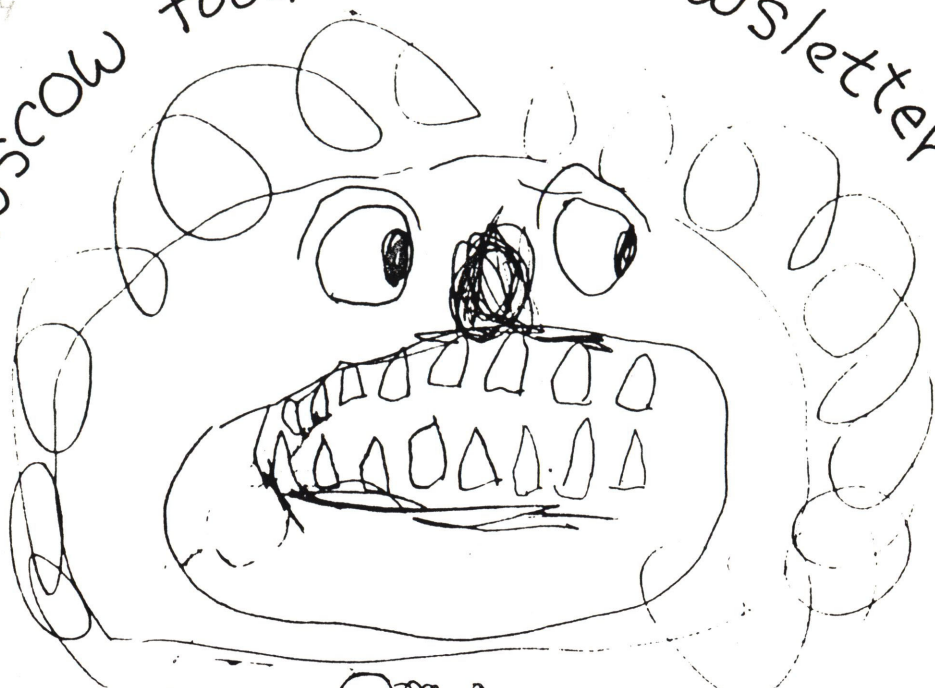


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Moscow food co-op newsletter



August 1987

free
please take one!

+two

GOING FOR THAT MOSCOW MOUNTAIN HIGH

By: Bill London

The Co-op staff and board retreat was certainly all that Steve Barr said it was (in his article in this issue). But it was also fun--not in the lightweight Pepsi Generation definition of fun, but in the real and meaningful sense of the word. I enjoyed seeing the commitment develop among the participants to help the Co-op grow and improve. Joining the Board of Directors is, and should be, a real commitment of volunteer time and energy, a willingness to form a partnership with the staff, and an opportunity to have fun working and playing together. And that's what I saw developing there at the high elevations of Moscow Mountain.

Another topic, of interest at least to me, was discussed there at the retreat--this Newsletter. First was the question of the content of the newsletter, specifically should stories like the ones I wrote about Ginger Clemm's bounced checks and Lehnerd's sudden departure continue. The board's decision on that was a somewhat hesitant OK. The board members and staff agreed that such information had a place, and that the membership deserved to know such things. (The readers seem to agree--the response to my request for readers' input on that question was overwhelmingly in support for a more independent, not just "good news" journal).

In addition, the board authorized the printing of another 100 Newsletters, to be distributed at the Micro Theatre. The management of the Micro has for many months suggested such a plan. And when on a trial basis, we've left Newsletters there, the patrons have not only read them while waiting for the movie to start, but have taken them home. So, beginning with last month's issue, the Newsletter will be distributed at the Co-op and at the Micro (as well as being mailed to about a dozen storefront co-ops and community groups throughout the region).

coloring contest entrant :



name _____

phone _____

age _____

AUGUST 1987

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OUR SECOND ANNUAL COLORING CONTEST!

three

You can win big prizes by coloring the monster on the cover of this Newsletter.

The best in each of three categories will receive a gift certificate for \$2.50 from the Co-op. Co-op employees, volunteers, and their families are eligible to enter and win. So sharpen those crayons. All entries are due at the Co-op by September 1, 1987.

