

Board Meeting Minutes

6.17.2010

Attendance: Suzanne, Jessica, Eric, Jackie, John, Katherine (Board Rep fill in), Fern (notes), Julia, TJ, Rob (facilitator)

Absent - Harry (vacation), Joellen (vacation), Ron

Agenda

Agenda Review/Announcements/Minutes/ Commitments	5 min
Unexpected Guests	5 min
Board BPC Subcommittee report, BPC report, ACT report	10 min
Strategic Plan Update	10 min
Expansion Report	10 min
Bag Report	15 min
Report back from Portland	10 min
Strategic Plan/ Board Structure Eval	15 min
Brief Committee Reports	10 min
Next Meeting/ Agenda Items/ facilitators/Eval	5 min
	1 hour 25 minutes

Announcements

Suzanne has a cold but is not contagious

Fern is on the beeper...beware of the ringing.

Jessica is having a baby in January!

Minutes Review

Consent

Stand Aside - Katherine

Commitments

- *The board proposes that the Harry write a Boycott Proposal following the outlined process and try for staff consent by the July meeting. yes*
- *TJ will email out the self-diagnostic tool to the board. All will complete the survey and email it back to TJ. yes*
- *Eric will write a response to territorial and email out to all. Letter was written and solicited feedback, feedback was incorporated. Eric needs information about the grievance policy; Fern will email Eric the information. Eric would also like Kim to read the letter before sending it.*
- *Harry will get clarification on credit versus debit charges not yet*

Board BPC subcommittee report

Harry has written a draft of staff structure. The final deadline is July 1st. The group is really making progress. There is a lot of work to be done on CATS and how they will relate to departments. There are new ideas of store councils, full collective meetings, as well as evaluating the current allotment system.

ACT report

Staff member Beth gave the ACT report. They are currently working on incorporating feedback from the two rounds of work group meetings. They will be going back to work groups in July, to solicit more feedback. Forums will be held next wk focusing on the eval system. They will be doing Maeanna eval in the forums, to show people how the system would work. They are planning decision-making meetings in July, to go through all of the proposals. They will also be responding to feedback that will not be incorporated into the final proposal. Maeanna has also began writing the document that explains the process as a whole as per the boards request.

Strategic Plan Update

TJ emailed out the report yesterday. He did meet with BPC to solicit any information on tasks he got no response too. There is concern about the system for department management succession plan. Suzanne suggests revisiting the strategic plan and reprioritizing the tasks. There was a lot of discussion surrounding succession plan. The board recommends prioritizing what positions are the most hi pri; perhaps the board could work on it. Suzanne is concerned about staff identification and Shelf cleaning as part of restocking. TJ recommends the board talk in the future about what happens when deadlines are not met.

Expansion Update

Another Expansion forum was held two nights ago, there was great conversation but rather low attendance. Harry and Tj have decided to hold off on another forum until the fall. Market study update for phased site has not begun as of yet as the consultant needs to know what will be in the store. This work is hinged on us updating our proformas. Eric recommends running different scenarios based on deli site or grocery site. Grace sent a margin increase update memo tonight. There is also a letter from a concerned member about the Israel Boycott, they think it might negatively influence member financing.

Bag Report

Eric reported that they had discussed the board's point of view and concerns about the bag issue making it clear that the proposal should be enacted. They came up with more options for bags and are pursuing them (paper bags would be 15 cents, two types of reusable bags a 2 dollar option from India, and a 5 dollar option from the US.) There are fun ideas to lively up the process, a low markup on bags, giving out patterns to make your own etc. They are trying a multi tiered approach for people to decide what works for them. They are ironing out the proposal and the process for charging the fee, and the process for changing over to the system. They are hoping for implementation by September. Jackie recommends coinciding with the newsletter for an article about bags. *Eric will write an article about bags for the July 1st deadline. The board also requests that Marie take on facilitating staff feedback and communication. (Jessica will contact her)*

Report back form Portland

It is true that some co-op boards have four hour meetings that include screaming. We are truly functional and communicative. Policy based governance was covered and perhaps we could talk more about governance in the retreat. There was a lot that did not apply to our collective structure. There was a presentation on financial literacy that made our co-op look great!

Strategic Plan/Board Structure Eval

3 hour sets seem to work really well and the board wonders if we could set two of them. The board would also like outside facilitation that can structure the conversations, perhaps board members could choreograph the conversations.

Brainstorm:

- Committees staff and board how do they work together
- Governance structure
- Strategic plan prioritization
- Committees what do we want
- prioritizing all board work
- Board calendar (analyze yearly cycle of work)
- CDS board recommendations
- Results of board related self –diagnostic tool items
- soliciting feedback from staff and membership of what they want from the board
- By laws / mission statement review
- What is the board's role?

*Harry will you help schedule this, structure the brainstorm and find facilitation.
All board members commit to reading the by laws.*

Brief committee reports

Standing Hiring Committee -

Rob will join the Standing Hiring Committee.

Consent

Stand Aside- Katherine

Member relation committee –

Customer service guidelines are in the journals for consent. They need a new staff rep.

Outreach and Education –

Jayne is on fire with energy. They are planning focus groups for the branding project.

Eco Planning Committee-

They are working on sourcing compostable cutlery made of potatoes made in the US that will cost 8 cents a piece. There is also movement to get front end composting that would include compostable cutlery and boxes.

Commitments

- *Fern will email Eric the grievance process.*
- *Eric will check in with Kim about the Territorial Response*
- *Eric will write an article about bags for the July 1st deadline.*

- *The board also requests that Marie take on facilitating staff feedback and communication.*
- *Harry will you help schedule this, structure the brainstorm and find facilitation.*
- *All board members commit to reading the by laws*
- *Fern will contact facilities about the neighbor complaints about the flood lights shining on their houses down the hill.*
- *Harry will get clarification on credit versus debit charges*

Next Meeting - July 15, 2010 Next Facilitator – John

Agenda Items - none