



Board Meeting Minutes

3.17.2011

Attendance: Erin Genia, TJ Johnson, John Nason, John Regan, Rochelle Gause, Rob Richards, Ron Lavigne (*Facilitator*), Eric Mapes, Julia Sokoloff, Jayne (*Board Rep*), Fern Moore (*Board Observer*)

Agenda

Announcements

Mission Statement / Agenda Review

Commitments Review / Minutes Review

Member Comment

Accountability Team Update

Boycott Subcommittee Report

Sensible Washington / I-1149

Meeting Notes Consent via email

Possible exchange with Co-op in Venezuela

BOD planning/ Retreat continuation

Tabled

BPC Report

Committee Reports

Expansion

Meeting Eval / Commitments / Next Facilitator

Announcements

Jayne reminded that 'If you have not already done so please take the Member Branding Survey!' They will be collecting surveys until the 29th.

Commitments Review

- *Jayne will coordinate getting Tulip on the March work group meetings*
They decided not to attend work group meetings and will concentrate on staff trainings.

- *Tulip will submit an article for the next issue of the newsletter*
Julia confirmed that they did submit an article.
- *Jayne commits to acting as the Staff Tulip Liaison*
Jayne will act as the interim Liaison and check with Personnel about a permanent acting liaison.
- *The Board would like the Member Relations committee to work with these goals and questions to report back at the next meeting and continued updates monthly.*
See Committee Reports

Minutes Review

2.17.2011 - Consent

Board Retreat Minutes – *consent via email (Ron and TJ consent now)*

Accountability Team Update

The team is on target with the timeline that they have set. The Personnel Committee charter is finished and consented to and the committee will soon begin the internal hiring for the two Staff positions. The Evaluations Team is working on changes that need to be made to the Evaluations system. They have created the Assessment and Inquiry Team job description, which was consented to by Staff. They then will internally hire two Administrators for the AIT. The Conflict Resolution Team will be attending Restorative Conferencing training and will be working with Beth Rodman to discuss and customize Restorative Conferencing for our organization.

Sensible Washington / I-1149

‘Sensible Washington’ is an all-volunteer grass roots organization that started last year. Their mission is to legalize cannabis in Washington State. On April 20th another organization ‘Overgrow Washington’ is organizing a national march on DC. ‘Sensible Washington’ wants to utilize the publicity for the national event and would like to organize a signature drive on that day. They would like to post petition gatherers at both stores with 10 x10 tents also registering people to vote. They also would like to advertise in the Newsletter. They have spent time gathering signatures at the Co-op in the past and 95% of the people signed the petition with enthusiasm.

Jayne explains that the ‘Tabling Guidelines’ that are authorized by the Staff Front End coordinators does not allow tents to be setup. The Board is concerned how the tents would impact parking as it is limited at both stores. The media would not be present as the epicenter of the movement will be in Seattle. The Board has concerns about a Co-op endorsement. Therefore, Sensible Washington will fall into the ‘Tabling Guidelines’ and schedule the signature gathering at both stores with Staff.

Boycott Subcommittee Report

The Boycott Subcommittee had a meeting this afternoon. The committee is somewhat in disarray and needs clear leadership and facilitation support. The committee may be too large, as it has been challenging to schedule all members to attend every meeting. The

charge of the committee to evaluate the 'Boycott Policy' feels broad and hard to work in. They have made a lot of progress to get the committee back on track. They are looking in to a Staff facilitator. One of the Staff members on the committee has offered to act as the facilitator.

They recently met with all the Staff Work groups to get their views on what works and what doesn't about the 'Boycott Policy'. Staff also had the opportunity to provide feedback via a survey or email to the committee. The deadline for Staff feedback is the end of March. The Committee has also constructed a short work plan. Once they have recommendations on the 'Boycott Policy' they will send it to the Advisory Committee, to Staff, and then finally to the Board. They may not meet the deadline of June to complete this process, perhaps August.

There are 'big paper' notes from the Member Forum, one in which was specific to the 'Boycott Policy' that might be useful to the committee.

Fern also reminded to use the resources in MCAT, as this specific group holds the 'Boycott policy' in their pervue and holds lots of knowledge in how the policy works within the organization.

Revisit the board representation to the committee at the April meeting.

Meeting Notes consent via email

Jayne and Fern would like to propose a process so that meeting minutes are available a week to even two weeks to consent via email so that notes are accessible to the Staff and Membership earlier.

Proposal:

The Board will consent to meeting minutes via email within two weeks. That email will include a draft agenda for the next meeting as well as an invitation for agenda requests.

Consent

- *Jayne will construct a policy on 'Consenting via email' for the April meeting*

Possible exchange w/ Co-op in Venezuela

The UN declared that 2012 would be the international year of cooperatives. (Handout with goals of declaration) Within the UN list of countries participating in the Co-op 2012 effort, you will **not** find that the United States is listed as a participant.

A week from today Board Member John Regan will be at a meeting with CECOSOLA in Venezuela, to prepare for an Evergreen group. CECOSOLA is a large cooperative with more than 500 associates. They are an association with 75 other Co-ops mostly within agriculture, groceries, and bakeries. They gross annually \$50 million in business and have been in existence since 1967. They started as a group of Co-ops for funerals, and branched out in to operating clinics, mercados, and a hospital. They were founded hierarchical and then moved toward consensus decision-making. They are considered one of the most important Co-ops in Venezuela and also throughout the world. They have published books about themselves and their history. They were the main architects of the 'Law of Cooperatives' in Venezuela. Evergreen students have gone to Venezuela for several years and this year they are thinking of inviting workers from Venezuela to Olympia.

