



## **Board Meeting Minutes**

**2/21/2013**

**Attendance:** Niki B, Ron L, Teresa Y, Dani M, John R, Cezanne L, Erin G, Grace C (*Facilitator*), Jayne R (*Staff Representative*), Fern M (*Board Observer/ Notes*)

**Absent:** Josh S, Isabela R

### **Announcements**

- The Olympia Food Co-op recently won the Volcano 'Best of Olympia' award for best grocery store, and best soup and salad bar.
- Teamster strike has ended!

### **Agenda**

**Announcements**  
**Agenda Review**  
**Mission Statement**  
**Commitments Review**  
**Member Comment**  
**Staff Report**  
**Providence St Pete's Workers**  
**Westside Remodel Draft**  
**Board Hiring Training**  
**Committee Reports**  
**Board Retreat 2013**  
**Environment Washington Solar Letter**  
**NCGA Survey**  
**Commitments**  
**Meeting Eval**

### **Commitments Review**

- **Fern will contact all committees with new members** COMPLETE
- **Jayne will contact BPC about strategic goals** COMPLETE

- **Jayne will contact Board reps to Outreach with meeting times**  
PENDING
- **Harry will talk to Adam about eco planning evolution** PENDING
- **Jayne, Cezanne, and Dani volunteer to start the By Review Task Force** COMPLETE
- **Dani and Harry will follow up with TJ about his ideas on the member engagement** COMPLETE
- **Harry, Cezanne and Teresa will meet as the #4 Task Force** PENDING

**Member Comment**

None

**Staff Report**

To be added.

**Providence St Pete’s Workers**

Anna Marie presented on behalf of SEIU 1199, which represents over 750 workers in Thurston County. Recently Providences workers received health care benefit cuts, which left them with only a catastrophic health care plan. Representative Sam Hunt was published in an Olympian article yesterday in support of the workers. A public hearing will be held on Saturday at St Johns Church. SEIU 1199 has also been gathering signatures as well as posting signs at numerous local businesses. They would like the Co-ops support in various ways.

**Proposal 1:**

**The Board authorizes signs to be posted within the stores showing support for the St Pete’s Workers. SEIU 1199 will provide the signs.**

**Consent**

**Proposal 2:**

**The Board authorizes that a letter will be sent to CEO in support of the workers.**

**Consent**

**Proposal 3:**

**The Board authorizes that information will be distributed by the Co-op from March 1-17<sup>th</sup> this will include hand bills, posters for bathrooms, and updates on facebook and blog, including sharing the letter to the CEO.**

**Consent**

- *Jayne will send update to Staff about support for St. Pete’s workers and will act as the contact for this effort*
- *Teresa and Grace will draft a letter to the CEO and send to all*
- *Dani as Board president will sign and send the letter once approved by March 5th*

## **Westside Remodel**

The Expansion Team and the Merchandising Coordination Action Team (MCAT) has been working all year collaboratively on west side front-end remodel plans. They began by attending collective meetings to gather feedback and ideas on problems at the Westside and how to fix them. MCAT and Expansion also went on a small format Co-op tour in Portland in which they visited and toured five stores in nine hours gathering lots of ideas. The Expansion Team recently presented the floor plan draft to the collective and received feedback. It was very well received at meetings. The next steps in the process are incorporating the Staff and Board feedback and creating a to-scale drawing. The Expansion committee presented draft one to the Board

### **Feed Back**

- *Office should mimic and enhance the architecture*
- *Address store closure questions and include in final budget*
- *Cart corral with two spaces for carts and carts that can contain a child*

## **Board Hiring Training**

Staff Member and hiring coordinator Emily presented a summary of the main points of the Co-op's hiring process. This hiring overview is given to the Board yearly, as the Board approves all hiring recommendations.

## **Committee Reports**

***Outreach*** – continuing new website development with the design collective. They also have been meeting with the Member Relations committee to delegate projects and commitments in this year's work plan.

***Finance-*** The end of year report has been completed, showing that we are above our sales projections and overspent on expenses. The Westside is down in sales—it hasn't been this low since 2009; discounts are up more than ever. Finance will be generating monthly reports showing our health plan and budget expense line items, as well as special project pay balance. The Finance Committee needs the Board to finalize the committee membership.

- ***Check in with Josh about whether he intends to continue as a member of the Finance Committee***

### ***Proposal:***

**The Board consents to Ron L continuing membership on the Finance committee as a member at large with the other two board member representatives being Josh and Cezanne**

**Consent**

**Stand Aside – Ron**

***Personnel-*** Are continuing to work on a rather large personnel policy update. They discussed the #4 Task Force. And are creating a safety checklist. The

Assessment and Inquiry Team (AIT) has a new administrator. The Big Picture CAT is working on a survey for the scheduled Accountability system review.

