



Board Meeting Minutes

12.16.2010

Attendance: Grace Cox (Staff Rep), Julia Sokoloff, Rob Richards, Suzanne Schaffer, Joellen Wilhelm, Ron Lavigne, John Nason, Fern Moore (Board Observer)

Absent: Eric Mapes, Jessica Laing

Agenda

Announcements

Mission Statement/ Agenda Review

Commitments Review / Minutes Review

Member Comment

Alan King

Boycott Subcommittee Report

Anti oppression Trainings

Donations 2010

BPC Report

Committee Reports

Budget 2011

Expansion

Personnel

Meeting Eval/ Commitments

Next Facilitator

Announcements: None

Commitments Review

- Ron and Rob will work on the timeline for the boycott subcommittee and will send out via email to all. **yes**
- Grace commits to soliciting the staff reps to the committee in two wks time. **tomorrow**
- Joellen commits to contacting the 2011 outreach coordinator to follow through with Anti Oppression Trainings **yes**

Minutes Review: 11.18.2010 Minutes - Consent

Stand Aside - Suzanne

Member Comment

Laura Schrager – here on behalf of IOC with a statement for the board. The two points they would like to bring up verbally are that the IOC was not consulted in the rewrite of the Israel products boycott, and they do not feel that the revision addresses all of the language objected to.

Susan Trinin- challenges TJ Johnson's election to the Board. It is a conflict of interest as he is a paid consultant. The election process, the annual meeting and non-accessibility disenfranchised, and gave an unfair advantage to some of the candidates. This is not what she expects of the OFC. Dirty elections with ancient blood fumes. She challenges the board and the organization to set TJ's election to the side. The election was not fair. Sometimes when she reads the mission statement she is sad. Diversity is how we think and there are a lot of opinions that are not being heard. Dare to allow a difference of opinion on the board

? – Dismantling oppression always causes conflict, product selection is not private private, is it a statement of the community. Move on to the future.

Nina – the boycott is anti Semitic because this boycott did not follow historical Olympia food co-op boycott process.

Ellen – member since 1976 before it became storefront. She is so proud of this board and the work they have done

Bernie – thank you for your leadership and commitment would like to help in any way.

Phan- would like to dismiss rumors of corruption during the elections at evergreen, hopes that the board sees how significant this action was.

Anna Marie – Thanks the board and spends all her dollars at the co-op, she wishes she could lift all the shame that has fallen on the community,

TJ – encourages the board to set aside board development work set aside in the budget, it would enhance leadership, and significant funding for member engagement. To address the conflict of interest there is none as there have been staff on the board in the past.

Alan King

Alan King a member of the Co-op questions who has created the voice of the co-op that was used to join the BDS boycott?

In his opinion is the members create the voice of the co-op and that voice is a resource of the co-op that can be used to join boycotts for example.

That resource was not utilized. And For the board to use that resource that we all created and to take that and set it aside is a form of oppression.

The board will take his comments and ideas to the Boycott Subcommittee

Everyday the co-op makes decisions for the membership and many of these issues are based in social justice. Our voice is diverse.

The boycott is one that is politically motivated, as others have stemmed from workers rights. The politics needs to include the entire co-op

The board has asked the sub committee to consider an aspect of periodic review of all boycotts and a format for member input concerning boycotts in the future

Alan feels that this is a good direction to head into, but would like all boycotts to be subjected to review and member input.

This is the work of the sub committee; this discussion will likely take a lengthy amount of time,

He does not feel like a complete member of the co-op

He feels as if something has been taken from him and if you don't give back what you took he finds no solace.

Anti Oppression Trainings

When Julia was at the Outreach and Ed meeting a few wks ago and the staff members of the committee needed a lot more info from the board about what they were looking for:

She also would like some other board member to take on organizing it.

Joellen's understanding was that it would be in conjunction with staff trainings.

Grace reminds that we need to craft a different training for the public, as the staff trainings are multiple days and a hefty commitment. Julia would like the board to commit to evaluating committees as this was on the docket earlier in the year.

- *Joellen will facilitate the process as a member at large on the committee next year, grace will assist her in planning an Anti oppression trainings for the community*
- *Add to future agenda.... committee evaluation.*

Donations 2010

See attached Excel File.

The Co-op has a policy that moves us off our fiscal year for donations and staff bonuses, there are percentages assigned to staff bonuses and donations. This year has the largest amount of money to give away ever, \$22, 000. The board brainstormed a list of organizations to support. The Board will match the Duwamish legal funds.

