

Day-NW HD 3284 N48

Newsletter



Moscow Food Co-op 

Feb '86

By: Bill London

No dire prophesies about the Co-op's future, nor any cute observations about the changing seasons or the new semester, will fill this space this month. I promise. Instead, just a few house-keeping details.

First, a personal question: Do you write or draw? And do you want to do it publicly? We're looking for writers and artists to help make this a better newsletter. Original art for the cover, and more words to fill the pages, would be wonderful. You can come up with the ideas, or they can be assigned. Anyway, please let me know if you are interested (there's a handy envelope taped to the back wall in the coordinator's office for that purpose).

Also, did you know that those small spaces around the business ads on the back page are actually open for rent? For four bucks, anyone can put a classified ad in that space -- three lines of fifteen characters each.

February 1986

Published by the Moscow Food Cooperative
314 S. Washington, Moscow, ID 83843
(208) 882-8537

Editor: Bill London
Graphics: Rose Terry Parks
Advertising: Phil Lettieri
Typing: Kay Cronin of Hands Down Typing
Cover Art: Betsy Snyder

 COPIED BY
kinko's

COUPON

15% OFF

YOUR PURCHASE WHEN
YOU JOIN THE CO-OP!!

(NEW MEMBERSHIPS, ONE TIME ONLY, EXPIRES 2/28/86)

Moscow Food Co-op

"ANYONE CAN SHOP, ANYONE CAN JOIN"

314 S. WASHINGTON 882-8537

MON-SAT 9AM-7PM

THE ROLE OF THE BOARD OF DIRECTORS

By: Tom Lamar

Recently I traveled to the Center for Renewal in Issaquah, Washington to attend a "workshop cluster" sponsored by the Peace Development Fund (PDF) of Amherst, Massachusetts. Active members of a variety of Northwest peace and justice organizations were invited to attend this three day cluster in an effort to increase the effectiveness of our work by enhancing our fundraising and organizational skills. PDF trainers leading these workshops included Andrea Ayzajian of their staff, and Kim Klein, author of the book "Fundraising for Social Change."

One workshop addressed the role of the Board of Directors. I want to share with other members of the Co-op what I learned there about what Boards are supposed to do and how they are supposed to be constituted. The Moscow Food Co-op does not follow this model exactly, but that is not surprising (since most non-profits don't), or even necessary (this is really an ideal that has been found most effective elsewhere).

For a non-profit organization like the Moscow Food Co-op, having a Board of Directors is a sign of strength, responsibility, and maturation. Because of the ethical and financial decisions made by a Board of Directors, it becomes legally, morally, and fiscally responsible for the actions of the organization.

The first consideration in choosing Board members is locating people who are committed to the organization as a whole. Other skills or attributes to look for when recruiting Board members are financial wizardry, legal abilities, and deep community contacts. There should be an uneven number of members if the need for voting arises, and the number of board members ideally ranges from 9 - 17 with 11 being about the perfect number. These numbers appear after several studies have demonstrated that a "critical mass" exists at about 10 individuals, increasing the level of discussion. The Co-op Board has seven members, with two alternates, and two staff representatives.

Board members usually carry out their duties by chairing committees to conduct the work of a particular subject. Such committees include financial management, policy, long range planning, personnel (staff), membership (volunteers), fundraising, publicity, and executive. While decisions are still conducted by the entire Board, much of the problem-hashing is done on the committee level. This system increases volunteer empowerment in organizational decision making by enabling volunteers to serve on the committees chaired by the board members. Several committees have been established by the Co-op's Board, but none are formally chaired by board members.

Boards should meet only 3 - 4 times per year, with one meeting centered around a weekend retreat to develop personal sharing among the members and to basically have fun. All meetings should include some time for socializing to cultivate this sharing. While entire board memberships meet less frequently, committees meet at a rate of about once a month. Boards should not produce confidential minutes.

By: Cinda Thomson

David Cook, asked for advice to give young people wanting to make an impact on the world, said "Find out how things work."

David (now he's serving as a member of the Co-op Board of Directors) is back in school, studying geography, presumably to see how the world "works." When he was general manager of this Co-op, he learned about the minute details and large-scale functioning of an enterprise. When he was interested in making buildings energy efficient, he took an architecture course and received a grant to build a solar heater. To him, when you want to accomplish something, you get down to nuts and bolts.

