



WINTER 2022

# Table

A Quarterly Publication of the Olympia Food Co-op • [www.olympiafood.coop](http://www.olympiafood.coop)

Advocacy Today

*45th Birthday Bash*

**Hot Pots & Vegan Delights**



# Table

Published by

**OLYMPIA FOOD CO-OP**

## **WESTSIDE & GARDEN CENTER**

921 Rogers St. NW

Olympia, WA 98502

(360) 754-7666

Open daily 8am - 9pm

Garden Center: Reopens March 3!

Check [www.olympiafood.coop](http://www.olympiafood.coop) for hours

## **EASTSIDE & DELI**

3111 Pacific Ave. SE

Olympia, WA 98501

(360) 956-3870

Open daily 8am - 9pm

*Both stores are open every day except for May 1st*

## **BUSINESS OFFICE**

608 Columbia St. SW

Olympia, WA 98501

(360) 357-1106

[www.olympiafood.coop](http://www.olympiafood.coop)

## **EDITOR & ADVERTISING COORDINATOR**

Maureen Tobin

## **NEWSLETTER COMMITTEE**

Desdra Dawning, Maureen Tobin

## **LAYOUT**

Rachel Carns

## **PHOTOGRAPHY**

Monica Peabody, Alejandro Rugarcia, Avery Quinn,  
Daniel G. Bernstein

**CONTRIBUTORS** Monica Peabody, Desdra Dawning,  
Maureen Tobin, Mie Olson, Yuka Kondo, Daniel G.  
Bernstein

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

The **Co-op Table** is published on a quarterly basis and comes out in March, June, September, and December. Contact [newsletter@olympiafood.coop](mailto:newsletter@olympiafood.coop) to discuss your article idea or advertising inquiry. You may also leave messages in the newsletter box at either store, Attention: Co-op News.

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

Front cover photo by Avery Quinn  
Back cover photo by Monica Peabody

# IN THIS ISSUE

Advocacy Today	p. 3
45th Celebration Recap / Memories	p. 4
In Memoriam	p. 7
Sharing Hot Pots	p. 8
Guest Chef Daniel Bernstein	p. 10
Play With Your Food	p. 14
Beer & Wine Update	p. 17
Classes	p. 18
Finance Report	p. 20
Board Report	p. 21

## Editor's Note



The feel of winter in the air arrived suddenly for me this year and it was easy to get excited about the food plans going on around me. It's just plain fun to eat more, or at least eat more heartily, when we turn ourselves into the darker and colder months, and our regular content contributors, Monica and Desdra, helped along some lovely ideas from Daniel, Mie and Yuka to share their delicious recipes for meals this winter.

We also had a lot of wonderful photos to choose from this issue! I hope you enjoy checking those out as I did, though we didn't have space to share all that we wanted to. We also plan on sharing pics from our 45th party, Annual Meeting, and our cooking classes on our website and social media in the coming weeks.

As mentioned in a couple places in this issue already, our staff and board members are always interested in hearing your opinion about our wonderful cooperative enterprise and hope to find extra ways to engage with our membership and community in 2023. Happy new year!

*- Maureen Tobin, editor*



# Advocacy Today:

## How to Uphold Values In A Changing World

by Maureen Tobin, Staff Member

Our co-op, along with many others around the nation, has struggled to identify the best ways to invest efforts and resources into all the different values, programs, and projects that arrive on our wish lists every year. What does it mean to uphold our values while carrying out retail operations? How can we continue to be a positive force in our community?

Some of the ways our commitments come to mind when I think of our advocacy work are investment in staff training, partnering with food banks and promoting access to food, supporting other coops like housing cooperatives, credit unions, and small businesses, assisting folks with basic every day needs as well as those in crisis, supporting local over national brands, and participating in boycotts. We discuss the different aspects of these in ongoing collective-level and job description work, as well as during our budgeting process, as we know that our resources are finite and we must be realistic in our planning.

The National Co-op Grocers, a business services cooperative for retail food co-ops, has also considered these questions through the work to support all of the co-ops in our partnership (NCG represents 151 food co-ops with annual sales of over 2.4 billion). "NCG serves as a unified voice to advocate for issues that are important to food co-op owners, shoppers and communities. Together we are working to build a sustainable food system, ensure the fair treatment of people, protect and preserve a healthy environment and promote the cooperative business model."

NCG now has an Advocacy Advisory Committee that our very own Grace Cox serves on. This committee provides input and feedback, acting as a resource to the NCG and helping to work our collective way to goals and commitments. It is an investment in building an equitable food system, engaging co-ops in dialogue and collaborating on diversity, equity and inclusion work. Our co-op has a strong tradition of advocating for a culture of anti-oppression and anti-racism and we know that our methods need to change as our world does. How to address the root causes of the lack of racial equity in our food systems and in the cooperative model are at the basis of our exploration today. I find it reassuring that, on a national level, more food co-ops are recognizing that there can be no environmental justice or sustainable food system without economic justice and racial equity.

As we conduct our outreach work at the Co-op, we are often brainstorming ways to promote brands and local farms and businesses owned by people who identify as women, BIPOC (Black, Indigenous and people of color), Latinx, disabled, LGBTQIA+, veterans, or worker-owned. This philosophy has been labeled "inclusive trade" and some co-ops are using this label on store shelves. NCG, along with our distributors, is also putting work into a database of national brands that have identified in these ways of ownership. We are exploring what steps our co-op should take to invest in this kind of promotion and spreading of knowledge about the companies behind the food we buy.

As always, we are open to your thoughts and opinions about our work and how organizational values are carried out in the stores you shop in. Feel free to email [newsletter@olympiafood.coop](mailto:newsletter@olympiafood.coop) with any thoughts or questions. ■

# Stories from the Fishbowl:

## A Collection of Memories from our 45th Celebration

We asked folks attending the celebration, What's your favorite Co-op memory?  
And these are what was shared...

*photos by Alejandro Rugarcia, Daniel G. Bernstein, & Monica Peabody*



*Staff, members, friends & family helped make our time at Heritage Park festive!*



*I volunteered with my son when he was little. It was a lot of fun.*

*That fun party in the west-side parking lot! The wild zucchini it was called (or something)!*

*Alejandro Mi Amigo*

*When we used to do inventory every year with volunteers and there used to be a moment, 4 hours or 6, to be all together with food, music, fun and counting everything.*

*During the pandemic when toilet paper was running low a kid was expressing to their mom that they were worried they might not be able to get toilet paper. The mom said "don't worry honey, we can use an empty Braggs bottle filled with water like we did when we were camping." Made me smile and warmed my heart, so co-op :)*

*As a new Oly transplant, I was shopping one afternoon when some fantastic salsa music was playing. I couldn't help but to dance a little. When I looked up across the aisle I noticed several others dancing as well. Instant Co-op dance party.*

*When my mother left her wallet and your staff was kind enough to put it away and return it when she came back to ask if you all had seen it.*

*My first exchange with fellow working members—great connections!*



In 1985 when I first moved to WA. My young family was without much money or other resources & we had 2 kids, preschoolers, so I heard about the Co-op and called to see if there was any help available. Fortunately for me, the person who answered (Tom Nogler) explained the way the co-op worked, listened to my story & called me later to arrange a shopping trip. I was very amazed at how he helped our family feel welcome @ the co-op, helped us get good prices/discounts on natural foods, etc. He became a lifelong friend, a real Co-op treasure.

