



## Board Meeting Minutes

8.18.2011

**ATTENDANCE:** Eric Mapes, John Nason, Rob Richards, Ron Lavigne, Julia Sokoloff, TJ Johnson, Erin Genia, and John Regan Fern Moore (*Board Observer*), Jayne (*Staff Rep*)

**Absent:** Rochelle Gause

### AGENDA

Announcements  
Mission statement / Agenda Review  
Commitments Review/ Minutes Review  
Member Comment  
BPC Report  
Accountability Team update  
South of the Sound community Land Trust  
Committee Reports  
Board Meeting Public Attendance Brainstorm  
Expansion (***Executive Session***)  
Meeting Eval / Commitments/ Next Facilitator

### ANNOUNCEMENTS

Rochelle will not be here.

### COMMITMENTS REVIEW

- ***Jayne will solicit another Staff Rep for the boycott subcommittee***  
*Grace will become the new staff rep*
- ***Jayne will talk to Jason about temporary options for publicizing Committees on the website (held over from May meeting)***  
*Not Yet*
- ***Jayne will continue to work on scheduling anti oppression training for the Board as a whole.***  
*Anti Oppression CAT will take this on*

### MEMBER COMMENT

None

## **BPC REPORT**

Mo attended to present the BPC Report. Staff has been dealing with a short staffing problem since multiple people have left. Everyone is pitching in extra for the stores. It is impressive that the Accountability implementation has gone so well. Collective expectations agreements have been implemented and departments have been quantifying opening and closing shifts as well as defining weekend work. They have been taking a look at sales in all of the departments and encouraging departments that are suffering to look at their work plans and to possibly cut labor. Everyone is hoping that sales will rebound when students return. Lots of other implementation work has begun, department coordination positions are starting to get going. This is exciting for BPC, as it will lighten their workload having departments facilitate and run their own meetings. The pay system is being adjusted with the overtime exemption laws. The next collective meetings will discuss the actual proposal. It will be a difficult decision, but staff feels hopeful that we will all come to consensus. Finance CAT has begun to compile Sales per labor hour and the process for labor budget process for 2012 in which sales per labor hour number will be used.

## **ACCOUNTABILITY TEAM UPDATE**

Becca presented the Accountability update.

Implementation has begun. The Assessment and Inquiry Team has all four positions in place. They will have a meeting next week to plan on trainings that they want and how to orchestrate the new system. They set up time for restorative practice sessions, for small processes: weds afternoons and for larger processes, Tuesday nights (but not on change over nights).

Julia asks if someone would be able to write an article about this new process for the newsletter?

Becca will ask if anyone on the committee would be willing to do this.

## **SOUTH OF THE SOUND COMMUNITY LAND TRUST**

Board Members of the South Sound Community Land trust attended, including Ann Vandermen who is also the director of Left Foot Organics. The Board also consists of two farmers, three professors, a realtor, land use planner, etc.

They began by thanking the Board for the 1000-dollar donation last year during the Donation cycle.

They are back to ask about a larger commitment. They are looking for ways to ensure that there will continue to be local farms to provide good food for the community.

They are a local grass roots non-profit dedicated to 'Farmland for farming forever.'

They also publish the local farm map, provide farm equipment, and are a farm policy advocacy group.

The Farmland Trust purchases land. They partner with land trusts, which then farmers can sign a 99 yr lease on the land and own the buildings. The lease requires that the land remain in farming.

They believe in building partnerships to achieve their goals...one example is the black river ranch that involved the Nature Conservancy, the PCC land trust, The Northwest Cooperative Development center etc. in this specific project they learned a lot in how to raise funds and preserve farmland. They worked with The Northwest Cooperative Development center in developing a farmer's co-op in which the farmers would own the land and facilities, and the co-op would handle marketing and transportation.

They currently receive funding through lots of different sources, federal, state and local grants funds they accept donations and bargain sales. They create home ownership opportunities for farmers as well as land. The Community Land Trust model is where they take off.

They are in need of other funding for administrative costs, and funds for the up front costs affiliated with land acquisition. They are in an in between state, not gaining money from leases until they acquire enough farm land. They are capacity building.

Why save farmland?

Because we are losing farmland at a rate of one acre per minute. Thurston County alone has lost over 75% of its working farmland since the mid 50s. Farmland preservation protects our way of life.

Mary Ann Swain explained how both organizations would mutually benefit from OFC support.

We would ensure and protect the availability of locally produced food. She added that Kirsop and Left Foot are farming on leased land.

How would an alliance work?

For three years Olympia Food Co-op would share our mailing list, facilitate relationships with vendors, and offer loans for the first farm. Outreach materials would be displayed in the stores.

The PCC farmland trust is thriving and independently has preserved 9 organic farms.

Year one –

\$100,000 in 2012 split between administrative costs and establishing farm acquisition grants. A Co-op board rep would sit on the South Sound Community Land trust board. After three years Co-op support would be more modest. Financial support could include donating from sales of local produce, 5 cents for every bag or box, etc. Non-financial support could be; in store education about the farmland trust, sharing the mailing list, introductions to product vendors, placards on the co-op shelves to highlight vendors that make contributions.

‘Imagine the visionary alliance that we could cultivate our two groups.’

