



## Board Meeting Minutes

10.21.2010

**Attendance:** John Nason, Joellen Reineck Wilhelm, Jessica Laing (*facilitator*), Jackie Krzyzek, Ron Lavigne, Eric Mapes, Grace Cox (*Staff Rep*), Fern Moore (*Board Observer*) \_ \_

**Absent:** Rob Richards, Suzanne Shafer, Julia Sokoloff

### Agenda

<b>Announcements</b>	2 min
<b>Mission Statement/ Agenda Review</b>	3 min
<b>Commitments Review/ Minutes Review</b>	5 min
<b>Member Comment</b>	10 min
<b>State Workers Sign Request</b>	5 min
<b>'Its Our Co-op'</b>	15 min
<b>Proposals From Andras Jones</b>	25 min
<b>BPC Report</b>	10 min
<b>Committee Report</b>	10 min
<b>Branding Presentation</b>	20 min
<b>Expansion</b>	40 min
<b>Accountability Task Force</b>	30 min
<b>Meeting Eval/ Commitments/ Next Facilitator</b>	<u>5 min</u>
	3 hours

### Announcements

- Jessica is facilitating and will stay as long as she can.
- Joellen offered to facilitate if Jessica left.

### Commitments Review

- Jackie will email the tabling guidelines to 'Collective books for Prisoners'.  
yes
- Jayne will send 'Collective books for Prisoners' a list of staff contacts and facilitate agenda item at the FEMS.     **yes**
- Jackie will talk to other board members and staff to answer Kathy's question about video taping board meetings.     **yes**
- Jackie and Joellen will work on the annual meeting (refreshments, agenda, etc)     **yes**

- *TJ and Jayne will write an expansion announcement for staff and post it in the journals tomorrow.*      **yes**

## **Minutes Review**

### **Minutes 9.16.2010**

#### **Consent**

**Stand Aside - Grace**

### **Member Comment**

*Alan King* – read a prepared statement and posed questions to the Board. Two Board members offered to answer his questions and exchange in dialogue outside of the meeting.

*Nancy*- would like her clients to be able to shop at the co-ops, and asks for the Board to rescind the boycott.

*Susan*- posed a question from the Minutes of 7.15 and had questions about the board process and governance.

*Phan*- offered to answer any questions about the Israel Product Boycott process and where the boycott originated to any members or community members that have such questions.

*Steve* – shared his concerns about the Olympia Food Co-op website, he would like personal contact information for each individual board member available and requests that this should apply also to board candidates, He also would like the Mission Statement to be re visited (specifying ‘to provide good food for the people of *Olympia*’), he also requested that a list of country of origin for all the products sold at the co-op become available.

*Anna Marie*- extended an invitation to “It’s Our Co-op’ to get together with Olympia BDS as there were many of members of both organizations present at the meeting, she also requested that the Board set up a time for BDS and It’s Our Co-op to meet “To make space for dialogue and to finally find common ground.”

### **State Workers Union Sign Request**

There is a request from the State Workers to post signs in the doors of the Co-op locations in support of State Workers due to the furloughs. The Board feels like it is line with our mission statement.

**Proposal:** The Olympia Food Co-op will post the State Workers Signs at the stores and the downtown office.

#### **Consent**

### **‘Its Our Co-op’**

David Scherer Waterr spoke as the official rep for the IOC, ‘Its Our Co-op’ formed in July following the decision of the Board to boycott Israeli products. They formed a community dialogue model that has helped made sense on the situation and pool community resources. Not everyone is opposed but almost all are upset by the absence of communication and education. Their work has been based in providing workshops, and

events, writing articles, and email. They believe that they may have a good proposal for a reasonable way forward. They propose that the co-op membership vote to approve a new boycott policy, crafted by the Board's soon to be formed Boycott Sub Committee. They also propose that this be followed by a reconsideration of all current boycotts within the new boycott policy. They also request that a reasonable time line is set for the work and that the Israel Product boycott be re- evaluated first. This will allow for the most amount of fairness. They are eager to continue to work with the board and put this all behind us. Jeff Trinin a member of the IOC steering committee also spoke about his feelings about the boycott.

The board has concerns in suspending the boycott. Grace proposes that a sub committee be formed of members of the board and members of the IOC to address any concerns and move forward with communication and resolution. Ron and Joellen volunteer to serve on the sub committee with representatives of IOC. Eric is not comfortable reviewing all existing boycotts, for example if we changed our Hiring policy, would we then re evaluate all existing staff?

