

Board Meeting Minutes

January 26, 2012

Attendance: Joseph, Cezanne, Josh, Rob, Erin, Rochelle, Jayne, Fern

Absent: Eric, John

Agenda

Announcements

Mission Statement / Agenda Review

Commitments Review

Welcome New Board Members

Member Comment

BPC Report

Officer Selection

Committee Membership

Committee Reports

Branding Logo

Overtime Statement

Mtg Eval / Commitments

Announcements

Rob has to leave early

Commitments review

- Jayne, Harry and Fern will craft a signing statement for the personnel proposal and post for staff
- Jayne will notify CSF of the Boards' decision regarding their request.

Member Relations Report

Hard at work to organize the first stage of the co-op conversation. Stage 1 with the constituent groups is happening Sat. 1/28. Constituent groups include Co-op members from groups whose voices are less heard in our society (women, people of color, etc.) as well as particular groups of interest to the Co-op (staff, Board, etc.). Rochelle, Rob and Eric will be there as Board members. The next step will be focus groups, which will include participants selected at random who will distill questions for the open community meeting in March. When we started the process there was a heated discussion about whether staff should be paid and volunteer credit offered to other participants. Only three staff people have signed up. This is concerning as staff voices are valuable. Erin asks the Board's opinion. The board agrees that because staff are being asked to

attend in their capacity as staff members they should be paid. Volunteers should be able to be compensated with volunteer credit.

Committee Membership

Member Relations – Erin, Joe

Newsletter- Josh

Outreach- Rochelle, Joe

Eco-planning- Eric, Josh

Finance (also Treasurer)- Cezanne

Personnel- Joe

Standing Hiring- ?

BPC- Erin, Cezanne

Expansion- Rob

Local Products and Producers – John,

2012- Erin, John

Officer Assignment

President – Joe

Vice President- Rob

Treasurer- Cezanne

Secretary- Rochelle

CONSENT

BPC Report

Maeanna from Big Picture CAT was unable to attend the rescheduled meeting. She emailed the BPC report:

Staff had a rough week with the weather, but did a really great job working together with limited communication technology, and a lot of people made themselves available to whichever store was closest to them, walking and snowshoeing to work to keep the eastside open and to inventory the losses at the westside. Marie on facilities beeper kept everyone in the loop and worked with staff at the eastside to decide closing times. We will be looking at ways to address emergency closures so that we don't put so much on one staff person in the future.

Departments are working on refining their 2012 workplans, and distributing the tasks. The collective is mid-discussion part-time non-collective proposals. There will be more on that as Schedule CAT reviews the feedback and plans their next steps.

Merch CAT is preparing to guide the collective through a discussion about selling turkeys

during November, and will be bringing a process proposal to the staff in February, to be followed by a more in-depth report to the BOD. They are also preparing to be the first CAT to transition into the new staff structure model, with proposals for the department merchandising coordination job description and merchandising decision making coming to the collective in February.

BPC is working on several large chunks of restructuring, and has a stack of big pieces almost ready to come to the collective: merch coordination, decision making processes (including a process for appealing decisions made by small groups), a process for evaluating cats and departments. We will also soon be working with volunteer cat to prepare for their transformation.

That's it!

- Fern will send everyone the draft of Turkey Task Force

Committee Reports

2012-Emily and Ale have arrived in Venezuela; they will be there eight weeks. A conference is being planned for May/ June, which is when the delegates from Venezuela will be hosted in Olympia.

Branding Logo

The survey was held, and very well participated in. The committee met and attempted to select a recommendation but disagreed on which one and how to proceed. They met with the designer, and decided to continue working with the top two logos from the survey to create a more “wordmark” style logo that emphasizes the words “food co-op”. Another meeting is scheduled with the designer in two weeks, in which they will look at the new options. They are also considering what the next steps are in the process; it will be a month to two months before the group brings a recommendation to the Board.

Overtime Statement

Executive Session

CONSENT

STAND ASIDE - Jayne

Commitments

- Fern will send everyone the draft of Turkey Task Force
- Jayne will facilitate getting Anti Oppression training for the new Board