**BPC-** Erin G would like to continue as the Board Rep to this group.

- **Grace will check in with BPC to see if any additional reps are needed**

**Local-** did not meet

**Co-op Development** - Co-op-atopia work continues; the event is planned for May 4<sup>th</sup> from 1pm to 6pm at St Martins (new date and time). This event was generated by local credit unions to connect all local co-ops. Planning is going well. They are clarifying what Olympia Food Co-op's role will be (some of the ideas: various displays, committee would host a separate table to promote co-operatives, invite other co-ops to come to a meeting in the break out classroom space to talk about creating an organization for local co-ops in our area). To compliment and promote the conference various classes on co-ops are being offered through our class program.

**Hiring** – are setting meeting time.

**Expansion** – The garden manager went on leave for a month, which set the over all planning back. The committee is now in back in full swing working on the first draft of the Garden Center business plan. They are hoping to get a draft to the Finance committee in early March, then to Collective meetings in March, and finally to the Board meeting next month. Grand opening hoping for June if all goes well with zoning, construction and consent. The Eastside project continues to move forward. They are working with an engineer to figure out the possible footprint and plan on the building and parking. Once completed this plan will be presented to the city for approval, then to an architect, to the Board and Collective, and then back to the city. They are hoping to be shovel-ready spring or summer of 2014.

**Member Relations-** working with outreach, meeting next week

### **Board Retreat**

Last year the Board held a two-day retreat in which they created the strategic plan. Jayne would like to know if the Board is interested in a one-day retreat. There is interest amongst the Board for a retreat, perhaps in the fall a great time to check back in with strategic priorities and task force work. Jayne will continue to gauge the needs for a Board retreat.

### **Environment Washington Solar Letter**

My name is Robb Krehbiel, and I'm the Program Associate with Environment Washington. I wanted to reach out to you about signing a letter of support for our campaign to install 150,000 solar roofs in Washington.

All too often, the upfront cost of installing solar panels is too high for homeowners and small businesses to install solar panels. That's why we are working with the solar industry, community activists, and legislators to devise smart strategies that can drop down the cost and make solar energy more accessible to more people. As part of this effort, we want to show our legislators that Washingtonians across the state support more solar energy. Business voices are an extremely important piece of this outreach, which is why I'm contacting you.

Below is a letter of support for our campaign. Would Olympia Food Co-Op fill out this letter to support more solar?

Also, if you either have solar panels or have tried to get them, I'd love to hear more about your experience to show legislators that our businesses are harnessing clean energy now and want to continue doing so.

If you have any questions, please give me a call or send me an email. I look forward to hearing back from you.

Thanks,  
Robb

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Like us on Facebook  
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Letter of Support:

Dear Legislator,

Washington has vast untapped potential for solar energy, but we're not doing enough to take advantage of it. It's the 21<sup>st</sup> century. We should be getting our energy from renewable energy sources like the sun.

Unfortunately, less than 1% of our energy comes from solar, but we can do more. East of the Cascades, the sun shines as much as it does in California. Even in the often-cloudy Puget Sound region, the sun still shines far more over the course of the year than it does in Germany, which has the world's largest solar market.

To take full advantage of our solar potential, we should set a goal of installing 150,000 solar roofs by 2020. We can start by enacting smart policies that will bring down the cost of solar panels. All too often, this initial investment is too high for homeowners and businesses like mine to invest in solar panels. The state can enact common sense solutions to eliminate this barrier and make solar more accessible. California and Oregon have programs that do this, and their solar markets are taking off.

Please support making solar accessible to businesses like mine so we can help Washington transition to a clean, renewable, and energy-independent economy.

Sincerely,  
Name:  
Title:

Business:  
Address:  
Phone:  
Email:

### ***Questions***

- Have others signed on to the letter? *Ron L*
- What do we know about environment Washington? *John R* (plastic bag initiative, environmental lobbying group)
- There is not a full explanation of what they are doing, john did research and did not figure out. There are several bills in play to change policy.
- Where are the solar panels made?
- What is the cost of these subsidies?
- Where do they propose the money come from?

More details are needed for the Board to make a decision on behalf of the Co-op. The information is too vague. Can they wait for a decision from the Board till the end of March?

- *Jayne will follow up with Environment Washington*

### **NCGA Survey**

The National Cooperative Grocers Association is very growth oriented and is gathering information from all NCGA members via survey. The Board completed the survey in the meeting.

### **Commitments**

- *Jayne will contact Board reps to Outreach with meeting times*  
PENDING
- *Harry will talk to Adam about eco planning evolution*  
PENDING
- *Jayne will send update to Staff about support for St. Pete's workers and will act as the contact for this effort*
- *Teresa and Grace will draft a letter to the CEO and send to all*
- *Dani as Board president will sign and send the letter once approved by March 5th*
- *Check in with Josh about his commitment to membership on the Finance committee*
- *Grace will check in with BPC to see if any additional reps are needed*
- *Jayne will follow up with Environment Washington*

### **Next Meeting**

**Member Comment**  
**Staff Report**  
**Committee Reports**  
**Westside Garden Expansion**