



## **Board of Directors Meeting**

**February 16<sup>th</sup>, 2012**

**Attending: Joseph, Rob, Erin, Cezanne, Eric, Josh, Jayne (staff rep), Jason (notes)**

### **Agenda**

Announcements	2 min
Mission Statement/Agenda Review	3 min
Commitments Review/Minutes Review	3 min
Member Comment	5 min
BPC Report	5 min
Co-op Conversation Update	10 min
Branding Update	5 min
Commuter Contest – poster request	5 min
4 <sup>th</sup> Quarter Financial Statements	20 min
Committee Membership continued	15 min
Committee Reports	20 min
Meeting Eval/Commitments	<u>2 min</u>

**Total Meeting Time: 1hour 15 min**

### **Announcements:**

Fern is out with a broken arm for a few months. Jason is filling-in to take notes.

Boycott Lawsuit: Hearing is the 23<sup>rd</sup>.

### **Mission Statement/Agenda Review**

Erin read.

### **Commitments Review/Minutes Review**

Fern or Polly will send draft of turkey task force. Task Force is to resolve conflicts with selling turkeys and our anti-oppression values, plus the fact that there are safety issues around slinging so many turkeys and they don't make a lot of money. Jayne will ask Polly to send it out.

Anti-Oppression training: we are working with staff members to present this training “in-house”. More on this when staff member Alejandra returns from Venezuela.

### **Member Comment**

No members commented.

### **BPC Report**

Maeanna is here to give the BPC report. We just had a round of Collective meetings which included the Turkey Task Force and long term disability insurance. Long-term disability insurance is a step toward reducing our liability for ELF (emergency leave fund) hours. Staff consented to long-term disability insurance, which staff will be paying for this year.

PTNC did not go through. Emily was the main person working that, and is in Venezuela. Not a clear way forward right now.

BPC is working on restructuring, evaluations of departments and CATs. They are almost done with compiling coordination of Merchandizing; revamping MerchCAT decision making, and “who does what”. BPC is looking at our consensus process and other types of consensus decision making. BPC will be taking this to collective meetings over the next few months.

One of the things from the Co-op Conversation was confusion from the membership about how and why we do things the way we do. Member Relations Committee is working on this.

### **Co-op Conversation Update**

Erin presents. The January meeting went very well! Approximately 30 people attended. Members were really happy that the Board initiated this process and seemed excited about having a chance to engage and be involved. The top themes that came out of the process were expansion, communication, education, values, decision making, reconciliation, finance, and store ambiance. This info will be provided to the next stage (Sat 2/25 9am-3pm, randomly selected members). Then information from that meeting will go into the third meeting, which will be the biggest and most open.

Member Relations committee wants the BOD to begin thinking about implementation. A lot of resources and time was dedicated to this, and we want to be proactive with the results.

There will be stuff that comes up through this process that is about the boycott, etc. but we don't think it will affect the lawsuit. People will be able to express themselves, which is a good thing.

Thanks all around to Erin.

### **Branding Update**

Jayne presents. We had the meeting with Jami from Sherwood press. The Outreach Committee liked

new ones. Board reviews at some of the new logo designs. General likes of the new-new-old logo.

### **Commuter Contest – poster request**

Poster request for Intercity Transit Commuter Contest.

Review of why this is coming to the Board: There is limited space in the stores to hang posters, so we can't hang posters from every event. Hanging posters for non-Co-op events is considered a political decision, and so the Board has historically been the one to make the decision, as they are representatives of the membership.

**Board consents to hanging posters inside stores.**

### **4<sup>th</sup> Quarter Financial Update**

Harry is here to present. Cezanne came to her first finance committee meeting. Unclear on status of John and Ron.

End of year 2011 reports show overall sales 3.27% over budget. Sales continue to be strong. Although we lost money in 4<sup>th</sup> quarter due to projects and a small change to accounting tasks/dates, we came in very close to our budget: we budgeted for \$20,000 profit and made \$22,000. Other co-op's might say we should be making more money, but they have higher mark-ups and less discounts.

The Member Engagement process is pretty much on budget. However, potential implementation projects have not been budgeted for. Budget adjustments are possible at direction of the Board.

### **Committee Membership cont'd**

Standing Hiring Committee member. Eric volunteers!

Finance Committee member: Josh volunteers!

All members consent to Eric joining SHC and Josh joining Finance Committee.

### **Committee Reports**

Cecosola: We hope that this exchange will blossom into an ongoing relationship, and not just a one-time thing.

Co-op conversation: Co-op should support other co-ops in the region.

### **Meeting Eval/Commitments**

**Jayne will send an email: to Polly about turkeys; to Marie and Adam about Eco-Planning.**

**Erin: everyone sign-up for co-op conversation!**

**Josh will join Finance CAT**

**Eric will join Standing Hiring**

*Good meeting!*