



Board Meeting Minutes

11.21.2013

Attendance: Jayne Rossman (*Staff Rep/ Facilitator*), Fern Moore (*Notes/ Board Observer*), Niki Bilodeau, Teresa Young, Dani Madrone, Isabella Rogol, Erin Genia, John Regan, Ron Lavigne, Cezanne Murphy-Levesque, Josh Simpson

Agenda

- Announcements**
- Commitments review**
- Member Comment**
- Staff Report**
- Volunteer suspension**
- Member concern re; non co-op election materials**
- Election results and next steps**
- Staff running for the Board**
- Committee reports**
- Preparing for Jayne's leave**
- Executive Session**

Announcements

- Cezanne will be late
- Harry will not be facilitating tonight because of an illness

Commitments review

- **Dani: will check-in with Monica Peabody / Oly childcare collective** *Complete*
- **Jayne will be purchasing butcher paper.** *Complete*
- **Jayne will email agenda again** *Complete*
- **Jayne will send request to board not here tonight** *Complete*
- **Nikki will do presentation for bylaws** *Complete*
- **Nikki will send email to Jayne** *Complete*

Member Comment

- Greg Black- is here to speak on behalf of the Community Sustaining Fund; they will be holding interviews this Sunday for grant applicants. Most of the money comes from Co-op customers and the round up program at the registers. Over the past two years there has been a down-turn in donations. They would like the Board to designate people to talk about how we can continue to work together.

The Co-op has acted as a bookkeeper for donated funds but has not donated funds directly to the CSF. They would like to initiate a deeper conversation to provide start up funds.

- Thad Curtz- has served on the Olympia Utilities Advisory Committee. He sees that the Co-op's Eco planning committee, which was created in 2006, that didn't do a lot of conservation work, is defunct. He would like to see what the Co-op could do about sustainability and long term planning on energy use and money. He has been talking with a staff member on the committee about his concerns at the stores; specifically the automatic doors. Marie has given him stacks of suggestions from the committee that he has been organizing this into binders. He would like to offer his services in any way useful, he has ideas for how to fund this work (eliminate senior discount and replace it with a low income discount)

Staff Report

Grace presented the Staff report. A lot of things are being worked on all at once; the budget, which is not balanced, we are tightening the medical expense and looking at possible benefit reductions; Staff has not come to agreement yet; staff had its first go on the new employee handbook, which includes the personnel policies and other policies, to create a more accessible way and comprehensive way to make changes; and three staff people are taking leaves of absence. The Big Picture Coordination Action Team has been focused on meeting support, which includes improving support to smaller meetings in note taking and facilitation. They also have been talking about their own role with the collective. Joanna has left BPC and they will not be filling her position immediately.

Volunteer Suspension

Gar attended in order to his appeal his volunteer suspension. He is asking for help from the board; this suspension has been distressing to him. He would like to be reinstated and have his hours recorded that have been worked, and be left alone by the working member coordinator. Jayne clarifies that he is welcome to shop in the store, his suspension stands until a behavioral agreement contract is made and then he will be reinstated as a volunteer. He is asking for help and feels powerless. The Board decides that they support the Volunteer Coordination Action Team's recommendation that Gar create a behavioral contract before returning to volunteer.

Members concern about non co-op election materials

An email was sent from member Steve Blakesley, with concerns regarding flyers handed out at a community event which endorsed Co-op Board candidates. He is concerned that this would unfairly influence the board elections. He dropped off a copy of the flyer for the Board to review. He suggested that the flyer is misleading as it does not have an author and people might think it was put out by the Co-op itself. The Board reviewed it and decided that it is highly unlikely that anyone would think the Co-op had published the document. It does not use the Co-op's logo and it refers to the Co-op in a third person throughout.

A larger discussion about voting in Co-op elections ensues. The Board suggests that a committee be formed within the next year to address elections issues (voter turnout, campaigning on Co-op property, electronic voting etc)

Election Results and next Steps

All bylaws passed, all changes will be updated.