Moving to Olympia to go to Evergreen, volunteering@ the Co-op and finding out about the "munchies fund"—Really loved that this system was in place.

Eating cookies.

Working with my son as he began as a working member at the age of 13.

Sesame garlic sticks in the hood.

A fellow was checking out and didn't have enough money to pay for most of it. The lady in line behind him said she would pay for all of it insisted he take everything and she paid for all \$40.00 of it.

Being trained for grocery stocking by Harry L. in 1989.

Good workers and good things.

Picking up snacks for a trip to B.C.

I wasn't going to move to a town where I couldn't shop & so I checked out the food co-op before moving. I was totally excited about stocking up when I finally arrived in Oly. It was May 1, 1992 & OFC was closed for May day. Who knew?

Buying salad.



Working members make all the difference! Thanks you to all who make the Co-op a special place to work & shop.





*Winning in the Harvest Festival.*

*I had just arrived in Oly—Fall 1977. I was thrilled to volunteer at the coop (on Columbia) I was 18. My world was opening.*

*The old salad bar and all the wonderful food.*

*Getting my food handlers card. I just started <3*

*Returning after 20 years and finding the smell, comforting and familiar still present at the east side store.*

*Being with my best friend, both of us greeners, shopping together.*

*My favorite thing in the Co-op is the people. The volunteers and staff are AWESOME!*

*Cutting cheeses in the early 80's... felt good to be a working member.*

*Line dancing through the aisles @ the grand opening party at the east side store.*

*A customer sharing her favorite pint of ice cream with me.*



*Photos & names of those we've lost were shared (see facing page)*



# WE COULDN'T HAVE DONE IT WITHOUT THEM

by Grace Cox, Staff Member

Perhaps it's my age, or perhaps it's the fact that I tear up watching award shows as they honor the memory of those members of their industry who have passed throughout the years, but in the run-up to the Co-op's 45th Anniversary party I couldn't stop thinking about how many people have been a part of this tiny co-op of ours, and how many folks have passed on. The more I thought about people we've lost along the way the more I wanted to find a way to honor them, and the idea of creating a memorial tent was born.

Staff members collaborated on creating the list, and we are sure the list of more than 100 people is just the tip of the iceberg. In spite of our best efforts, friends and loved ones added names to our list throughout the day.

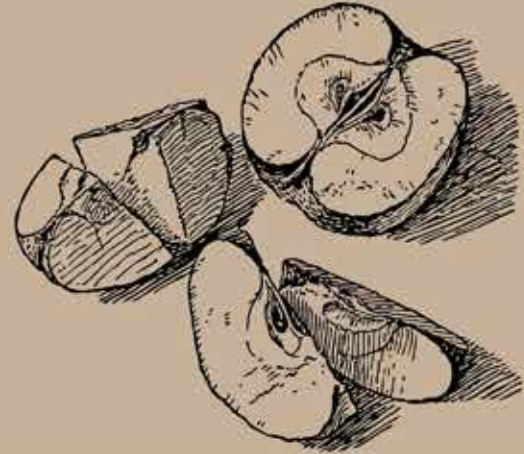
Beloved staff folks; wonderful Co-op members who made us all laugh until we cried; dedicated volunteers who showed up through all kinds of weather to stock shelves, package cheese, clean, cashier, and serve on the Board of Directors and numerous committees; local farmers and indigenous fishers; elected officials and community leaders have all contributed in unique ways to the Olympia Food Co-op. You are not forgotten.

Sonny Davis | David Dec | Wally | Carol Trasatto | Lynn Damiano  
| Keyan Meymand | Jacinta McCoy | Willow Oling | Lucia Perillo  
| Bob Gillis | Harmony Glover | Captain Charlie | Billy Frank, Jr. |  
Carolyn Trefts | Harvey | Leon | Stanley Bender | Irene Creech |  
Annie McManus | Polly Leon | Marge Brown | Mo Weems | Charlie  
Lutz | Tom Nogler | Suzanne Shafer | Hali Panneton | Rachel Corrie  
| Ben Sittingbull | Chris Carson | Chris Jennings | Jolene Unsoeld |  
Russ Barton | Carolyn Dobbs | Lilli Patten | Chris Synodis | Amando  
Barzola-Hidalgo | Leonard Walden | Fran Morgan | Clara Rice |  
Bert Wilson | Ray Kelleher | Yvonne McDonald | Megann Schmitt  
| Sheila Smith | Tom DeMoss | Sue Lundy | Joseph Matlock | Don  
Lenartson | Mark Noble | Anne Buck | Jeanne Lohman | Gene Sine  
| Alan Brisley | Susan Tepper | Ted Wold | Craig Oare | Jose Gomez  
| Pat Bryant | Carolyn McIntyre | Jerry Parker | Steve Herman |  
Tom Foote | Norma Epstein | Sally Kerr | Steve Wilcox | Jan Frost |  
Melody Mayer | Bill Scheidt | Flora | Frank Agnello | Irene Buitenk-  
ant | Noni Buitenkant | Jean Reynolds | Patricia Pyle | Lisa Blazer |  
Ruby Koppleman | Bill Hill | Becky Franey | Michael Borhn | David  
LaFond | Stan Butler | Judy Martin | Jocelyn Dohm | Kathy Jordan |  
Michael Bohrn | Mark Kramner | Rick McKinnon | John Chetti | Fred

So many wonderful memories with so many good friends. We could write a paragraph, or maybe a book, about every one of you. ■

Know someone we missed? Send their names to [customerservice@olympiafood.coop](mailto:customerservice@olympiafood.coop) and we will add them to our list

Active participation of  
**members**  
is the foundation  
of any cooperative



Join a long tradition of Working Members helping to build Olympia Food Co-op into the community-based organization we all deserve!

Learn about your co-op from the inside!  
Meet your neighbors, gain new job skills  
and earn discounts on groceries.

**WORKING MEMBER  
VIRTUAL ORIENTATIONS**

*with Alejandro Rugarcia*

**Now by appointment!**

**EMAIL: [alejandro@olympiafood.coop](mailto:alejandro@olympiafood.coop)**



# HOT POTS *with Mie & Yuka*

## Sharing the Hot Pot Tradition by Mie Olson, Staff Member

Hot pot is deeply rooted in many cultures around the globe. In Japan where I grew up, as we feel the cold wind and step on crunchy fallen leaves in fall, the thought of eating a hot pot is what makes a lot of us excited and comforted.



It might have something to do with our instinct telling us to eat some nutritious food in one go, that has numerous amounts of vitamins and minerals, proteins, carbs, and fiber as well as some powerful and potent elements from ginger, alliums, sea vegetables, herbs and spices, and so much more.