A \$2.50 gift certificate will be awarded to the best artwork by:

1. Children up to 4 years old
2. Children 5 to 8 years old
3. Anyone 9 or older.



enter now and win!

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four

BOARD RETREAT

By: Steve Barr, your Faithful
Correspondent from the hill

The board met with some of the staff on top of Moscow Mountain in order to foster better staff/board relations and set some long-term goals for the Co-op. A long and arduous session, although productive, the retreat began Saturday evening, the 27th of June and ended the following day around noon. Special thanks should go to Mark Solomon for his hospitality and support, and Bill London for his guidance and perseverance as group facilitator. Board members attending included Truman, Kally, Sue, Carolyn, and Steve. Staff members included Mary Jo and Greg.

After a pot luck dinner and a little R&R, we settled down to the business at hand. The first item on the agenda was staff communication with the board. The staff felt they were not getting enough direction, especially since the Co-op does not have a full-time manager. Carolyn suggested a specialty should be assigned to each board member so that the board takes a more active role providing better communication between board members and staff.

The issue of continuity was also raised and how best to deal with it. With the frequent turnovers in staff a good deal of knowledge concerning the day-to-day operations of the Co-op has fallen through the cracks. The question was asked whether the board should take on a greater responsibility in trying to define areas of importance, so this information can be passed on to future staff and board members. Greg asked specifically for a training manual, since he has just recently joined the staff.

There seemed to be a growing consensus that the board should take a more active role and this role should be more clearly defined at the beginning of a board member's term. Finally, after much discussion it was decided to establish liason positions between a staff member and individual board members. The board members would then report back to the monthly board meetings concerning any new developments of that particular staff-liason position. The board agreed to this concept and established some liason positions including the following:

Sue: Volunteers	Carolyn: Special Events
John: New Product Review	Steve: Equipment Upkeep & Review
Truman: Marketing	

Other possible liason positions included:

In House Information	Newsletter
Finance	Hiring Review
Job Descriptions	Archives and Records

There were two other major developments that came out of the meetings on Moscow Mountain. The first was that the board agreed to the long term goal of finding a new location for the Co-op. John suggested that by relocating to larger quarters and increasing the inventory of the store, the Co-op could become more of





five

a political statement or force within the community. The Co-op could become the place an individual goes to buy organic produce year round, where one buys food from India, where one can buy a sandwich at the health food bar, and buy the best herbs in town. John felt the biggest problem with the present location of the Co-op was the lack of parking. The board agreed to investigate the idea of relocating and have those ideas presented at the annual membership meeting.



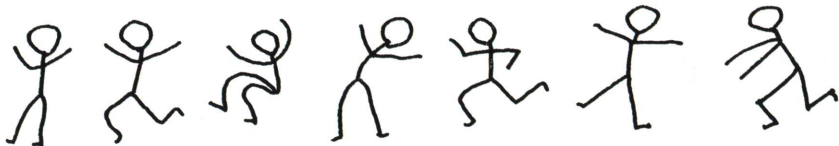
The second major development dealt with recruiting board members. There was a consensus that the Co-op needed a better system (which may require a change in the by-laws). Kally proposed a two year position. It was also felt the positions should be staggered, so that not all the board would have to be replaced at once. The decision was made to hold a candidate's meeting, a gathering prior to the fall membership meeting. Food and drink would be provided by the Co-op. A slate of candidates would then be introduced at the membership meeting and voted on by secret ballot. Any interested parties out there should contact your nearest board member. For a more detailed account of the proceedings you may wish to consult the board meeting minutes.