*Erin asked about definitions for ecological and sustainable farming practices.*

They want to support a broader level of farmers to include those that are not certified organic. Any property where they provide a lease to a farmer there is a sustainable practice plan that is monitored thorough out the life of the farm and lease.

*John R asked how it differs from the PCC model.*

It is not a community land trust. They are interested in conservation easements to secure farmland. The problem is that it allows the farm to be developed but does not ensure that the land will continue to be farmed. The farmers don't own the farm but hold a deed restriction.

*TJ asks about a business plan and how you want to develop the business aspects and if they are approaching other community business besides the co-op.*

In the case of Black River ranch yes they had a business plan. The plan that they are most interested in developing is the farmer co-op idea. And no they have not approached other businesses. This is the natural place to have a mutual relationship. This donation would not cover all of the expenses for the trust.

*Julia asked if there would be a direct financial benefit for the membership? (Lower prices etc)*

As a current supplier they often cannot fill the orders that the members want to buy. The real benefit is making more local food available.

In terms of pricing theoretically prices per unit would be reduced.

*Jayne asked about particular timelines, as this would be discussed as part of our 2012 budget process.*

They anticipate a financial donation from the Co-op in the next calendar year, immediate support would be sharing the mailing list, displays in store, and ask for contributions from the members via round up at the registers. They are looking at potential acquisitions now, but are fundraising in other ways for this.

## **COMMITTEE REPORTS**

### ***Local farms food and products:***

The Farm Tours created in partnership with the Trust and Food Bank. There will be a Bike tour of 6 local farms, followed by a van tour in the south of the county. Committee will meet again tomorrow

**Member relations committee:**

Recently met with Bob the facilitator for the Member Engagement process. They have started brainstorming and firming up the themes (honor the past embrace the future) and questions for the constituent groups. Next they will solidify the marketing plan to complete the outreach to create the constituent groups.

**Finance Report:**

2<sup>nd</sup> quarter statements have been completed. Sales are 7 mill 98 thousand. Slightly under budget equaling ½ percent off. Compared to last year the eastside is up 6% and 2.55% up at the Westside. Westside had a difficult 2<sup>nd</sup> quarter.

Profit of \$50,900 budgeted \$90,000. Which impacts the Donation cycle ending up at a loss, also no staff bonuses or money for board donations this fall.

Sales were not as high as expected and payroll was over.

Medical benefits were \$62000 under, so payroll and benefits met each other.

7.31 growth at the eastside highest since 2008!

Cash flow is down from last quarter because a/p was so high at the very end of that quarter and compared to last year we are down the property accruals at the Westside and eastside.

**Boycott subcommittee:**

Rob was asked at the last meeting to find a facilitator for the committee. He has brought information on one candidate. He has lots of experience at different levels; he has worked with tribes, and local governments. Rob will email out his information to all. Jayne adds that David is also looking for a facilitator. The committee will look at options at their next meeting. They do not have a timeline at this point, as they have focused on finding a facilitator. Once finding that person prioritization of the work and completing it will be paramount.

**Outreach:**

Ongoing sent out RFP for branding, some fish are biting. Jayne will send it out to all.

**BOARD MEETING PUBLIC ATTENDANCE BRAINSTORM**

How public are we? Mostly concerning photos, video, reporters, members vs. non members)

Board meetings are not traditionally open to public, open to members with a sign in process is this applicable to our org?

Transparency is important.

Members allowed, except for executive session.

Preference for members. Bring your membership card to the meeting.

Others will be admitted at the discretion of the Board.

The by laws state that the meetings will 'normally be open to the membership'

We reserve the right to refuse admission (explain why)

No photos or video during meetings and membership meetings without prior consent of the board.

- **Jayne will write the no photo and audio/ video policy and email out to all for consent.**

**ANNUAL MEETING / ELECTIONS**

The Board might want to discuss recruitment and tabling in front of the stores. Every Board member should try and recruit new board members.

- **Jayne will construct a tabling doodle**

Two ways to strategize (when are people most likely to become board members will be shopping or when can we be visible to most amount of people)

Other places to send it: POWER, NWCDC, PSA on KAOS, Food Bank, GRUB, Enterprise for Equity, SOTSFCLT, Pan aroma city, Senior services

Annual meeting:

Last year's agenda

Welcome

Mission Statement /Agenda Review

Financial Overview

Staff Report

Committee Reports (Outreach and Education, Local Farm, Newsletter, Member Relations, Eco Planning, Personnel)

Expansion

**Boycott overview & boycott subcommittee**

**Q and A**

**Board Candidates**

Thank You

There was discussion about having a boycott subcommittee report during the meeting, all whilst honoring the committed process in completing their work. Explain the reasons why the deadlines have been extended.

Also add to the agenda:

2012 year of the co-op / cecosola

Member Engagement Process

- **Fern will convene the Sub committee to discuss other aspects of the Annual meeting and the committee will report back next meeting**

#### **EXPANSION (EXECUTIVE SESSION)**

#### **COMMITMENTS**

- ***Jayne will talk to Jason about temporary options for publicizing Committees on the website (held over from May meeting)***
- **Jayne will write the no photo and audio/ video policy and email out to all for consent**
- **Jayne will construct a tabling doodle**
- **Fern will convene the Sub committee to discuss other aspects of the Annual meeting and the committee will report back next meeting**

#### **NEXT MEETING**

Boycott subcommittee and planning

Annual Meeting / Elections