Hot pot does not only warm our body literally, but it also is normally shared with family and friends at a table on a portable stove, where each of us has a little serving bowl with or without a dipping sauce, and we enjoy it with a good conversation and laughter. It's also very easy to put together utilizing what you have in your fridge, what's in season, what's available in your region, and what's in your budget. There are countless varieties that would never make you bored.

Ingredients are normally loads of vegetables, tofu, noodles, shirataki or konjac, fish cakes, seafood, and meats, and they can be cooked in kombu, shiitake, fish broth or simply water and eaten with different kinds of dipping sauces, such as ponzu with grated daikon or tahini sauce. There are many varieties that are cooked with ingredients and seasonings, such as miso, soy sauce, mirin, sake, kimchi, tomato sauce, or even cheese, that don't require any dipping sauce. What makes each hot pot complete is the combination of the ingredients that adds so much flavor to the entire dish.

For many people the most exciting part of eating hot pot is when, after most of the ingredients are eaten, either rice or noodles are added to the broth, simmered a little, and enjoyed with some eggs dropped and gently stirred in.





# Recipe: Hot Pot with Kombu

by Yuka Kondo, Co-op Member



**Meat or Tofu balls:** 1 lb ground chicken or 1/4 package of firm tofu, 1/4 - 1/2 tsp salt, 1Tbsp chopped green onion, 1-2 Tbsp each of chopped Shiitake mushrooms and carrot, 1 egg, 1/4 tsp juice of ginger, 1/2 tsp soy sauce, 2 Tbsp arrowroot powder/corn/potato starch, 1/2 Tbsp sake

**Seafood:** shrimp, clams, mussels or scallops as available

**Vegetables:** burdock root, napa cabbage, carrot, bok choy, spinach, radish, green onions, turnips

**Mushrooms:** shiitake, shimeji, and enoki mushrooms if available

**Bean thread or rice noodles,** cooked according to package directions

**Broth:** a few strips of kombu and 5-6 dried shiitake mushrooms, soaked in water for 1 hour to overnight

**Garnish:** green onion, yuzu zest

**Ponzu (as dipping sauce)**

**Cooked Udon noodles or rice**

**Eggs, beaten**

1. Prep and gather ingredients: make meat/tofu balls by mixing everything all together and forming balls, and cutting veggies into about 2 inch pieces. Boil the meat/tofu balls in a boiling pot of water. Scoop them out with a slotted spoon and set them aside. Save the clear part of the broth and use it to add to the pot if needed for an added flavor.

2. Use a dutch oven style pot or a traditional Japanese pot and one portable stove if available, placing platters of the foods where people can reach.

3. Bring the broth to a boil. Thicker root vegetables may take longer to cook and they can go in while broth is still heating.

4. Add ingredients, keeping them in sections as much as you can so it's easier to pick up and follow how things are cooking. It's meant to be a process of cooking so plan to eat in batches and don't overcrowd.

5. Once you have an arrangement, close the lid and cook for 8-10 minutes. Check midway for items like tender greens that could come out a bit earlier.

6. Pour some ponzu into each serving bowl for dipping.

7. Once the hot pot is cleared out of cooked food, add a new batch of ingredients, planning for about 3 rounds.

8. When all the ingredients are used up or everyone is ready to enjoy the best part of the hot pot, put the noodles or rice in the leftover broth and cook them until warmed through, and stir in some eggs. Enjoy!





# Say Hello to Our Guest Chef Daniel G. Bernstein

*By Desdra Dawning, Co-op member*

Daniel has been an inspiration for me, as I navigate from omnivore to vegan (or at the very least, to a more plant-based way of feeding myself). I recently sat in his kitchen, watching him do his culinary magic, capturing his creative cookery into written recipes that he can now pass on to us. I also wanted to know how he came about this passion for cooking and asked him the following questions—his answers I now pass on to you.

*—I hear you went to a culinary school. What was that like for you?*

Growing up, my father worked days and my step-mother worked nights, so out of necessity, by the time I was a teenager, I was learning to cook for myself. By 2005, after being laid-off from an IT job, and on the advice of a counselor at SPSCC, I enrolled in their Culinary Arts Program. I learn best by doing, rather than by reading, so college was VERY difficult for me. In early 2006, during my heaviest quarter of the program, my father, who was living in Texas, became hospitalized with lung cancer. I spent my spring break at his bedside and caring for Duke, his Dachshund, and about one week after returning to Olympia to continue with college, he died on April 5, 2006. I managed to get through the program and graduated with an ATA in Culinary Arts in 2008—the first of my immediate family to achieve a college degree. I was 44 at the time, and I learned I was not as fast as the 20-year-olds, or the 40-year-olds, who had been in the business 20+ years. Although I no longer professionally utilize my culinary training, the program did teach me a lot, and I love cooking for friends. One of my favorite places, where I had the privilege to be creative and feed people, was Local Flavors Market and Café, a farm-to-table café that a dear friend of mine owned and ran in Chehalis. Sadly however, after 2 months of volunteering my time, I needed an income so we had to part ways.

*—What reasons drew you to become a vegan? What do you appreciate about that lifestyle?*

I was a vegetarian from 1986 to 1996. Then, as the sole cook in a relationship from 1996 to 2003, I thought it would be too difficult to cook for two different diet types, and I compromised my beliefs and went back to being an omnivore. It was not until about 4 years ago, I decided to go back to being vegetarian, and within 6 months, I decided to go all out with plant-based eating. The main reasons I chose this are for the health of the planet, as well as myself, and caring about all the sentient beings that humans feel the need to eat. As a self-employed, small business Pet and House-sitter/Photographer, I see how smart, caring, and loving animals can be and find it hard to eat even those we have not domesticated. I have also learned how incredibly destructive it is, to this one-and-only planet we call home, for the world to rely on meat produced by industrial factory farming.

*—In what ways does the Olympia Food Co-op help support your vegan cooking?*

The amazing variety of produce we get—much of it from local organic farms, and the varied vegan options of packaged foods we carry (cheeses, ice creams, yogurts, milk alternatives, and meat substitutes), nourishes my inspiration and fans the flames of joy in my ability to come up with the dishes I create, and am able to share. That is, at least the ones I have the forethought to write down in recipe form. One of the things I learned in the culinary program is that recipes are merely a suggestion. Some of the places I get inspiration and suggestions from are: Forks Over Knives ([forksoverknives.com](http://forksoverknives.com)); Broke Bank Vegan ([brokebankvegan.com](http://brokebankvegan.com)); Food Empowerment Project ([foodispower.org](http://foodispower.org)); and Simnett Nutrition ([simnettnutrition.com](http://simnettnutrition.com)), just to name a few. There's also a pretty good Olympia Vegan Facebook group, as well as at least three amazing vegan restaurants in town, and several other establishments with vegan options.

