

Board Meeting Minutes

5/20/2010

Attendance: Jon, Jackie, Joellen, Ron, Suzanne, Julia (facilitator), TJ, Harry, Fern (notes)

Absent: Jessica

Agenda

Agenda Review/Announcements/Commitments/ Minutes	5 min
Unexpected Guests	5 min
Boycott Proposal	15 min
ACT Forum	15 min
Board BPS Sub committee report/ BPC report	15 min
Expansion Report	30 min
Hiring Proposal	15 min
Territorial Response	20 min
Alaffia Response	5 min
Shorebank Pacific Resolution	5 min
<i>Report From Portland (tabled)</i>	<i>10 min</i>
Brief committee reports	10 min
Next Mtg Agenda/items/facilitators	<u>5 min</u>
	2 hrs 45

Announcements

None!

Minutes – Consent / Stand Aside: Harry, Ron, Jackie, Suzanne

Commitments –

- Jackie will email Rob about writing the board report for newsletter due may 1 **yes**
- Katherine will email strategic plan coordinator job description to the Board **no**
- Julia and Jessica will email and then send it out **no**
- All will read the bylaws especially with regards to staff/ board **yes**
- Website- action about updating **no**
- The sink is plugged (office manager) **yes**
- Harry will email the 'discussion document' to board **yes**
- Jessica will attend the expansion forum on the 20th **No**
- Julia will attend the expansion forum on the 13th. **yes**
- Marie is going to send an updated bag proposal to the board for next meeting **no**
- The Board requests that the process of presenting the ACT proposal be written down. --
- The board would also requests an informational forum presented by the ACT, in which Maeanna volunteers.

Boycott Proposal

Rochelle, Andrew and others represented a member interest in boycotting products from Israel. The MCAT has sent this request to the board as after working on it for a year could not consent to it. The members presented the nationally and internationally recognized boycott and feel that this is a humanitarian issue and needs to be addressed. They urge the board to participate in the boycott and in the non violent movement. **Harry**

offers to write a proposal to staff and try for consent. Jessica requests that if the proposal does not make it through staff that those with blocking concerns come to the board to present those concerns.

Proposal- The board proposes that the Harry write a Boycott Proposal following the outlined process and try for staff consent by the July meeting.

Consent

Stand Aside - Ron

ACT Forum

Maeanna gave an update on the ACT proposal and its recent round through staff meetings. It seemed that most staff had read the proposal prior to meetings. The ACT team also took great care in crafting the presentation breaking it into general topics and taking ‘temperature checks’. They also took great care in the process for gathering feedback. Three of the work groups seemed to be building towards consensus. In the fourth there were blocking concerns about the group evaluations. Overall staff received the document well. The ACT team will be presenting at the next round of work group meetings to finish gathering feedback on the rest of the proposal. They also will be releasing the feedback with responses to staff and will be setting up forums to deal with blocking concerns and building allies who are in support of group evals to do networking with in staff. It is hard to tell what will happen with the evals but Maeanna feels hopeful that staff will consent to the rest of the proposal. They don’t know if they will be testing for consent in the June meetings, but anticipate they will in July. The proposal could be passed without the eval system if they can not move through the block. ETCAT has been massaging the eval system and have made great changes, and worst-case scenario is this work would continue. Maeanna asked if the board would like their own informational accountability forum for their comprehension of the system. The board feels that if the proposal will not get consent through staff they will need a forum ASAP. The board requests another report from ACT at the next meeting in June.

Board BPC Report

There is a new sub sub committee to attempt to write a document addressing staff structure, based on the ideas of streamlining staff structure and simplifying decision-making processes. This document is due the first week of June. There are concerns about the sub sub committee being comprised of only staff, this may not give a very needed outside view. Jon is concerned that the larger issues are not being addressed, for example the decision making processes that involve all staff consenting to proposals. Staff restructuring is an enormous and nebulous project. Joellen recommends seeking an outside facilitator.

BPC Report

Second round of dept meetings have happened, and they have been awesome. The BPC is also excited about financial trainings being planned for these meetings.

Expansion Report

The Expansion team proposes that a time is set in June to discuss issues around expansion. This would allow the board and staff to complete the self-diagnostic tool readiness/assessment tool prior to the meeting in June. One option is to refocus to another location. Jessica requests that we discuss a lease option, as she has heard this request from the membership. The expansion team wonders where the priorities are in the organization as far as expansion goes. The board discussed in length that expansion is the priority, and other tasks that were identified in part of expansion have taken the helm.

TJ will email out the self-diagnostic tool to the board. All will complete the survey and email it back to TJ.

The Expansion meeting will be June 3rd 5:30-8:30.

Hiring Proposal

Staff has consented to the hiring proposal of hiring 4 people and the board wanted more discussion to be able to consent. Specifics of the hiring were discussed and the major concerns were around the development of the part time non collective workers piece. Julia would like more factual information in the future concerning personnel and hiring (i.e. how many hours are being worked by staff members on average, vacation frequency etc.) Jon would like to see the board set its priorities; others echo this desire and would like to schedule a retreat at the next meeting.

Proposal - Four new collective members will be hired ASAP.

Consent

Stand Aside – Joellen

Alaffia Response

Alaffia has requested that we participate in advertising their annual bike donation drive for Togo. They would like us to hang posters in both stores.

Consent

Shore Bank Pacific Resolution

See Harry

Consent

Stand Aside - Jackie

Territorial Response

The board discussed whether or not we want an appeals process for vendors and members. There is a grievance process for conflict and not for appealing a decision that a department manager makes concerning product selection. Perhaps development of an appeals process might warrant a board staff committee. The board supports the manager in the decision that was made. And remind that we reserve the right to change our mind

about stocking your product. We will give him the process options of a grievance process through personnel or give the option to write an article for the newsletter.

Eric will write a response to territorial and email out to all.

Committee Reports

Finance

First quarter reports have been released with great results!!

Margin and sales are up at both stores.

Harry will get clarification on credit versus debit charges.

Jessica reminds that two committees need more representation Eco planning and Standing Hiring.

Next Meeting/ Facilitator/Eval

Facilitator – Rob

June 17th 2010

Commitments

- *The board proposes that the Harry write a Boycott Proposal following the outlined process and try for staff consent by the July meeting.*
- *TJ will email out the self-diagnostic tool to the board. All will complete the survey and email it back to TJ.*
- *Eric will write a response to territorial and email out to all.*
- *Harry will get clarification on credit versus debit charges*