



Board Meeting Minutes

6.16.2011

Attendance: Eric Mapes, John Nason, Rochelle Gause, Rob Richards, Ron Lavigne, Julia Sokoloff, Fern Moore (*Board Observer*), Jayne (*Staff Rep*)

Absent: TJ Johnson, Erin Genia, and John Regan

Agenda

Announcements

Mission Statement / Agenda Review

Commitments Review

Member Comment

Member Engagement Process

WS Landscaping (member Request)

BPC Report

Accountability Team Update

Committee Reports

Hiring Handbook

Personnel *Executive Session*

Commitments

Meeting Eval / Next Facilitator

Announcements

None

Member Comment

None

Commitments Review

- ***John, Jayne, and Erin will meet to put together a work plan and Brainstorm on the committee make up and report back to the Board regarding the exchange with CECOCESOLA.***
Jayne sent an email out to staff to solicit for committee members
- ***Jayne will make changes to the Consent via email document and send out to all for***
Jayne did 'Consent via email' and will complete 'Agenda Process' for next meeting
- ***Jayne will talk to Jason about temporary options for publicizing Committees on the website***
Jayne will report back
- ***Rob will email out the Boycott Subcommittee notes to all. (Held over From April meeting)*** *Yes*

Accountability

Staff Member Becca reported that The Accountability Team has been meeting with Staff and gathering feedback. All of the changes will go into place on August 15th except for the 'Evals tied to raises' proposal, which is scheduled to begin January 1st. They will be meeting with Staff to go over all the changes and remind them of what goes into affect and when. There is a proposed person to be one of the AIT Administrators, which will be Becca.

Member Engagement Process

See Attached Document

Colleen attended to represent the Member Relations Committee and reported on the progress of their work on the Member engagement process. The audience for this version of the vision statement is for the facilitator, later a vision statement to the community will include specifics

including what and when. The bottom line is to create a positioning statement for the organization. They want to engage as many members in an inclusive way. They have selected Bob Davis, who is really organized, has lots of experience doing this work and experience with anti oppression work. The Board loves it and thinks it represents their desires. There initially were concerns about his availability, but those concerns have been diffused. Bob thinks that smaller meetings (2-3 hours) will be more effective. They will be working on scheduling.

John reminds that the Board had also requested a budget for this process and added that 'If the Member Relations committee could propose a budget the Board can then allocate funds.'

The funds depend on what will happen this year and what will take place next year, as we are coming up on budget prep.

Jayne recommends looking at different options, a small process, and the 'dream' process.

The Board also requests Bob's detailed bid along with a budget proposal.

They Board also would like to know what roles Staff or Board Members could fill.

Colleen added that Bob has also already provided alternatives to him facilitating the whole process.

The Board also reminded that this work should create an on going engagement process to be used in the future.

- ***Jayne will follow up with Keziah, Heather and TJ to not hire the facilitator for the Member Engagement process before we decide on the Budget for this process.***

BPC Report

Maeanna attended to present the BPC Report. The BPC have taken the Staff structure proposal to Staff and have gotten Consent to having Collective meetings starting July 5th. We will begin with three 3-hour collective meetings. There will be three different collective groups because they wanted them to be small enough to function but large enough to enhance collectivity. They are not going to assign people to groups unless there is a real imbalance.

Some work groups consented to the entire proposal while others did not. Because work groups will not be meeting anymore, the BPC will bring the proposal back to all of the Collective meetings to gain consent on the full proposal. They are still investigating all the ins and outs of coordination work. The Accountability workshops went really well and many Staff signed up to

help develop the essential functions of coordination work.

Westside Landscaping

Jerome a member who lives by the Westside Co-op had some suggestions and ideas for the landscaping. He has been thinking about the potential the Co-op has for enhancing the landscaping at the Westside. He thinks that the Co-op should contract with a professional landscape designer or just a preliminary site visit from a landscaping architect. He urges the Board to look at it.

Staff Member and Facilities coordinator for the Westside store, Mary Jane extended her support and urged Jerome to send any designers he might have in mind her way.

The Board hopes that the Eco Planning committee could integrate this into the design of the new bike shed as well as give the Branding project time to catch up.

The Board then discussed the status of the Little House project and would like to revisit the consolidation of the lots.

- ***The Board would like the Finance reps to attend the next Board Meeting to discuss consolidation.***

Hiring Handbook

Members of the Hiring Team presented a Hiring Overview to the Board.