*If you are interested in being featured as a guest chef in our TABLE magazine, contact Monica at [outreach@olympiafood.coop](mailto:outreach@olympiafood.coop).*



# FLAGEOLET BEANS W/ JADE RICE

*Flageolet (pronounced "fla-zho-LAY") are a small pale bean with a mild green bean flavor, popular in classic French cuisine, and are sometimes referred to as the "caviar of beans".*

*I typically make larger quantities of beans, so I can use them in other dishes such as soups, stews, or casseroles.*

2 cups flageolet beans  
8 cups liquid (water or veggie broth)  
2 large carrots, sliced  
2 celery stalks, chopped  
5 large garlic cloves, chopped  
1 medium sweet onion, chopped  
½ tsp salt  
2 Tbsp sage  
1 Tbsp paprika  
1 Tbsp cumin  
¼ tsp cayenne (more or less for your heat tolerance)

Clean beans of any possible rocks, stems, and imperfect beans. In Slow Cooker pot, add all ingredients. Cook 2¼ to 3 hours on high or 4 to 4½ hours on low.

Good served over a bed of rice. If there is any leftover broth at the end of cooking the beans, save to use in cooking the rice or making a soup or stew.

1 cup Jade rice  
1¼ - ½ cup broth (*my favorite pre-packaged is Imagine No-Chicken Broth*)  
Pinch of salt

Combine all ingredients in a pot and bring to a boil. Cover, reduce to medium heat and simmer for 10 minutes. Remove from heat and remove lid. Fluff rice with a fork. Spoon flageolet beans over rice and serve garnished with diced red bell pepper.



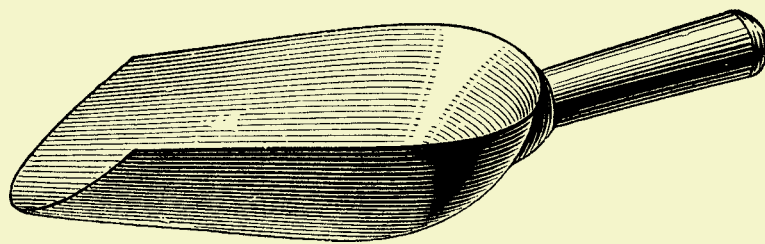


# Vegan Lasagna (gluten free!)

*Because the pasta sauces and Beyond products I like to use are perfectly salted and seasoned to my taste, I do not add any additional salt and spices to this recipe.*

- 1 pkg Jovial Gluten Free Brown Rice Lasagna Pasta  
(or other favorite gf lasagna pasta)
- 1 cup leek, quartered and thinly sliced
- 1½ cup red onion, diced
- 1½ cup sweet onion, diced
- ¼ cup jalapeño pepper, seeded and finely diced
- 1 cup red bell pepper, diced
- 1 cup broccolini florets, finely chopped
- 2 cup zucchini, diced
- 3½ oz jar Napoleon Grilled Artichoke Hearts, chopped
- 1 pkg Beyond Meat Ground (1 lb)
- 1 pkg Beyond Meat Hot Italian Sausages (14 oz) (optional)
- 1 Tbsp olive oil (if not using Beyond Hot Italian Sausages—they have enough oil)
- 8 oz Kite Hill Almond Milk Ricotta
- 16 oz Miyoko's Liquid Pizza Mozzarella
- 8 oz Violife Cheddar Shreds (Westside store)
- OR 8 oz Daiya Cheddar Shreds (Eastside store)
- 25 oz Lucini Savory Golden Tomato Sauce\*
- 17 oz Truff Black Truffle Pomodoro Pasta Sauce\*

*\*I only use about 1/2 of each of these jars, so I have enough left over for use in other dishes.*



Preheat oven to 375°.

If using the Hot Italian Sausages, brown sausages in a large sauté skillet on medium high heat. Once browned, remove from skillet, slice them about an 1/8" thick, and set the sausages aside. You should now have about 1 Tbsp of oil left over, created from browning the sausages. (If you are not using the sausages in this recipe, heat your olive oil in a large sauté skillet on medium high heat)

Add your onions, leeks, and jalapeño pepper, and cook until the onions are translucent—about 5 minutes. Add remaining veggies and the Beyond Meat Ground. Turn heat down to medium, and, with a wooden spoon, break up the Beyond Ground and mix thoroughly with the onion, leek, jalapeño and other veggies. Sauté for 10 minutes, stirring frequently so it doesn't stick to the pan. Remove from heat and mix in the sliced Beyond Meat Sausages if you used them.

Prepare pasta per package for boil instructions. DO NOT OVERCOOK. Quickly rinse under cold water, making sure noodles do not stick together.

Assembling/layering lasagna:

Place a layer of the Savory Golden Tomato Sauce on the bottom of an 8x8 baking dish.

Place a layer of cooked lasagna noodles in the pan, on top of the layer of sauce.

Place a layer of ricotta on top of the layer of noodles.

Place a layer of the veggie/Beyond mixture on top of the ricotta.

Place a layer of the Black Truffle Pasta Sauce on the veggie/Beyond layer.

Repeat with a layer of noodles, then a layer of mozzarella, then a layer of the veggie/Beyond mix, then a layer of the Savory Golden Tomato Sauce.

Top with a layer of noodles, Black Truffle sauce, and Cheddar Shreds.

Cover with aluminum foil and bake at 375° for 45 minutes. Uncover and bake an additional 10 minutes or until brown.

Let stand for 10 minutes before serving.



*Celebrating 40 Years Serving Our Community*



**RADIANCE**  
Herbs & Massage  
OLYMPIA • WASHINGTON

Mon-Fri 10-7 :: Sat 10-6 :: Sun 11-5  
RadianceHerbs.com :: 113 5<sup>th</sup> Ave SE, Olympia :: (360)357-5250

**Sweet Creek Foods**

*Family owned & operated*  
*Supporting local farmers & fisherman*

Our products are sold at your Co-op

scf@sweetcreekfoods.com  
www.sweetcreekfoods.com

**OFC**   
**garden**  
**CENTER**


**Westside Garden Center**  
reopens March 3rd

*Our Westside space features a large selection of seeds and starts, several types of soil, amendments and compost, as well as tools, gloves, lovely perennials and planters, great gifts and garden miscellanea. Come check it out in March! Meanwhile, chicken feed and many supplies are available year-round in vestibules of both stores.*

*Eastside Garden Center is open*  
*8am - 8pm year round!*


**Round UP!** to support  
Community  
Sustaining  
Fund of  
Thurston  
County

*pocket change  
makes real  
change*



Your support enables the CSF to invest in local environmental and social justice projects.

**Tell your Co-op cashier you'd like to round up!**



...you can also choose to Round Up for  
**COMMUNITY PRINT!**



As of November, we've gathered more than \$1500 for Community Print, let's round that up a bit higher!




find us at Yinyangmamma@facebook.com

# YOGA TRAPEZE

with Lori

Private and Public Classes call for info 360-451-3179




## HOLY LAMB ORGANICS®

Hand-crafted in Oakville, WA since 2000

★★★★★

"I consider myself a discerning consumer in terms of product quality, labor policies and service culture a company provides- and HLO exceeds all my expectations for these values!"