The Board asked John to clarify what the exchange would look like

The exchange would take place in April or May of next year.

Would the NWDC like to be involved? To broaden it out to other co-ops in the northwest.

What would the financial commitment be?

It should not all be paid for. It is certainly no vacation. This community is insulated and low income but is very welcoming and it would be a great experience for any one to participate in.

This would impact staffing, and would require staff input.

Proposal:

John is looking for consent on the intent to a possible exchange with CECOSOLA. He will glean more information at the meeting next week with CECOSOLA and report back to the Board in April.

Consent

- *Jayne will bring information for staff to look at if John's meeting indicates interest, and it could be integrated into the 2012 budget process.*
- *John will report back to the Board about possible exchange opportunities*

BPC Report

Staff Member Adam attended to give the BPC report. He began by thanking the Board for their work.

BPC work is not currently allotted a lot of time to complete the work, so it happens every other week. Staff restructuring has been going on for eight yrs with ongoing, incremental changes which they call the "restructuring of restructuring". In 2010 Staff had decision-making forums, which led to the BPC/BOD subcommittee. Meanwhile we lost Eliza who was an incredible facilitator to the process and to the BPC. The structure model that they are working on is one that exists nowhere else. They have a pretty good working model in their hot little hands. They will be unveiling it to Staff next month and begin to gather feedback. It is a great opportunity for the whole collective to get involved and buy back in.

When will the Board see the working model?

Next Board meeting

Does the BOD BPC committee still exist?

Board Member Erin Genia met with Staff Member Maeanna on two occasions in which she explained what has been going on the past few years and where they are headed. /in order to catch up Erin over the past few weeks has been reading minutes from the last few years.

The Board needs to decide how involved they want to be in this phase of staff restructuring.

BOD planning / Retreat continuation

**Tabled **

Discuss Board agenda process

Expansion

** Executive Session **

Proposal: The Board consents to the consolidation of the Little House lot and the Westside lot, subject to the Finance team (Grace, Harry, and Corey) not having any major concerns.

Consent

Stand Aside – TJ

Committee Reports

Finance Committee: did not meet.

Local Farm Committee: Proposes a new charter and name of the committee to include all local food producers. (*SEE ATTACHED DOCUMENT*) They also propose to expand the number of Staff and general Members on the committee. They already have a number of applicants.

Consent

Outreach Committee: Still working on branding and reminds everyone to take the survey! They recently got an email from OGC looking for outreach support and a stronger relationship with the Co-op to further our missions. Representatives of OGC will be attending the Committee's next meeting (April 12th 2-330 downtown) Board members are invited to attend.

Member Relations Committee: talked about the Member engagement process and possibly hiring out for this service. They will be constructing an RFP with a closing date the end of April and hire in early May. They are also in the process of soliciting a new Member for the Committee.

Personnel Committee: are monitoring the ACT Task Force and work plan. They are hiring Staff members for the Personnel Committee job descriptions.

Commitments:

- *Post the process for getting on the Board agenda on the website.*
- *TJ will write a proposal clarifying his role as Expansion coordinator for the April meeting.*
- *Jayne will write a proposal about consenting via email for the April Meeting*
- *John will report back to the Board about possible exchange opportunities with CECOSOLA*

- *Jayne will bring information for staff to look at if John's meeting indicates interest, and it could be integrated into the 2012 budget process.*

Next Meeting:

BPC Restructuring Presentation

Expansion Proposal

Revisit the board representation to the committee at the April meeting.

Consenting Via Email Proposal

CECOSESOLA Report

Attached Documents:

See Committee Reports for Agenda Item:

Local Farms, Foods and Products Committee Charter

Definition of local

Within Thurston, Mason, Lewis, Pierce, and Gray's Harbor county that sells directly to the Co-op without the use of a third party wholesaler.

Definition of regional

Within Washington, Oregon or British Columbia that sells directly to the Co-op without the use of a third party wholesaler.

Committee Purpose

1. To help strengthen ties between the Olympia Food Co-op and local/regional food and product producers as per the Co-op's mission statement.

2. To create a communication forum for local/regional farms and food and product producers and the Co-op.

3. To support and promote the viability of local/regional farms, food and product producers by

A. envisioning and implementing projects that promote the sale of locally/regionally produced food and products at the Co-op.

B. Identifying, evaluating and supporting opportunities for increased and sustained local/regional food and product production.

C. Encouraging the development of an ecologically and economically healthy local/regional food system.

4. To increase the Co-op membership's awareness about the benefits and availability of locally/regionally produced food and products and to be a conduit for membership support for local production.

5. To serve in an advisory capacity to the board and staff in policy development and implementation.

Structure

1-2 Board members

3-5 staff members (with at least one produce manager from each store)

2-4 local food producers (for a one year term)

2-4 Co-op members

Process

The committee will meet regularly and make decisions by consensus. Reports will be given to the managers, staff, and board of directors by a committee representative, and members will be updated regularly through the newsletter and in-store information. Any proposed changes will first go to staff for feedback and then to the board for final consent.