School gardens is 15 different schools in the county

We are a founding member of domestic fair trade assoc, and would like to continue to make a small donation.

Food chain workers alliance, staff would like to be better informed about food justice.

Julia suggests making a donation to a reconciliation group working towards peace in the Middle East

We need to research this carefully.

An amount of money could be reserved, or taken out of the annual donations budget.

The board likes the idea, but feels that the research needed is not feasible at this time, and would like to support Local organizations.

Add \$214 to POWER, as they have run up against

Add \$214 to School Gardens Project

Donations will be allocated as seen in the Excel file

Consent

- *Joellen will bring ideas next year for donations proposals as a member at large of the outreach committee*
- *October 2011: end of year donations process*

BPC Report

Maeanna is here to give the BPC report. With the accountability system passed the implementation team has convened (consisting of the strategic plan coordinator, Kendra, Beth, Becca) they have begun writing a timeline to put all systems into place. The Eval cat has begun implementing some items and there has been an immediate increase in staff participation in evaluations. It has been nice to have restorative practices begin and staff are excited about it being part of our internal system. They are trying to train staff to facilitate circles in the future. An ambitious timeline of three months has been set by the BPC and BOD subcommittee to present a through outline of staff structure, they are in process of setting up summits with staff people who hold coordination and are defining the particulars. A summit for personnel job descriptions has been scheduled in January. There are two reps for each of the groups with functions, what do they need to have in order for the responsibilities are dispersed to strengthen the work, how do we strengthen trainings etc. They are thinking of ways to live out the values of collectivism and consensus decision making with a staff this size and holding those values, feels grateful from our 30-year foundation.

Committee Reports

Finance - has an agenda item

Farm – The annual farm meeting was held last week.

Outreach- There is a new member process to participate in Arts walk downtown.

Eco planning- absent

Personnel- staff spots on the committee need to be filled to enact the new charter, Jackie will continue to serve in January to provide consistency

Member Relations- two staff members will be mentored into the committee by Grace.

Budget 2011

The 2011 budget sits at 23.5 % labor, which is really close!

This was done by reducing hour's requests and adding an access fee for the health plan.

Finance expects sales growth to be a bit higher.

There is a budgeted net profit of 33,000.

Because we are budgeting for a profit we need to budget for income taxes.

There is a fairly conservative sales growth projection from departments.

If the pricing projects are completed margin revenue might be higher

How has the revenue been affected at the Westside since credit debit? Grace will ask.

When we added in the income taxes it showed cash loss, although we will not be starting at 0, we show 623,000 dollars in cash.

The Board has Three Options:

Approve as is

Tentatively approve pending a zero or positive ending cash

Or go back and finish it add \$15,000 and bring it back in January.

The Finance committee has seen this version of the budget and they feel comfortable with it and recommend that the board approve it.

The board approves the 2011 budget as is

Consent

Stand Aside - Joellen

- *Grace will email the 2011 budget to the new board members*
- *Grace will report on the impact of revenue since credit /debit at the Westside*

Expansion

The Little House Task force has convened and scheduled all meetings. Tj was selected as the project manager until staff consents to a proposal. There are member and staff processes for gathering feedback. They have received over a hundred feedback forms and only one who thought it was a horrible idea. They are taking member comments until Saturday and will glean themes by early January. They have determined an interim use process for staff. Some work is being completed that was identified in the inspection. The next step is a pre submission conference in early January to sit down with city planning staff to answer questions and concerns. We need to complete a change of use permit, which will cost some money.

Executive Session

Personnel

Executive Session

Boycott Sub committee

Executive Session

The board consents to the makeup of the boycott subcommittee and the creation of an advisory committee with clear definitions to inform them of their boundaries and expectations.

Consent

Stand Aside – Grace, Rob, Julia

- **Rob will contact and notify the chosen candidates**

Commitments

- *Joellen will facilitate the process as a member at large on the committee next year, grace will assist her in planning an Anti oppression trainings for the community*
- *Add to future agenda....committee evaluation.*
- *Joellen will bring ideas next year for donations proposals as a member at large of the outreach committee*
- *October 2011: end of year donations process*
- *Grace will email the 2011 budget to the new board members*
- *Grace will report on the impact of revenue since credit /debit at the Westside*
- *Rob will contact and notify the chosen candidates*
- *Julia will send out a draft of 'The End of the Year Board Report', Ron volunteers to assist.*

Next Meeting:

Committee Assignment

Expansion

Meeting Schedule

Boycott Subcommittee Report

Next Facilitator: Rob Richards