- customer review

**Olympia Bed Store**

The Flagship Showroom Store for Holy Lamb Organics and More, located in the heart of downtown Olympia, WA!

hello@holylamborganics.com    418 Washington St SE  
Mon-Fri 10-6; Sun 11-5    Olympia, WA 98501

holylamborganics.com | olympiabedstore.com

## Around The Circle Midwifery, LLC

2120 Pacific Ave. SE  
Olympia, WA

Comprehensive, family-centered care for your pregnancy and birth

Midwife attended birth in our birth center or your home

Most insurance accepted, including Medicaid



Call to Schedule a Free Consultation

(360) 459-7222

aroundthecirclemidwifery.com



# Love a BARGAIN?

**Coop deals**

**BO GO**

Watch for this sign for big deals in December!

**Crofter's**  
Organic Premium Fruit Spread  
19 oz.

Limit XX per customer

**Buy One, Get One FREE**

Reg. Price 3.99

NOV 29 - DEC 12, 2022



## BLUE HERON BAKERY

IS NOW THE

## BLUE HERON COMMUNITY COOPERATIVE


Blue Heron is transforming into a community- and worker-owned cooperative. We are embarking on a transformation and there is both a real need and an opportunity to join together and help build the future bakery.

We have been sustained through community support all these years, so it makes sense to entrust the bakery to our customers and workers.

**JOIN YOUR CO-OP TODAY!**

To join, visit our storefront at 4419 Harrison Ave. NW #108, or online at [BlueHeronBakery.com/join](http://BlueHeronBakery.com/join)

Have a hard-to-buy-for friend? Or tired (like us!) of credit card fees?



# How about a Co-op Gift Card?

by Linda Meyers, Board member

**We have become a non-cash-carrying society and therefore, most members pay for their groceries by using a bank credit or debit card. Did you know that the expense to the Co-op for credit card use is over \$200,000 over a year's time? Each 'swipe' incurs a fee, in addition to a percentage of the total charge. It adds up! That's about what it cost to remodel and equip the deli at the Eastside store.**

**Here's a way to put that money in the Co-op's pocket instead of the bank's pocket. Use the No Fee ATMs at the stores for cash to pay and/or to purchase a Co-op gift card to use for your purchases.**

**Our gift cards are free to you and can be refilled an unlimited number of times. (They also make great gifts!)**

**Get one at the register the next time you shop!**



# PLAY WITH YOUR FOOD

By Monica Peabody, Staff Member

*Have a fussy eater in the house? Want to crack up everyone at the next party you attend? Make good food silly. Add a face, make Chewbacca out of buckwheat soba. The world is your oyster—or....snake...?*

## *The Incredible Shrinking Chocolate Snake*

### *Ingredients:*

½ cup peanut butter, tahini, or other nut butter  
½ cup dry milk or dry coconut milk powder  
½ cup honey  
1 heaping Tbsp. cocoa powder  
½ tsp. vanilla extract  
¼ cup chopped nuts  
¼ cup raisins  
¼ cup chopped dates  
2 heaping Tbsp shredded coconut

### *To Make a Snake:*

Combine nut butter and milk powder in a mixing bowl. Stir until thoroughly blended.

Stir in (one at a time) honey, cocoa, vanilla, nuts, raisins, dates, then coconut. Once you are past the honey, this can be fun to do with clean hands, or use a spoon throughout.

Put the mixture on parchment or wax paper and roll into a fat snake shape

Pull or cut off the pieces, they are ready to eat! And you'll see the fast shrinking nature of the snake. Wrap up the rapidly shrinking snake and store in refrigerator.

Send us photos of your silly food: [outreach@olympiafood.coop](mailto:outreach@olympiafood.coop).





**WE BUY VINYL & CDs!**



**SINCE 1973** *Rainy Day* **DOWN TOWN OLY**

**RECORD CO.**

www.rainydayolympia.net  
(360) 357-4755

**ALWAYS SAFE & LOCK, inc.**

**www.alwayssecurity.com**

**SECURITY TECHNOLOGY SPECIALISTS**

Card Access • Video Surveillance • Intrusion Alarms  
Handicapped Operators • Safes • Locks • Keys

**Auto Chip Keys & Remotes**

(360) 357-8500  
815 4th Ave. E. Fax: (360) 754-8331  
Olympia, WA 98506 mail@alwayssecurity.com



**Olympia FARMERS MARKET**

**10AM – 3PM**  
*Year Round*  
High Season APRIL - OCTOBER **THURS-SUN**

100+ LOCAL VENDORS • OPEN YEAR ROUND • LIVE ENTERTAINMENT

LOCAL PRODUCE • ARTISAN FOODS • HANDCRAFTED GIFTS • WINE • RESTAURANTS • SEAFOOD  
PLANT STARTS • CUT FLOWERS • FRESH & CURED MEATS • BAKED GOODS • JAMS & PRESERVES

**olympiafarmersmarket.com**

• **PRESERVING FARMLAND IN THE SOUTH PUGET SOUND** •

**Seeking New Board Members for the Community Farm Land Trust!**

Our Board is membership-elected and serves a 3 year volunteer term.

Expanding our board with diverse, active, and passionate community members ensures more preservation of farmland and equity in farming locally. LGBTQ+ and BIPOC community members are strongly encouraged to apply.




**Donate TODAY!!**  
<https://bit.ly/CFLT25for25>  
TEXT to 44-321: **\$25FOR25**

**CommunityFarmLandTrust.org**  
P.O. Box 12118, Olympia, WA 98508

• **KEEP FARMLANDS GROWING** •

*Been to [www.olympiafood.coop](http://www.olympiafood.coop) lately?*

*Check out our new webstore and try the convenience of*

**CO-OP CURBSIDE!**




**OLYKRAUT**  
★ RawTradition ★

We make raw fermented sauerkraut and kimchi right here in Olympia with as much local produce as possible. We support our farmers and so should you.

Eat your (fermented) vegetables!

PO Box 1234  
Olympia, WA 98507  
[www.olykraut.com](http://www.olykraut.com)

**probiotic cultures**



# Beer & Wine Department Update

by Janelle Sanders, Staff member

We are very excited about our Beer and Wine Department at both locations. We focus on bringing in organic wines from all over the world and as many local breweries and cideries as we can. We don't just have amazing beers and wines, we also have a selection of sake, mead, and non-alcoholic beers.


We offer sparkling wines, whites, reds and dessert wines for all of your festivities. Sparkling wine, prosecco or Champagne is a wonderful choice as an aperitif to open up the appetite before the main meal and enjoy a glass with a charcuterie or cheese board.

