



## **Board Meeting Minutes**

**11.18.2010**

**Attendance:** John Nason, Joellen Reineck Wilhelm, Jackie Krzyzek (*facilitator*), Julia Sokoloff, Ron Lavigne, Eric Mapes, Rob Richards, Suzanne Shaffer, Grace Cox (*Staff Rep*), Fern Moore (*Board Observer*)

**Absent:** Jessica Laing

### **Agenda**

**Announcements**

**Mission Statement/Agenda Review**

**Commitments Review/ Minutes Review**

**Member Comment**

**Boycott Subcommittee Process**

**Olympia BDS**

**Board Agenda Process**                      TABLED

**Proposals from a Staff Member**

**BPC Report**

**Anti Oppression Training Proposal**

**Committee Reports**

**Budget 2011 Overview**

**Expansion**

**Personnel Request**

**Meeting Eval/ Commitments/Next Facilitator**

### **Commitments Review**

- **Grace will post the ‘State Workers’ signs at the stores and downtown office**  
*No need to get signs. Grace will check in w/Jayne.*
- **Joellen will check in with Julia and Suzanne about their interest on serving on a sub committee with members of ‘IOC’.**        *Yes*
- **Ron and Joellen will form a sub committee with members of ‘IOC’**        *Yes*
- **Joellen will work with staff to put up signage at the stores addressing oppression.**        *No*
- **John, Jackie and Ron will meet with Alan King about his questions.**        *Yes*

## Announcements

None

## Minutes Review 10.21.2010    **Consent**

**Stand Aside** – Suzanne, Julia

## Member Comment

Amy Levinson – read a prepared statement, and urged the board to continue on with the boycott.

Jim Shulruff- staff member is sad to see the community divided and wants reconciliation. Join him in reconciliation.

?- Thanks the current co-op board and the newly elected board, to retroactively reassess boycotts is harmful and bad process.

Larry – Les Pearce president of Evergreen has been targeted, go with your gut and keep going.

Peter- Thanks the co-op and the board, for supporting the boycott and is proud that OFC maintains its social justice foundations; he also does not the boycott policy to be retroactive

Alan- asked what the Boards apology at the Annual Meeting cost them.

Mohammed- is grateful to the BOD for the stand has taken. He asks that opponents use the bylaws and gather the signatures, and to stop putting up hurdles in front of the board so that the board can do their work.

## Olympia BDS

After the decision in July, they did not want to take the Board's time and were busy conducting community education events. BDS tabled outside of the stores and endorsed a slate of candidates, the results of the election and the spread between the 5<sup>th</sup> and 6<sup>th</sup> candidate should not be ignored. They would like the board to revisit the language around what ends the boycott and work to promote healing in the community. They urged the board to move slowly and carefully when re evaluating the boycott policy.

Jane a member of various groups is here to thank the board; boycotts are effective for raising collective consciousness and moving mountains. Immokalee workers just yesterday showed how powerful boycotts can be. Honor the boycott and keep the conversations going.

David Langstaff commented that IOC's examples of other co-ops boycott policies ('The White Paper') are the weakest policies in the nation. Olympia BDS remains committed to community education and are willing to participate in dialogues.

### 1. *What is the decision making power of the sub committee?*

The subcommittee will make a recommendation to the board. If they cannot come to consensus on one proposal, options may be brought to the board.

### 2. *What are the preconditions on candidate selection?*

There are no set preconditions on candidate selection. Every member of the board will look at the applications and will choose 4 people that they can consent on. Staff already has a process for choosing reps, which is also through consensus. The board will be looking for a diversity of input and candidates with available time, because it will be along process. The board will also be looking for candidates that are good at dialogue, and communicating with people that have different ideas.

3. *Where are with the process of clarifying the wording around what will end the boycott?*

The board has worked on different versions, and they have not yet finished their work. Particularly the third point seems to need more clarification. The board has not reached consensus. They are not trying to change the focus of the language just to clarify.

### **Boycott Subcommittee Process**

Applications have been posted and there is a two-week deadline November 30. Should the board delegate the sub committee members of board and staff, should pick the members at large which would include interview and make recommendations to the board. Can the board subcommittee members work on the timeline and commitment level of members at large including a short track and long track plan? Decide ahead of time how often the committee will meet, and perhaps even pick a day and time, to include in the process. The work deadline should be as short as possible but long enough to have meaningful dialogue. The commitment is to review the existing boycott policy; in that process you will get inkling if it will be a dramatic change, which may need to get out for member ballot. We need a sense of how much change the policy needs in order to set a concrete timeline. The board would also like to educate the membership about the process to ensure transparency.

- **Ron and Rob will work on the timeline for the boycott subcommittee and will send out via email to all.**
- **Grace commits to soliciting the staff reps to the committee in two wks time.**

### **Proposals From a Staff Member**

Staff Member Michael Lowsky has submitted a proposal to the Board concerning the Israel Boycott and Next Steps. (**see attached document**) He feels that the boycott has split us and would like us to take the opportunity to heal the community. He would like the board to step back and examine the process and boycott policy. Michael requests better process, historical process.

He also requests that the Co-op politically define ourselves, we have always had a political slant but with this move, we need further definition. He does not understand why there are exceptions to current boycotts.

There are concerns about Proposal 1 as the Board has seen proposals from rescinding to suspending the boycott and cannot come to consensus. Michael is asking for the initial proposal from MCAT to be recognized, and the Boycott be put to a member vote.

