are at their lowest. This year may well be different due to our increasing sales growth and systems development. But it's too early to tell.

**CO-OP SALES IN THOUSANDS OF DOLLARS**

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<th>Year</th>
<th>77</th>
<th>78</th>
<th>79</th>
<th>80</th>
<th>81</th>
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1977 '78 '79 '80 '81 '82 '83

Net Income $ 6,362.40

Address questions about Co-op finances to Beth Hartmann, Financial Manager, Olympia Food Co-op, 921 N. Rogers 98502; or call 754-7666.

Include name and address or phone number so Beth can respond personally or seek clarification.

**INCOME STATEMENT**

FIRST QUARTER - 1984

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Sales</td>
<td>$219,461.70</td>
</tr>
<tr>
<td>Gross margin @ 21.8%</td>
<td>47,927.00</td>
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<tr>
<td>Other Revenue</td>
<td>161.63</td>
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<tr>
<td>Total Revenue</td>
<td>$219,662.33</td>
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Expenses:

<table>
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<tr>
<th>Item</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
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<td>Newsletter</td>
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<td>Training/Conferences</td>
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<tr>
<td>Rent</td>
<td>3,700.00</td>
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<td>Utilities &amp; Phone</td>
<td>2,194.24</td>
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<tr>
<td>Maintenance &amp; Repair</td>
<td>1,570.04</td>
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<td>Depreciation</td>
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<tr>
<td>Supplies</td>
<td>3,779.98</td>
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<tr>
<td>Staff Costs</td>
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<tr>
<td>Taxes</td>
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<td>Insurance</td>
<td>394.92</td>
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<td>Professional Services</td>
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<td>All other expenses</td>
<td>1,053.26</td>
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<tr>
<td>Total Expenses</td>
<td>$47,288.23</td>
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Include name and address or phone number so Beth can respond personally or seek clarification.