Light-to medium-bodied reds are an ideal choice to compliment a festive meal. Pinot Noirs are always a nice addition to the table. They often have a savory, woody note, ideal for pairing with autumn produce. Cabernets are a hearty wine that pair well with the more robust dishes. Lemelson Winery in Oregon produces outstanding organic Pinot Noirs from some of their finest vineyards in the Willamette Valley. Another fantastic choice for red or white is Jean-Luc Colombo Les Abeilles (the bees) Cotes Du Rhone. For every purchase of Rouge or Blanc a donation is made to the UC Davis Department of Entomology in support of their research to help restore healthy honeybee colonies.

White wine varietals, such as Sauvignon Blanc, Chardonnay, Pinot Grigio and Riesling pair well with poultry and vegetable dishes. One of our favorite wineries is Domaine Bousquet from Argentina. They are all organic and produce fantastic wines at reasonable prices. We carry their Pinot Grigio, Unoaked Chardonnay, Sauvignon Blanc, Red blend, Merlot, Malbec, Sparkling Rose, Cabernet Sauvignon, and some of the Virgen vineyards varietals which have no sulfites added. If you are looking for a wine to pair with your festivities or to give as a gift, Domaine Bousquet is an outstanding choice.

We are also carrying La Riojana Organic Wines, Argentina's largest wine co-operative. They produce award-winning fairtrade and organic wines, using sustainable and ethical farming practices. We currently have Torrentes, Malbec Reserve, Pinot Noir and Cabernet Sauvignon.

If you're a fan of the other kind of bubbly, come by and pick up delicious choices from local breweries like: Talking Cedar (made on the Chehalis Reservation), Matchless, Headless Mumby, Three Magnets, Well 80, etc. or Whitewood Cider and Axis Mead. Or choose from our amazing selections of breweries all over Washington, Oregon and beyond. The west side store has over 40 organic wines to choose from and over 9 local breweries, cideries and meaderies. If you have not checked out this exciting department, the holidays are a perfect time to do just that.



**True FOR You**  
NUTRITION

**IMPROVE YOUR HEALTH**  
— through —  
**MEDICAL NUTRITION THERAPY**

Heal your relationship with food through Intuitive Eating.

*Cathy Visser*  
Registered Dietitian Nutritionist  
& Certified Intuitive Eating Coach  
[trueforyounutrition.com](http://trueforyounutrition.com)  
360-207-4052

AFFORDABLE • ACCEPTS INSURANCE

## Living in WA State is a dream come true.

We rank among the best for life expectancy and low unemployment. Owning property here is one of the great privileges of life. I love the area and would love to show you around. I'm convinced you will love it too. I can answer all your real estate questions like: When to buy? When to sell? Where to buy? Am I getting the best deal possible in today's market? These are some of the questions I can help you answer.

I love the real estate journey and have been a full-time broker since 2012. I have the experience and local knowledge to help you make the best possible decisions. Markets are driven by supply and demand. Low inventory, high buyer demand and rising prices continued through 2021. This means that WA State is a great place to make your real estate investment.

**Call me at (360) 515-1103 and let's talk!**

*Bobbi Kelly*

(360) 515-1103  
[Sold@BobbiKelly.com](mailto:Sold@BobbiKelly.com)  
[www.bobbikelly.com](http://www.bobbikelly.com)



**South Sound**  
**Solar, Inc.**

**Your Local Solar Experts!**

Questions About Solar? Lets Talk!  
**360-352-7869**  
or  
[Info@southsoundsolar.com](mailto:Info@southsoundsolar.com)

Residential | Commercial  
Community Solar | Service  
Battery Hybrid and Off Grid Systems





By Monica Peabody, Class Coordinator

We got rave reviews on our autumn classes! Here are some responses:

*"Absolutely wonderful!" "The food was so varied and plentiful." "I loved each and every dish." "I learned a lot of great tricks and details." "So glad to be back, live, in the GRuB kitchen! Really, wouldn't have changed a thing."*



Thank you to everyone who attended, and especially to those who took the time to teach a class and share something you love!

## Winter Co-op Community Classes 2023

We're excited to bring you a fantastic lineup of winter classes with some favorite returning instructors and some new teachers. We'll explore gardening, of course cooking, wellness and some hands-on crafting. Don't miss your opportunity to learn!

Register for classes at <https://olympiafood.coop/event/> ...don't hesitate, as classes are filling up!

**Sunday, January 8, 2 - 4pm**

**Fruit from the Garden**

**Co-op Downtown Classroom** — 608 Columbia St SW, Olympia WA 98501

You don't need an orchard to enjoy fruit from your garden. There are many other most popular ones, especially those available from our Garden Center. We will share information about the planting and care of strawberries, raspberries and other brambles, blueberries, grapes, cranberries, kiwi berries, ground cherries, tomatoes, melons, and (yes) squash! We will also go over other fruits available from the garden center, such as figs, elderberries, mulberries, and snowberries. We will talk about how to protect your crops from the many opportunistic critters that also enjoy your lovely fruits, such as slugs, ants, birds, moles, rabbits, beetles, deer, and voles.

Jennifern Falknor started gardening when she was six years old. Her grandparents were charter members of Rodale press Organic Gardening magazine, and she learned a lot from them. Jennifern has been a farmer, had a landscape maintenance business, a native plants nursery, and has always had a huge organic garden. While she employs many methods of gardening, including mulching, composting, beneficial insects, greenhouse starts, etc., her favorite garden enhancement is worm compost. It's the easiest and fastest way to compost your kitchen and yard waste – up to four times faster than other composting methods!

**Saturday, January 14, 10:30am - 12:30pm**

**Japanese and Korean Soups and Side Dishes**

**GRuB Farmhouse Kitchen** — 2016 Elliott Ave NW, Olympia WA 98502

During the winter, Asian soups become a household favorite. This class will show you how to make three different healthy and hearty soups from Japan and Korea.

Rina Scharf is from Japan. She then migrated to Hawaii where she lived for 24 years. She came to Washington where she began volunteering at a Japanese senior meal site in Pierce County. She currently works as a chef at this meal site serving Japanese and Korean cuisine for senior citizens. Rina previously attended classes at the Co-op and was inspired to teach a class where anyone could learn how to make simple, healthy, and delicious Japanese/Korean-style food.