The Board is very interested in Proposal 5. The line between product selection and the boycott policy is one that should be examined. This is a great topic for the Boycott sub committee to take on.

The Board is committed to trying to create as much healing and restorative practices, before this boards end in December. He also requests that this board take action before the next board steps in.

### **Anti Oppression Training**

The Co-op over 10 years ago offered anti oppression trainings for the community and it is a goal to budget for a community training for Feb 2011. The budget is overspent as it sits now, that does not mean that we cannot commit to fund the work, as we maybe able to glean from the board line item, or the education line item. Grace recommends that we do not change the operating budget, and intend to fund the trainings with multiple line items. Perhaps participant contributions are another route. There also might be grant money available for this work.

**Proposal:** The board commits to host anti oppression trainings for the community

### **Consent**

- **Joellen commits to contacting the 2011 outreach coordinator to follow through with this work**

### **Committee Reports**

*Personnel Committee* needs the new committee charter consented to by the Board. They are working with staff with usage of ELF to minimize sharing of health information.

They also hope that there is a strong contingency of Board members at the staff/board circle December 15<sup>th</sup>

*Member Relations* has not met

*Farm committee* has not met

*Outreach and Education* has been working on the branding project.

*Hiring committee* has been trying to meet and have a proposal to present later in the executive session.

*Newsletter* has not met.

*Finance* has key indicators from third quarter, sales continue to escalate, and growth also continues to escalate. Margin a percentage point above third quarter last year. M & R East was overspent because of repairs to the fridge. Staff cost was well below budget that's likely to come forward in forth quarter.

### **Budget Overview 2011**

The First Draft of the budget shows 13 million in sales, 4 million in margin.

Still the budget sits 45,000 under mainly due to a 22% increase in health costs. We are looking at capping the coverages, particularly in acupuncture and massage. They are not adding any coverage and looking at possible monthly contributions, or increase in co pays. Two budget forums were held for staff this week. The final budget will be presented to the December Meeting.

### **Expansion**

**EXECUTIVE SESSION**

## Personnel Request

### EXECUTIVE SESSION

#### Commitments

- **Ron and Rob will work on the timeline for the boycott subcommittee and will send out via email to all.**
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#### Next Meeting:

Budget 2011

Expansion

Boycott Subcommittee Report

#### Attached Documents

##### ***Proposals From a Staff Member:***

Date: 11/5/10

Re: Board Support for the BDS boycott of Israel

From: Michael Lowsky – Olympia Food Co-op Staff Member

This is a response from a Staff member who has been highly impacted by the series of decisions and events of the last four months. As a result, my faith and trust in collective process and the organization as a whole has been seriously undermined. I am searching for ways to restore my faith in this amazing and unique organization. In light of this, I would like to see this situation re-addressed in a productive, positive and all-inclusive manner. After attending all four of the Staff Restorative Justice Circles, I find it ever so imperative to put forth these series of proposals.

**Proposal 1:** The Olympia Food Co-op Board of Directors *table\** their support for the bds boycott of Israel. The Board will do so with the intent of addressing the Merchandising CAT proposal of July 7<sup>th</sup> (as written by Harry), that was sent to the board and staff for review\*\*.

*\*\*Table”, as utilized here, refers to a temporary suspension of any further actions, until we process the issue as delineated in these series of proposals. The intent being to give members, staff, board and community the opportunity to reexamine and/or reorganize both the process and support for this boycott. Products will not return to the shelf, and support for the bds boycott will not be rescinded. I prefer to idealistically see it as “starting over with a clean slate”.*

*\*\*Proposal : The MCAT requests that the board hold a forum with an outside mediator for the members to speak on the issue. Then hold a member vote, to decide if the coop will participate in the boycott against Israel.*

The intent of this proposal is to give the boycott, as well as the Co-op and Olympia communities a chance to participate in an inclusive and transparent process. Though the outcome may be the same, this type of process would lead to a higher level of acceptance of any decision and a greatly reduced level of pain and alienation in our communities.

**Proposal 2:** We will sponsor a series of inclusive community dialogues on a series of topics (Jewish history, Palestinian history, topical discussions by local peace organizations, culture & rituals, etc...). They will be held throughout the community and will be facilitated and organized by local organizations.

**Proposal 3:** Hold a membership forum for members to relate ideas of how to would like to address the issue; do we straight out support the bds sponsored boycott of Israel? do we not support the bds boycott and fashion another method/statement of support? do we reject the bds boycott altogether? Take a measure of the room for a sampling of support for various options. If there is a prevailing sentiment in the room then test for intent to consent. If not, then go to Proposal 4.

**Proposal 4:** If a general intent to consent cannot be ascertained from the forum a committee will be formed with representatives from the co-op community, staff and board to create options for a Membership Vote.

**Proposal 5:** The Olympia Food Co-op discard the Boycott policy in favor of a new set of Product Selection guidelines that better reflect the organizations stance on social justice.\*

We need to politically define ourselves as an organization. How do we properly represent a politically and culturally diverse membership (at least for Olympia)? How can our Product Selection guidelines speak to causes that need voice?

\*Is a committee of this already forming? If so, I would like to see them focus on the larger concept of defining our organization politically rather than trying to tweek the current boycott policy. The current policy does not speak effectively to high impact situations, nor the role of the board of directors, nor to the politics of the organization. I would like to instead see a Product Selection document that will “let our food speak for us”!