As a teenager, David's family encouraged him to think about such basics as civil liberties and taking a personal stand. His brother, a brilliant student and programmer of computers (before they became user friendly), was a conscientious objector to the war in Vietnam. His mother, now a Quaker, was even then interested in pacifism. So when the school board of the local high school made moves to force a dress code on the student population, David confronted the adults at a public meeting.

"I was scared to death, I'd never done anything like that before." He told them a thing or two about the necessity of securing the opinions and consent of the governed.

Petitions went up all around his high school, students came forth with opinions, and a student-initiated dress code was passed. This was David's first lesson in how democracy works.

Next came a yoga course, where the instructor influenced his students on the subject of natural foods and their effects upon the body and spirit. As with other ideas, David accepted clear reasoning and good example, and translated them into lifestyle. His family, however, wasn't as enthusiastic about his eating theories as they were his political ideas.

Before long he became interested in food co-ops, because, like many people, he was unable to conveniently purchase what he needed as an individual. Over the years he has worked in every size of co-op from the very small to the medium, including the "kind that operates only on Saturday in someone's garage."

Asked about the future of Moscow Food Co-op, he selected three possible scenarios from the infinite number we cannot predict at this stage. His speculations include staying the same (running with a high turnover of staff, uncertain stock on hand on any given day and no long range plan), and folding up completely.

"A lot of small co-ops have gone under in the past two years. The big markets are reaping the benefits of the groundwork the small co-ops have done, and most of the growth is occurring in the mass food chains that have put in bulk natural food sections and now stock a wide variety of products."

Another alternative would be planned growth. "One use of profit would be creating salary incentives to attract and keep competent personnel with the goal of building up the Co-op's range of products and keeping things available to customers. Growth can be risky when it's not planned properly, but I, as a customer, would like to see more available at the Co-op."

As one might assume, David has also made a recent study of economics, and holds more than a few ideas on how the Co-op could expand its membership and set its sights on a larger share of Moscow's consumers. That's how you make a business work.

SAVE MONEY WITH SPECIAL ORDERING

By: Bill Beck

Many Co-op members are not aware of the special ordering service available at the Co-op. In addition to the items in stock, there are many more items available from our suppliers. Co-op suppliers (like Down to Earth, Friends of the Third World, Natural Care and Khalsa Access) have informative catalogs listing all of their products. Among the products available are bulk food items, herbs, cosmetics, health care products, vitamins, housewares, culinary supplies, clothing, books, and gardening supplies and tools.

Special ordering provides many advantages for Co-op shoppers. You can find products not available at other stores and you can save money by buying at the Co-op. Our special order mark-up on most items is 31%. This means that an item that costs the Co-op \$10.00 costs members \$13.10. At most stores this item would cost from \$15.00 to \$20.00. We're able to provide this savings on special orders because it isn't much trouble for the Co-op staff to special order an item when a regular order is being placed.

Procedures for special ordering are simple. Come in the Co-op and ask a staff member to show you catalogs listing all the products available. Decide what you want and pay a 50% deposit to the cashier. We'll give you a receipt and let you know when the item comes in. Think about birthdays, holidays, and special seasonal needs. Keep in mind that most orders are placed around the 1st of the month. Remember to plan ahead! It will take from two to six weeks for the item to come in.

The Co-op staff encourages members to take advantage of our special order service. Come in and take a look at the wonderful array of high quality products available. With a little foresight and planning you can save money on items normally purchased at other stores and further support your Co-op.

BOARDOM

By: Phil Lettieri

The big, bad, Board meeting for January was held on Monday the 20th at Sue Beatsch's house. There were nine people in attendance, six Board members, one alternate, and two volunteers.

The most important item on the agenda was the proposed budget for 1986. David and Ginger (with the help of David's computer) looked at about 25 different scenarios, and finally wittled them down to five proposals, which were presented to the Board. Ginger, on the more liberal and optimistic side, was in favor of the budget which projected a 10% increase in sales. While David, taking a more cautious and conservative approach, favored a projection of 7.5%.

The main element to be effected in either of these budgets would be staff wages. Under Ginger's proposal, all staff would get immediate raises, while David's view was to keep wages at the present levels, and wait until the first quarter statement was in to see if wages could afford to be raised at that time.