*Interested in teaching a Co-op class? If so, contact our classes coordinator at [classes@olympiafood.coop](mailto:classes@olympiafood.coop). You can earn Co-op working member hours for class preparation and teaching time!*





**Saturday, January 21, 2 - 3:30pm**  
**Aromatherapy for Respiratory and Immune Support**  
*Co-op Downtown Classroom — 608 Columbia St SW, Olympia WA 98501*

Aromatic remedies can have a powerful effect on the respiratory and immune systems. In this class we will discuss what aromatherapy is, how to utilize aromatherapy safely, smell and learn about the therapeutic properties of 5 essential oils to support immunity and respiratory health. We will look at different means of delivery, such as steam inhalations, inhaler sticks, chest oils and salves. In the handout I will include some recipes for you to make at home. — *Michelle Ensley Clinical Aromatherapist, LMT, Reiki practitioner, Flower essence practitioner, educator, and product formulator.*

*Michelle's love for plants started as a young girl, helping in the flower and vegetable gardens with her mother and father. She studied horticulture in high school and college. She now utilizes plants in the form of essential oils, herbs and flower essences with clients and patients.*

*Michelle is the owner of Soulscents & Bodywork LLC, where she maintains a private massage practice and offers Aromatherapy and Flower Essence consultations. Michelle has worked for Multicare Home Health and Hospice for two decades as their Clinical Aromatherapist. She is the senior instructor for The School for Aromatic Studies teaching aromatherapy courses and an international instructor for the Australian Bush Flower Essence Co. teaching courses in flower essences.*

**Sunday, January 29, 1 - 3pm**  
**Bokashi Fermentation Composting**  
*Co-op Downtown Classroom — 608 Columbia St SW, Olympia WA 98501*

Bokashi fermentation is a method of turning EVERYTHING from your kitchen into compost. It's an anaerobic process that takes bone, meat, cheese, dairy, so all the things that attract critters and/or don't break down so well if you put it in your outside compost pile. This class will teach you how to make your own easy and cheap bucket system and even to make your own inoculated bran if you so desire.

*Joyce Biethan took her first master composting training in Seattle about 25 years ago. In Spokane in 2020 she learned about Bokashi and was then able to get about half of her 39 unit Co-housing community on board. The goals were to keep the stink of rotting wet garbage out of our dumpster, reduce the size need of our dumpster, and most of all speed up our composting so we could enhance our rocky soil faster.*

**Monday, February 6 and Monday, February 13, 5 - 7pm**  
**Houseplant Pottery (a 2-part workshop)**  
*Co-op Downtown Classroom — 608 Columbia St SW, Olympia WA 98501*

Learn to make little clay pots for your plants this winter! We will learn techniques for handbuilding with clay to make unique homes for your houseplants. This class will explore construction of pinch pots, coil built pots, and slab built pots with decorative sculptural components.

In the first class on Monday, February 6 we will work with wet clay, building pots and drip trays. At our second class we will glaze the pots. They will be fired and ready to pick-up on Friday, February 17th.

This class is for everyone interested in getting their hands in clay—great for beginners and seasoned crafters!

*Joelle Montez is a local artist who loves teaching ceramic sculpture and pottery. Their work can be seen at joellemontez.com*

**Tuesday, February 7, 5 - 8pm**  
**Tofu and Tempeh Time**  
*GRuB Farmhouse Kitchen — 2016 Elliott Ave NW, Olympia WA 98502*

Staff member Erin Majors and Board member Jim Hutcheon are teaming up again to present another fantastic cooking class:

Tofu and tempeh are easy to use and versatile vegetarian sources of protein. Made from soybeans, both tofu and tempeh can help you enjoy filling and delicious meals that are meat free. Come join Jim and Erin as they prepare six delicious dishes using tofu and tempeh. They will discuss types of tofu and tempeh, techniques to enhance the flavor of both, and share recipes for a dip, an appetizer, a salad, 2 main dishes, and a dessert.

**Sunday, February 26, 4 - 6pm**  
**Easy Homemade Pasta and Sauces**  
*Zoom Class*

Join Co-op Staff member, Monica Peabody, to learn a fantastically easy dough that makes delicious homemade pasta. We'll also make some delicious pasta sauces to enjoy it with as well.

*Monica enjoys cooking for the Olympia Food Co-op Deli as well as at home. She loves to share her favorite recipes with others and has found Zoom to be a fabulous platform for cooking classes. You can see some of her other zoom classes at Olympia Food Co-op's You Tube Channel, <https://www.youtube.com/c/OlympiaFoodCooperative/videos>*



# 3<sup>rd</sup> Quarter 2022 Finance Report

By Jill Lieseke, Staff Member

The leaves are falling, the air is cold and brisk as the winter holiday season is almost upon us. We all made it through another year of major uncertainties. This is also the time of year that we are working on our budget trying to foresee how the next year will play out in a still very uncertain future.

For your review is a condensed version of the Co-op's Combined East/West 3rd Quarter 2022 Budget Report. This report shows our 2022 'Actual' numbers compared to our 'Budgeted' numbers and the variance between the two.

The Co-op buys products, called Cost of Goods Sold (COGS), and we sell these products (SALES). When COGS are subtracted from SALES, this equals 'Gross Sales Revenue.' This is how much money was made from sales less the cost of the products that we sold. Comparing actual sales to what we budgeted, our sales are significantly higher than what we projected, over \$750,000 higher. Since sales are over budget, then COGS are also over budget, resulting in a 'Total Gross Sales Revenue' of \$5.1million. Compared to the budget, this is \$283,500 more than where we thought we'd be at this point in the year.

As I am sure you know and are feeling its effects too, inflation is still rocking our world, and prices keep rising in every aspect of life. At the end of second quarter, we worked into our budget for staff wages an 'out of cycle' cost of living increase to be able to help keep wages more livable for our staff, which is why the staffing line item is showing about \$111,000 over what we had budgeted for 2022. Operations is another consolidated line item that is showing that we budgeted for less than what we actually spent. There is one line item within operations that is significantly over budget--credit/debit fees. We have been looking into a different credit/debit processor to hopefully lower the expense of this line item for 2023 and beyond.

'Expenses' on this report are consolidated into four categories. When these 'Expenses' are subtracted from 'Revenue', which is the money that was made from selling products, then we find the 'Total Net Income/Loss' for the quarter. We have currently spent about \$150,000 more than what we had budgeted for year-to-date. Due to the breakout of some of our costs, we budgeted for an income of just about \$4000 through September 30. The Co-op is currently showing a 'YTD Net Earnings' of \$182,225. Factoring in the loss that we budgeted for in the previous quarters, this is \$178,297 more than what we budgeted for by the end of 3rd quarter.

The Olympia Food Co-op will continue to monitor our finances and will make adjusting decisions to ensure the financial health of the business. We rely on the support of our community and want you to know that we really appreciate your business and your continued support. Questions? Comments? Email: [jill@olympiafood.coop](mailto:jill@olympiafood.coop). ■

## 3rd Quarter 2022 BUDGET REPORT

For The Year Ending 09/30/22

	2022 ACTUALS	2022 BUDGET	\$ OVER BUDGET
<b>Revenue:</b>			
Sales	14,248,922	13,493,547	755,375
Cost of Goods Sold	9,142,707	8,670,832	471,875
Gross Sales Revenue:	5,106,215	4,822,715	283,500
Other Revenue:	65,379	16,551	48,828
Total Net Revenue:	5,171,594	4,839,266	332,328
<b>Expenses:</b>			
Community & Marketing	65,426	70,753	-5,327
Staffing	3,775,684	3,664,354	111,330
Member Discounts	321,906	323,352	-1,446
Operations	826,353	776,879	49,474
Total Expenses:	4,989,370	4,835,338	154,031
Total Net Income:	182,225	3,928	178,297



**STELLAR JUICES**

Organic Juice + Smoothie Bar

Wellness is a daily commitment

Juices  
Smoothies  
Smoothie bowls  
Wellness shots  
Plant-based snacks

Organic + locally sourced  
Monthly specials

623 5<sup>th</sup> Ave SE Olympia, WA 98501  
360-878-2421  
Now offering pick-up catering call for details.