The Legal identity discussion was held at the Annual Meeting. The Task Force gathered thoughts and feedback at the annual meeting via butcher paper on the tabled. Member Relations would like to continue working on this and would like to be part of that conversation. Staff has not had the chance to discuss this issue. Jayne emailed BPC to get on December collective meetings to present this information. Teresa is available to present at the staff meetings.

- *Jayne will contact Cezanne and Teresa about presenting legal identity at collective meetings*
- *Isa, Dani and Erin will meet after they receive annual meeting feedback to construct next steps on the legal identity work*
- *Teresa will transcribe table papers from annual meeting*
- *Jayne will invite all incoming Board Members to the December Meeting*

Staff running for the Board

Staff running for the Board (what should, could, and might happen)

Suzanne Schaffer who used to be on the Board contacted the Board with concerns about Staff serving on the Board. She sees that there could be problems with oversight and power relations etc.

Some Staff thinks that it is good that Staff can run for the Board. The Staff rep position is constrained to best represent the Staff opinion, but an individual running as a member would not be so constrained. The idea of more Staff representation on the Board will naturally come up within a legal identity investigation. Jayne wonders if this should be addressed within the legal identity conversation, separately, or at all.

Erin – larger than a legal identity, it is organizational structure related

Ron – because it is authorized by the bylaws it would be an amendment of the bylaws. He has no problem with Staff running for the Board even though it may raise concerns on the staff level

Teresa- agrees that is organizational. Have it fit what the organization is. A few Volunteers who want a Volunteer voting position on the Board have recently approached her, in order to voice the concerns of volunteers.

Kitty – ran because she wanted to help, and she still wants to help. There is a problem with the relationship between Staff and Board. She has concerns about the Board making legal structure decisions without engaging staff and the membership and without building a collaborative relationship between Board and staff that can find and build upon our common interests.

Dani – suggests staff survey about related issues

The Board would like a Staff Board task force to assemble and to designate next steps. Erin adds that Member Relations Committee would like to be updated on this work

Task Force Volunteers -Dani, Kitty, Jayne

- *Jayne will create a doodle poll about the staff board task force*

Committee Reports

Member Relations- met about the Annual Meeting and would like to have more involvement with Members at the Annual Meeting.

Personnel – the recently completed handbook has gone to staff collective. The committee will need a new Board member for 2014

By Laws Review – the bylaws passed and the committee’s work is done and will update the bylaws with the help of Jayne.

- *Jayne will talk to Corey about updating bylaws*

Standing Hiring – has not met

Expansion – have been meeting in a small group with Merchandising and Expansion about the Westside remodel. They are also gathering bids for the garden center work. They have been meeting with garden managers and working on work plans and next steps leading to a detailed timeline for opening day for 2014. The committee has also contacted the Co-op Development group, which is affiliated with NCGA, about the Eastside project.

Outreach - has not met

Finance – meeting next week to see the budget, which will hopefully come to the Board next month.

Co-op Development - has not met

Local – has not met

Jayne’s Leave

Jayne will be taking a year of absence beginning in mid January 2014 to February 2015. There is an interest meeting set to meet with Staff people who are interested in the position. The temporary Staff Rep will serve for the duration of Jayne’s leave. Harry will continue to facilitate Board Meetings.

Executive Session

- *Jayne will send out a doodle poll for a time to brief incoming BOD members on lawsuit details. All BOD members are also welcome to attend.*

Commitments

- *Jayne will contact Cezanne and Teresa about presenting legal identity at collective meetings*
- *Isa, Dani and Erin will meet after they receive annual meeting feedback to construct next steps on the legal identity work*
- *Teresa will transcribe table papers from annual meeting*
- *Jayne will create a doodle poll about the Staff Board task force*
- *Jayne will send out a doodle poll for incoming BOD members to debrief. All BOD members are also welcome to attend*
- *Jayne will talk to Corey about updating bylaws*
- *Jayne will invite all incoming Board Members to the December Meeting*
- *Fern will edit October Minutes and send out to all*

Next Meeting

Member Comment

Commitments Review

Budget 2014

Committee Reports

Staff Report

Staff/ Board Task Force

Gun Proposal

Jayne's Leave - Board choosing a press contact