★ ★ <u>august specials</u> ★		★ ★ ★
		sale
rainbow spirals pasta	reg. \$1.32/lb	\$1.12/lb
feta cheese	2.70/lb	2.16/lb
dried basil	6.41/lb	5.13/lb
tom's roll-on deodorant (honeysuckle only)	4.69	3.75
royal jelly 1.4 oz. tin	2.24	1.79
dr. bronner's soap qt.	5.76	4.61
columbia supremo coffee	5.67/lb	4.99/lb

★ if you buy more than \$100. worth of goods in one shopping trip to the co-op-expect a special gift! ★

Sit



SAVING EQUINOX

By: David Cook

What shall we do with Equinox, our wholesale distribution cooperative? Many of our members may not be aware that in 1977 the Moscow Co-op joined with the co-ops in Spokane, Colville and Pullman to become some of the first members of Equinox Food Exchange of Springdale, Washington; the wholesale distribution cooperative serving the region's organic farmers, retail storefronts, and buying clubs.

The membership of Equinox has tried a number of different methods of "taxing" ourselves to provide the capital necessary to meet our wholesale distribution needs. These efforts have been far from successful. In over ten years, the Equinox membership has provided only approximately 5% of the needed cash investment to operate the business. Equinox was started a little bit too late to get the sort of federal grant money that provided the capital to start the Moscow Co-op, so our wholesale Co-op is financed almost entirely by debt (now totalling about \$300,000 for inventory, equipment, and buildings).

The cost of this debt (interest) has placed a burden on Equinox. However, the burden of serving the relatively small and highly dispersed regional market for natural foods is even greater.

Part of the reason we were involved in establishing our own wholesale distribution cooperative was our desire for a reliable, co-op owned and controlled supply of food. Suppliers from Seattle and Portland often threatened to cut service due to losses incurred in serving the inland northwest - and the coastal markets often got higher priority when there were shortages.

Several years after Equinox's inception, three other wholesalers tried to enter and take over the market we had developed in the region. Price wars, coupled with the severe recession of the early Reagan years led to major losses, curtailments of operations and a number of bankruptcies among northwest natural foods wholesalers.

All of this is background to the issue before the Equinox Board at its meeting on June 27th: how to reorganize the cooperative to increase its viability in light of present realities - how to save Equinox.

Last year the board developed a reorganization proposal that would allow the sale of stock to replace some of the debt. It also changed the make-up of the board to allow representatives of the major lenders to sit on the board and reduce the representation of members and employees on the board. The board called a membership meeting to vote on/amend this proposal.

Only one person showed up at the membership meeting, a representative of a local buying club who is also a board member. Following the unsuccessful membership meeting, the board decided to develop a new proposal for revision of the organizational structure. The June 27th meeting focused on this. Two approaches



DR. ANN RAYMER
chiropractic physician

SAVING EQUINOX
Page Two

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emerged - 1) A revision that would give lenders a board representative, retain representation for both storefronts and buying clubs but would give representatives of the Equinox worker's collective at least two seats. This approach was not developed to any extent though as most of the attention focused on the second one; 2) To sell or transfer ownership of Equinox from the present members to a membership made up of the Equinox employees. This would place the ownership and decision-making in the hands of the people with the most direct interest in the success of Equinox and climate the problem of dealing with a largely disinterested membership that has failed to responsibly discharge the duties of membership.

The board decided to poll the Equinox members to see if:
1) they want to sell or transfer ownership to the workers, or
2) they want to retain ownership and control AND take responsibility for raising capital, attending meetings, and actively contributing to the success of their wholesale distribution co-op.

I have said "sell or transfer ownership" because Equinox has lost so much money that it has a negative net worth, i.e. we owe more than we own. In taking it over, the workers would be getting a debt that was larger than the value of the inventory, building and equipment - in a sense, the current members might have to pay someone to take it off our hands - hence the use of the word "transfer" of ownership. Lairy of legal responsibility for that debt, the Equinox workers are seeking legal council before deciding if they wish to pursue option 2.

As members of Moscow Food Co-op we will be faced with one of two choices:

1) If the workers collective would like to take over ownership of Equinox, do we want to go along with that? If so, which side should pay? or maybe a direct transfer? What sort of input would we want in a worker owned co-op?

2) If the workers don't want it, how shall we structure it for maximum effectiveness?

Once a decision is reached by the workers, a mailing will be done to all members. At that time a local meeting will be held for Moscow Co-op members to discuss this.