**** Executive Session****

Committee Reports

Education and Outreach –Julia reported that Sarah Swanson from the Food Bank came to the last meeting and expressed interest in working with the Co-op to make good food more accessible to low income people. Cool thing, they use extra ingredients and make a meal that they serve to people in line along with handing out the recipe and making available the ingredients. They also discussed offering different class options through the Co-ops class program focusing on more instructional and basic skill cooking classes.

Eco Planning – Eric reported that we have contacted LOTT to access the low water toilets. The Westside paper bin will consolidate to include wax boxes and compost. They are looking into compostable produce bags to include in the budget next year. They also need direction on

the Westside bike shed project that is included in the budget this year.

Finance – Executive session report

Boycott Subcommittee –Rob reported that there are no staff members currently active on the committee. The state of the committee is in disarray. They have completed some work and have gathered a lot of input. Rob thinks that someone might be able to glean a proposal out of the work that has been done. Jayne suggested that looking for another facilitator might help as well soliciting Staff reps and added that it would be great to have Polly serve on the committee and get an outside facilitator. John N. suggested that members of the committee could craft multiple proposals to be presented to the Board.

Two options rise:

1. Hire a facilitator
2. Submit your ideas to the Board
3. Your proposal here

- ***Rob will deliver the options to the Boycott sub committee and report back to the Board at the July meeting.***

Personnel

****Executive Session****

Commitments:

- ***Jayne will follow up with Keziah, Heather and TJ to not hire Bob Davis before The Board decide on the Budget for the Member engagement process.***
- ***The Board would like the Finance reps to attend the next Board Meeting to discuss the Little House consolidation.***
- ***Jayne will complete the ‘ Agenda Process’ proposal***
- ***Rob will deliver the options to the Boycott sub committee and report***

back to the Board at the July meeting

- *Jayne will talk to Jason about temporary options for publicizing Committees on the website (held over from May mtg)*

Meeting Eval: Good

Next Meeting

- Little House consolidation (with Finance Reps)
- Boycott Subcommittee Report
- Accountability Team Report
- BPC Report
- Member Engagement process budget proposal
- Agenda Process Proposal

Attached Documents

Document 1: *Member Engagement Process*

Vision for the “Member/Staff/Board Engagement Process”*

The Board of Directors has initiated a “Member/Staff/Board Engagement Process” in order to develop processes for ongoing communication between all internal stake holders of the Olympia Food Co-op, and to create a positioning statement which will give our organization direction for the future. The Member Relations Committee has been charged with undertaking this task. We have envisioned a synergistic process in which a broad spectrum of the Olympia Food Co-op community will come together in a series of facilitated conversations, and other activities, to ascertain where our values, as set forth by our Mission Statement converge, and how we can

move forward collectively to meet the diverse and critical challenges existing in our community and our society.

The Olympia Food Co-op has grown and evolved to meet the needs of our membership, yet it's been many years since our organization came together to decide upon our collective future. During this time our community and our world have changed in many ways. We face a weakening economy, rising inequality, and unprecedented ecological crises. The Co-op is also confronting challenges, such as the changing market, expanding customer demographics, and the cost of maintaining an equitable labor system. How can we respond to this climate as a collectively-run, consensus-based not-for-profit business, and what can our organization do to make the world and our community a better place for the next generation? As the Co-op expands to better serve our community, it is time to check in with the membership, staff, and the board to understand where best to put our energy and focus, and to build mechanisms for increased communication organization-wide, in order to foster unity and strength as a food co-op.

To achieve the goals of this engagement process, we will conduct extensive outreach to all segments of our membership, and prioritize engaging as many members as possible in an inclusive operation that seeks to bring many voices to the table. Then, with the guidance of a skilled facilitator, a series of discussions will be held, and other activities will be employed, to draw out our commonalities and expand upon our assets. Working with the Member Relations Committee, the board and staff, the facilitator will issue a report of findings and recommendations for our organization to use as a roadmap of priorities, and an indicator of our collective position. In coming together, we also seek to develop, in concert, methods that make sense for us as a group to allow communication to flourish, so that the organization can adequately respond to emerging needs and opportunities in an uncertain future.

This process will be a success with the enthusiastic participation of as many members, staff, and board as possible. The "Member/Staff/Board Engagement Process" is an extraordinary opportunity for the Co-op to connect and create solutions for our community. The outcome will be an organization re-energized and clearly focused, responsive and sustainable communication mechanisms, and a deeper understanding of how to move forward with our mission in a changing environment.

*Title not necessarily finalized