- **Ron and Joellen volunteer to form a sub committee w/ reps of IOC to work on a proposal. IOC requests another board member**

#### **Proposals from Andras Jones**

Andras Jones is a member of the Co-op that has recently completed a mediation process with Personnel.

The following proposals are from that mediation:

**Proposal 1** – *A clear and unequivocal acknowledgement that anti Jewish oppression exists in Olympia, and a commitment to make dismantling this particular oppression pattern a top priority of the Olympia Food Co-op for as long as the boycott of Israel is in place. This means that the Olympia Food Co-op will be responsive and accountable and will address concerns raised by individuals and groups regarding patterns of anti Jewish oppression in a timely manner.*

The Board feels that the ‘Grievance Policy’, the mediation process, and Staff’s committed work in practicing ‘Conflict Resolution’ and the newly consented to ‘ Anti Oppression CAT’ (CAT= coordination action team) show commitment to this work. The Board asked what this acknowledgement would look like, signs at the stores, a policy to respond to specifically Jewish oppression?

Andras added, “If the board is going to be anti Israel the board needs to be pro Jewish”

- **Joellen commits to working with staff to put up signage at the stores.**

#### **Proposal:**

**The Olympia Food Co-op board acknowledges that Anti Jewish oppression exists in Olympia and is committed to making the dismantling of this particular type of oppression pattern a priority of the Olympia Food Co-op.**

**Consent**

**Stand Aside – Jackie, Grace**

Andras objected to the proposal that was passed.

**Proposal 2-** *Since I was not allowed to attend the meeting where the board agreed to get anti Jewish oppression training for board and staff members, I would like the board to please report to me on the detail of this agreement. When and how often will these trainings occur? Who will be leading them? Will they be mandatory? What is the accountability?*

Andras added that he would like input from the Jewish/ Islam community in planning these workshops, in his view this an urgent problem.

The Board has committed to holding trainings for staff that will be optional, as legally we cannot require staff to attend. Staff will direct the planning of these trainings, and the Board will recommend his ideas. The Board has also committed to making these trainings available to the community, and Joellen will be coordinating with the Classes Coordinator to make this available in an upcoming Co-op Class schedule.

### **BPC Report**

The Big Picture Cat has been working on hard on restructuring and decision making structure. One thing that has helped is moving from work groups to department-based meetings. They have run into many questions, should CATS continue to representative, and how do coordinators fit in to this model. They are also working on verifying that all jobs have an attached job description. In other news it's budgeting time for the organization, and everyone is very busy. The staff wrapped their Staff Restorative Circles, 38 staff people attended and the circles were very well received.

### **Committee Reports**

**Finance** did not meet but will meet in a few weeks.

**Personnel** are confidentially meeting.

**Farm Committee** did not meet.

**Member Relations Committee** is seeking an additional Staff rep.

**Outreach and Education** has posted the new class schedule. They also have been working on their budget proposal for next year.

**Eco Planning Committee** is moving ahead with a truly compostable option of cutlery, turns out the other option was only biodegradable. They also will be launching a member education project around compostable cutlery. They have been organizing how they receive waste at the front and back of the store.

### **Branding Presentation**

Jayne, a staff member attended representing the Outreach and Education CAT to present the upcoming 'Branding Project' introduction.

Branding is creating an image, the personality of the Co-op. Many companies project their branding away from their practices. We want our brand to be an expression of who we really are. Jayne also clarified the difference between merchandising, branding, and marketing. The last year they have been figuring out what this meant for us. They first did a brand audit, which yielded 'no cohesion'. They have submitted a timeline for the

rest of this year and into the next outlining the Co-op steps to branding. The board participated in a mini survey

1. What three words describe the co-op?
2. What feeling do you get when you think of the co-op?
3. If the co-op were a color what would it be?
4. If the co-op were a shape what would it be?

### **Expansion**

**\*Executive Session\***

### **Accountability Task Force**

**\*Executive Session\***

### **Commitments**

- **Grace will post the 'State Workers' signs at the stores and downtown office**
- **Joellen will check in with Julia and Suzanne about their interest on serving on a sub committee with members of 'IOC'.**
- **Ron and Joellen will form a sub committee with members of 'IOC'**
- **Joellen will work with staff to put up signage at the stores addressing oppression.**
- **John, Jackie and Ron will meet with Alan King about his questions.**

### **Next Meeting**

- Boycott Subcommittee Process
- Anti Oppression Trainings
- Budget 2011 Overview

**Next Facilitator: Jackie Krzyzek**