In summary, it should be pointed out that, in spite of often overwhelming hardships, the people who work at Equinox are hanging in there. They really want to make it work and are continually improving its operations - one way or another we need to give them our support.

eightx

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HERBS/SPICES

By: Rosemarie Waller

...Rosemary

Is more than a delicious flavoring, it has been used traditionally as a remedy for headaches, colds, and indigestion. It is high in easily-assimilable calcium, and therefore is of benefit to the entire nervous system.

Rosemary is considered very good for the brain and the scalp. Use a cooled strong tea as a rinse after shampoo. To make tea, add one half ounce of Rosemary to a pint of boiled water, steeping it for 10 minutes in a covered pot.

...and Thyme,

Another of our most commonly-used kitchen herbs also has a lot of medicinal properties. When taken hot, it is traditionally used to induce sweating, expell mucous from the lungs and throat, or relaxes muscle spasms. As a tea it is used for bronchial problems. To make the tea an ounce of thyme is steeped in one pint of boiled water, strained and sweetened with honey.

Don't forget to season your dinner with thyme.

This information is gathered from the books "The Way of Herbs" by Michael Tierra and "Back to Eden" by Jethro Kloss.

EXPECT SOMETHING WONDERFUL ON AUGUST 16-17

In the recent futuristic movie, "2010," the apparition of a long-lost member of a doomed deep-space mission brings a message to the astronauts sent to investigate: "something wonderful is going to happen." That something, in the picture, turned out to be the genesis of a new world.

Ancient prophecy and modern day scholars are heralding the same thing for the human race on Planet Earth this year. In the midst of all the violence, confusion, economic and political disarray and social upheaval, these messengers have indicated, the stage is being set for "something wonderful" -- a chance for people to set into motion a positive blueprint for the future.

On August 16 and 17, 1987, dates long ago prophesied by many spiritual and cultural traditions, conditions will be optimal for invoking universal peace and harmony, and to reverse our global trend toward destruction. These days will be known as "World Harmony Days" and the time of "Harmonic Convergence," of transformational and healing energies, according to art historian, author and educator Jose Arguelles. Celebrations, ceremonies, rituals, and many other forms of individual and group spiritual invocation are being planned to link people in spirit all over the world. The focus for many will be sunrise ceremonies on August 16th.

Building upon the precedent set by Live Aid, Hands Across America, and the December 31, 1986 World Healing Event, the approaching dates of Harmonic Convergence will magnify desires for peace by millions around the world much more powerfully, according to Mayan, Aztec, Hopi and other ancient prophecies.

"The world is at a crossroads, facing both unprecedented crises and immeasurable opportunities," says Barbara Marx Hubbard, futurist, who was nominated for the vice presidency of the United States in 1984. "The emergence of science and technology, combined with the release en masse of individual human potential, have created a new condition for the human race. We have the choice of misusing our powers and destroying civilization as we know it, or applying our capabilities creatively to build a 'new order of the ages,' as envisioned by the founders of the United States of America,"

People are now preparing for Harmonic Convergence both through individual spiritual practice, and collectively, through churches, community groups, and personal growth organizations. If you would like more information, please contact Healing Our World/Harmonic Convergence, at P.O. Box 6111, Boulder, CO, 80306, or call 303/443-4328.

news flash!!

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eagle/suzanne lewis - 317 hillview, boise,
idaho. 83712



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VOLUNTEER WORKERS NEEDED

By: Greg Mayer
Volunteer Co-ordinator

The Co-op relies heavily on volunteer workers for a smooth operating store. In exchange for their effort, volunteer workers receive a discount on Co-op purchases: 15% off for 4 hours of work per month; 20% for 8 hours, and 25% for 12 hours.

We currently need stockers, cashiers, janitors, and people to fill an assortment of other jobs including people to sell advertising and write articles for this newsletter. Have a creative volunteer idea? Talk to us!

If you are interested in volunteering, stop by the store and fill out a volunteer worker "Application for Employment" form or talk to me or another coordinator. Remember, it's not just a job, it's also an adventure in savings.