Unfortunately there was no scenario of a 7.5% budget to scrutinize, only the 10%, 5%, and variations thereof. Also, the proposals did not accurately reflect all expenses, which made an intelligent decision by the Board, virtually impossible. (No wisecracks about intelligent Board decisions, either!) So, it's back to further scenarios for David and Ginger, who should be able to present us with something we can vote on in February.

Blue had done an enormous amount of detailed work on her proposal for changing the floor plan of the store, and there was a consensus that it should be implemented ASAP. It could possibly be done by the time you read this, so let us know what you think.

Sue wondered if we could get the store registered under the W.I.C. (Women, Infants & Children) program so women, receiving this aid, could shop at the Co-op. It seems reasonable that this could be accomplished.

Kate talked briefly about the role of the Information/Education Committee, and then dropped a bombshell by announcing that she was resigning as the effective, driving force behind it.

Plans for Mardi Gras were briefly discussed, as was Rich's proposal for a permanent Employee Relations Committee, which was shelved for future consideration.

Ginger gave her first Manager's Report, which included: Henry and Bill's evaluations (both more than satisfactory from Pam, Sharon & Ginger); new favorable payment terms with Equinox; new locks for the store and strict issuance of keys; petty cash box, which has become an enormous problem, and will be eliminated in favor of doing everything through the register; and resurrecting the list of names behind the counter which keeps track of volunteers in a status of continuous service, and the coupon system for occasional workers.

The important financially-related decisions were also reached. The first was rather easy and unanimous, and concerned sending Ginger and Bill to California in February for a well-deserved vacation (No, just kidding!), for a natural foods convention, at a cost of approximately \$400. The other required more discussion, and was not unanimous, but it was finally reached, in order to give Ginger an immediate raise from \$4 to \$4.25/hour. She had been asking for \$4.50.

One last pleasant thing to report was a very complementary letter received the other day by Ginger from Marlene Howell and Elizabeth Vogt. It also contained a \$50 contribution for the Co-op. Marlene is a former Board member, and Advertising Manager for this newsletter. Thanks Marlene and Elizabeth!

All in all, the meeting lasted too long, and we were all glad to get out in the fresh air to stretch our legs, and relieve our minds.

The next meeting was tentatively set for Monday, February 24, 6:30 p.m. at the small meeting room that Mercy Beanz allows groups to use. But when I spoke to Kalley about it, she said that there was a possibility it may be rented by then, and to check back about a week prior to the meeting. So, if you're interested in attending the next meeting, I would suggest keeping an eye out for a sign at the store announcing where it's to be, or asking the staff about it. Probably it will be the same date and time, but where, well that we'll have to see about.



PETS are people too

FINE PETS & THEIR ACCESSORIES

SINCE 1980

• DOG & CAT GROOMING

• BIRDS • PUPPIES • KITTENS • TROPICAL FISH • SMALL ANIMALS



883-0690

310 N. MAIN-MOSCOW, ID.



Wine Company of Moscow

"The BEST Wine selection in Idaho"

- Wide choice of imported Beers
- A growing selection of vinegars, olive oils, crackers & olives

527 S. MAIN
MOSCOW, IDAHO
(208) 882-6502

Tues-Fri: 12-8pm; Sat: 10am-6pm

GARDEN PLANNING

By: Greg Wichelns

Now that the deep freeze of 1985 is over and the fog has finally cleared, I can see my garden plots again. Once again the garden season has come full circle and it's planning (not planting) time.

The first thing to do is get your hands on several good seed catalogs. With a "good" catalog, you get a better picture of your options concerning different varieties of a particular crop. For most vegetable crops there are many choices of variety, so you should read through several catalogs and get a feel for which variety suits not only your plans (dreams) but also your garden (climate, geography). Some things to consider in choosing varieties are your goals (fresh eating, freezing, etc ...) your locality, days to harvest, disease resistance, hardiness to cooler temperatures, and your soil. Some catalogs offer a lot of additional information on crop cultural techniques, germination requirements and plant growth.