# Board Report... Hello from Year 45!

By Linda Myers, Board member

*WOW!! 45 Years! We celebrated our 45th Anniversary on Sept. 10th with a great party at Heritage Park. We've come a long way since the early days of being a buying club in the 1970s...*

As noted in the Fall edition of the Co-op Table, our beginning was in a storefront with volunteers, and then with hired staff organized as a collective management. Growth led us to establishing the Westside Store, and then the Eastside Store. Expansion is currently on our minds as we explore how we can better serve the needs of our membership.

The Co-op is governed by a Board of Directors, as required by the State not-for-profit statutes under which we are incorporated (R.C.W. 24.03). The Board is a dedicated, passionate group of volunteers who are democratically elected by our members. The Board acts on behalf of the membership to prepare for the Co-op's future and to ensure that the Co-op remains fiscally sound.

Our Board committees help do the work of the Board. We are in the process of evaluating all of the Board committees, seeking to ensure they serve this purpose. These are the current active committees:

**Board Development:** recruit folks to run for the Board, review current policies, work on policy governance which includes board processes and how we work together to accomplish our work

**Capital Campaign:** explore options and learn how other co-ops have raised capital to accomplish their expansion plans

**Expansion:** hear from other co-ops about how they succeeded to expand and explore options

**Personnel:** keeps the board apprised of situations and policies that involve our employees

**Member Relations:** plans the annual meeting and member engagement events; will be seeking feedback and reviewing membership categories in the coming year

**Finance:** meets quarterly to review finance reports & make recommendations

**Eco-planning:** hasn't met much this year and will be seeking new members

Check out the next issue for updates on 2023 committees, new Board pictures, and who gets to wear the title of Board President!

*continued on page 23*



# OFC Board of Directors



**Linda Myers**  
President



**Grace Cox**  
Secretary (interim)



**Trudy Springer**  
Vice President



**Tanzania Ertel**  
Director



**Christina Rodriguez**  
Director



**Joanne McCaughan**  
Treasurer



## *Attend a Board Meeting!*

Board of Directors meet on the 3rd Thursday of every month from 6:30-9:30 pm at the Co-op's downtown business office, 610 Columbia Street SW Olympia, WA 98501 (unless otherwise noted). The Board welcomes the attendance of active Co-op members at Board meetings, though meetings may include an executive session, which is closed to members in order to discuss matters requiring confidentiality. For more information contact the Board of Directors at [ofcboard@olympiafood.coop](mailto:ofcboard@olympiafood.coop)

## *Olympia Food Co-op Mission Statement*

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

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

## *Seven Cooperative Principles*

- 1. Voluntary, Open Membership**  
Open to all without gender, social, racial, political, or religious discrimination.
- 2. Democratic Member Control**  
One member, one vote.
- 3. Member Economic Participation**  
Members contribute equitably to, and democratically control, the capital of the cooperative. The economic benefits of a cooperative operation are returned to the members, reinvested in the co-op, or used to provide member services.
- 4. Autonomy And Independence**  
Cooperatives are autonomous, self-help organizations controlled by their members.
- 5. Education, Training And Information**  
Cooperatives provide education and training for members so they can contribute effectively to the development of their cooperatives. They inform the general public about the nature and benefits of cooperation.
- 6. Cooperation Among Cooperatives**  
Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, regional, national and international structures.
- 7. Concern For The Community**  
While focusing on member needs, cooperatives work for the sustainable development of their communities through policies accepted by their members.



# Board Report *continued*

## Some particularly remarkable Board accomplishments this year:

—*Approved converting our temporary staffing program that helped us through the pandemic days to a permanent 'Flex Staff' program.* Part time positions with flexible scheduling to help fill the gaps in our permanent staffing schedules.

—*Approved the Working Member Volunteers discount policy.* Our working members are vital to the operation of the stores. Working members help us cashier, stock shelves, display produce, cut cheese, do landscape work, and serve on committees.

—*Approved a \$1000 donation to Ukrainian Cooperatives,* organized by National Co+op Grocers that included a matching donation up to \$100,000!

—*Signed up with the organization Columinate for their Cooperative Board Leadership Development program.* Columinate is a co-op of consultants that work with cooperative organizations. The CBLD program gives us (Board & Staff) access to many pertinent webinars on cooperative finance, board leadership, cooperative governance, meeting facilitation, diversity, equity and inclusion and more.

—*Approved Policy Governance as an operating system for the Board of Directors.* We are currently in the process of organizing and writing our policies. The system is an underlying framework on which to build agreements about who does what and how the Board will work together. It describes how the board empowers and then holds accountable the cooperative's management (Staff Collective). Policy Governance helps guide how the Board will articulate the cooperative's purpose, keep us headed in that direction, and meet the needs of our membership. In simple terms, this is policy governance: a) write down expectations, b) assign authority and c) check to see expectations are accomplished.

—*Held a Board retreat in September with our Columinate consultant.*

—*And last, but not least: Approved the biggest raise in the history of the cooperative for all Staff members.* Inflation has really hurt our staff (housing, gas, cost of everything!) Since December 2021 our starting wage rate increased 19% and is now a very competitive \$18.42 per hour. All staff received the same dollar amount of raise. Staff with 10 years of service received a 16% increase since Dec. 2021. This increase will help attract quality job applicants and help retain our experienced staff.

*"It Takes a Village to Build a Co-op" and without all of the members who support our Co-op by continuing to show up to purchase their groceries, we would not be praising our success!*

*Our members are the heart and soul of the co-op. We will be reaching out in the coming year to solicit input and ideas from you. The Board would like to hear from you! Email us at [ofcboard@olympiafood.coop](mailto:ofcboard@olympiafood.coop). ■*

## BOARD ELECTION RESULTS

A big thanks to our newest Board members for their willingness to represent the membership! And to all who voted in this election.

<b>Jim Hutcheon</b>	144 votes
<b>Andie Giron</b>	140 votes
<b>Kate Cox</b>	123 votes
<b>Linda Meyers</b>	109 votes
<b>Bernie Meyer</b>	46 votes

## Working Members

**...KEEP THE CO-OP STRONG!**

Sign up for an orientation today!  
See sidebar on p. 7 for more details



## Olympia Food Co-op

3111 Pacific Ave SE  
Olympia, WA 98501

*Return Service Requested*

STANDARD  
US POSTAGE  
**PAID**  
APEX MAILING  
SERVICES INC

### *Winter Holiday Hours*

Sunday, December 25 - 9am to 5pm

Sunday, January 1 - 10am to 9pm

*The Co-op recognizes that many different days have special meaning to our shoppers and workers and that access to food supplies is essential.*

*We welcome feedback about our store hours at [customerservice@olympiafood.coop](mailto:customerservice@olympiafood.coop)*