Animal Care Center
Kathy Babson, D.V.M.
328 N. Main Moscow, Idaho 83843
(208) 883-4349

By: Rosemarie Waller

eleven

Every day I walk by the book shelf in our Co-op and always notice the cookbook, Tassajara Cooking by Edward Espe Brown. So today I decided to take a closer look, & was delighted by the simplicity and creativity on the recipes, as well as the valuable information and hints on the foods and their preparation (like different cooking methods, how to cut vegetables, and meal planning). He talks lovingly about all our common foods, from cabbage and garlic to the fruits, grains and beans to the seaweeds.

Here are two yummy, quick and easy to prepare recipes.
(When have you had cabbage last?)

Tomato Sauteed Cabbage

- cabbage
- tomatoes
- green onions
- parsley
- oil to stir fry
- sea salt
- cut the cabbage thinly
- stir fry a couple minutes until cabbage wilts slightly
- section tomatoes and slice green onions, dice the parsley
- add to stir-fried cabbage, season w/salt
- cover and cook a couple of minutes.

serve with brown rice or noodles

Gaspacho (cold vegetable soup)

vegetables: cabbage, onion, celery, green pepper, small cucumber,
3-4 tomatoes, parsley
2 cups tomato or vegetable juice

The vegetables are used raw. Dice, mince or blend, and add them to the juice.

Dressing:

- 1/3 cup olive oil
- 3 Tablespoons red wine vinegar

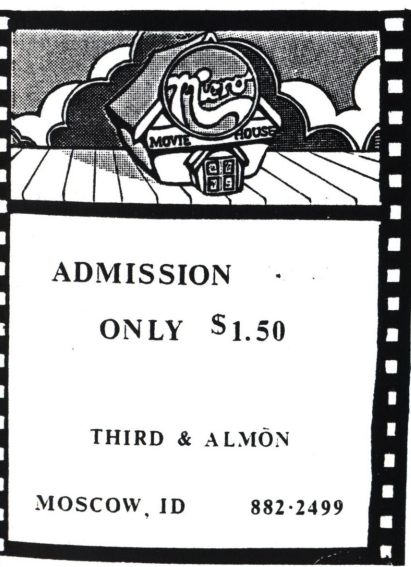
garlic
salt,pepper, basil, tarragon

Mix up the dressing and combine thoroughly with the other ingredients. Adjust the seasonings including the oil and vinegar.

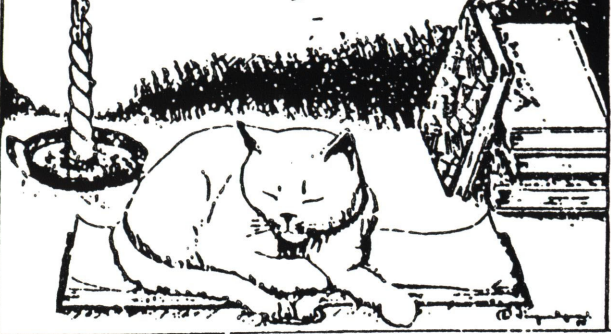
If you like garlic use it freely in this recipe. Basil or tarragon goes well with tomatoes.

Variations: Use other vegetables which are edible raw - carrots, summer squash, etc...

If you like grains or beans served this way, add a moderate amount of either, cooked. (rice, bulgur wheat, garbanos, lentils ...)



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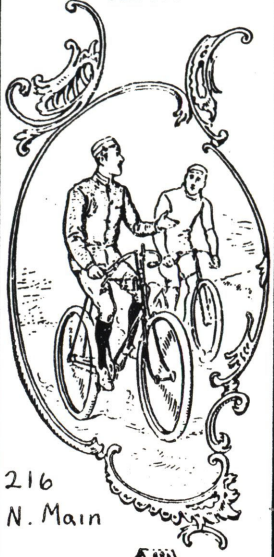
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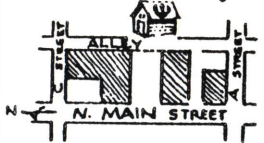


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