While you're waiting for these catalogs to arrive, sit back and draw a sketch of your garden. Come up with a layout and plan for this year. I find one of the best ways to do this is to ask myself a series of questions. The one big question is: what are my goals? (Do I want enough squash, potatoes, or onions to get me through the winter, or am I mostly into summer veggies?) Don't assume it takes a lot of land to grow roots for winter storage. Using intensive methods you can grow quite an abundance.

Another valuable question for each crop: should I direct seed into the garden or start plants to be transplanted out later? This will vary with the species being grown and your desires. For example, you can start spinach inside and transplant out for a spinach harvest that is earlier than direct seeding. You may want to purchase plants from a local source rather than start them yourself. These local growers can also be a good source of information on varieties that will do well in the Palouse area. If you're planning on purchasing your plants, you would do better, in my opinion, to buy them from locally-owned nurseries or garden centers. They not only seem to know more local information, but their plants are tended better. You're wasting money buying stunted or "stressed out" plants. Be selective. Your best option is to start them yourself. For most veggies you should shoot for starting them about 4-6 weeks before you can plant them out. It's better to not let them get too big before planting.

Now take a break from all the thinking. Sharpen your hoe, repair any tools in need, turn your compost pile, spike it with something nitrogenous if it needs it, or go get some fresh manure and build a compost pile. If you just don't have time for making compost, then go get some fresh manure and spread it on the plots.

Allow at least two weeks before planting into soil that has fresh manure worked into it. The gardening season will be here quick enough.

By: Mary Wright, RN

Sickness abounds with the persistence of cold weather. The primary reason for this is the lack of exposure to sunshine and fresh air. Here are a few suggestions for preventing or treating colds and other winter ailments.

Establish some sort of activity routine so those in your family will be able to get fresh air and exercise everyday. Wear appropriate clothing for the season. Dress warmly, even in your home. Keep your feet and head warm. Make sure you have adequate and appropriate nutrition for the cold weather. Unless you are the sort of person who hibernates during the winter, you need extra carbohydrates and fats in your diet for your body to utilize in keeping you warm. This is especially important for the elderly adult and children, neither of which usually have the caloric reserve to call on. Limit your exposure to other people who are ill.

There are some nutrients that help stimulate the immune system. Vitamin C is known by most people to be useful in the prevention and treatment of colds. When taking a supplemental C, it is important to remember that the kidneys filter it out of the body. The more you ingest, the more the kidneys are triggered to get rid of it. Therefore, it is much more beneficial (and less expensive) to consume small doses throughout the day than one large dose once or twice per day.

Garlic is extremely beneficial and should be taken routinely with the diet to activate the immune system and prevent any type of infection. If you find the taste or lingering smell objectionable, try kyolic. This is fermented garlic that has lost the unpleasant aroma. Kyolic, and odorless garlic/parsley capsules, are in the Co-op vitamin section.

Ginger root and cayenne pepper are kidney and heart stimulants, respectively. Both of these body organs are taxed during cold, wet weather. Including these herbs in your diet can help give them a boost. Ginger, cayenne and mustard seed are all heating agents and are very effective for treating chills of any sort. A hot bath with a small amount of each of these herbs included is effective for head and chest colds and sore throats. Treatment should also include eucalyptus salve, such as Tiger Balm, rubbed on the toes and over the ankles and then covered with heavy wool socks. Tiger Balm, and these three herbs are sold at the Co-op.

For loosening a tight chest, a plaster made with 1 Tbsp. dry mustard, 1/3 c. white flour and enough hot water to make a paste can be placed across the chest within a cotton cloth with a warm water bottle covering it. Make sure the plaster and water bottle are not too hot and leave on for no longer than 30 minutes three times a day.

WARNING! Ginger, cayenne and dry mustard can severely blister the skin, so precaution should be used when implementing any of these. If a fever or cough persists, it is advisable to see a physician.

COUNTY WEED CONTROL MEETING COMING SOON

By: Sara Donart

Weeds in February? Weeds can indeed be a pernicious lot, getting the jump on even the earliest and most coddled radish sprout, but with the ground still hard enough to break a hoe, it may seem premature to contemplate next summer's thistle crop. Not so for the Latah County Weed Control Board.

The board will hold its annual public meeting on Friday, Feb. 7, at 2:00 p.m. in room 2B of the Latah County Courthouse. Board members plan to discuss this year's weed program and its cost as well as answer questions from any community members in attendance. A weed survey listing noxious weeds in Latah County will be available, and a display map will indicate problem areas throughout the county.

County weed control supervisor Gary O'Keefe stressed, however, that this will not be a policy-making meeting. "The law is already set," he said, and holding the public meeting, which he is required to do by law, is "basically a formality." He defended the mid-afternoon meeting time, inconvenient for those who work or attend school, by saying that poor attendance at past meetings indicated a lack of public interest anyway.

O'Keefe is responsible for weed control on all county owned land. County highway crews regularly spray county roadways, but O'Keefe picks up what they miss. He also pinpoints private land, such as vacant lots, where weeds have become a problem. Landowners are located and notified, but if no action is taken, O'Keefe sprays and sends the owner the bill.

"I'm not subject to trespass laws, as such," O'Keefe said, and anyone trying to stop him from spraying a problem area can be fined \$300. On the other hand, if a landowner complains that weeds from adjoining land are threatening his or her property, O'Keefe can be fined \$500 if he fails to respond to the complaint.

"I really don't know what the answer is with morning glory and Canada thistle," he said, adding that eradication of such entrenched weeds is all but impossible.

He did have suggestions, however, for people who want to control weeds on their property without using chemicals:

- * maintain a vigorous stand of grass
- * water lawns regularly since dry conditions favor weeds
- * mow lawns and vacant lots regularly
- * avoid unnecessary tillage since disturbed ground will re-seed in weeds

For those who want to avoid herbicides applied along the roadside, O'Keefe said to place NO SPRAY signs at an angle to the road so county road crews can read them as they approach. Make the signs big enough to be easily read and sturdy enough to last the season.

Then keep weeds in check on your property. No one can come gunning for weeds that aren't there. Besides, it's the only neighborly thing to do.

When a paid staff member also serves on the Board, there are often strains on the individual, and conflicts of interests within the board, making them both less effective. An ideal term of a Board member in an established organization is three years, giving the person time to learn, carry out, and pass on their duties. If a person is asked to serve a second term, they should rotate off the board first. Also, board positions should be staggered so that there is never a complete transition of members.

Board members can learn to meet their responsibilities by the use of Statements of Agreement or Board Contracts. These documents should include the length of term, committee commitment, fundraising commitment, meeting commitment, and a statement including the member's legal, moral, and financial responsibilities to the organization. Other helpful clauses in these documents include one requesting a financial contribution to the organization (amount to be decided by the individual), and one to allow a member to step down if they can't complete their responsibilities. Co-op Board members received a Board Packet this year, containing mostly information about established policies.

Many of the characteristics described are attainable only through long term planning and the implementation of set goals. In the next issue of the newsletter, I shall identify some problems common to boards, and address the question of what goals the Moscow Food Co-op Board of Directors might set to increase the efficiency of its decision-making process.

CRUELTY—NOT SPORT

BOYCOTT RODEO

**Put an end to rodeo cruelties
by refusing to watch or support rodeo violence
to animals.**

**FOR MORE INFORMATION CONTACT:
DOUG KUNKEL 885-8865**

CUSTOM CAKES FOR ALL OCCASIONS
BAKED FROM SCRATCH • DECORATED TO ORDER



Let a cake make your
Valentine's Day special...

(We bake with
whole wheat & honey
also...)

MEKONAH GATES PARK
408 SOUTH MAIN
MOSCOW, IDAHO 83843
(208) 882-3452

BEYOND 9 TO 5



The need for fast, quality copies doesn't necessarily begin and end with the typical working day. So neither do we. Kinko's is open early, open late and open weekends to take care of all of your copying needs.

kinko's

508 S. MAIN ST
882-3066
MOSCOW, ID 83843

NE 1000 COLORADO STREET
332-COPY
PULLMAN, WA 99163

CARAVALI LIGHTS

Light House Blend

Amazingly rich coffee flavor in new low caffeine blends with as little as 33% of the caffeine in the coffee you may now be drinking. Come by and sample a cup on the house (with this coupon)



CHAMELEON

215 S. MAIN * MOSCOW 882 * 9789

Morning Muffins
what a way
to
start your day!



Main Street
deli

Remember your
sweetheart with
music from
Heartwinds.

527 S. Main Moscow

