



Board Meeting Minutes

9.18.2014

Attendance:

Niki Bilodeau, Dani Madrone, John Regan, Isabella Rogol, Teresa Young, , Mohammed El-Sokkary, Micheal Snow, Josh Simpson, Fern Moore (*Board Observer*), Alejandro Rugarcia (*Staff Representative / Facilitator*) Grace Cox (*Facilitator*)

Absent: Erin Genia

Agenda

Agenda Review

Announcements

Mission Statement

Commitments Review

Member Comment

Farmland Trust

Annual Meeting and Board Elections

Appropriate use of the disclaimer in the newsletter *TABLED TO NEXT MEETING*

Staff Report

Committee Reports

Executive Session

Commitments

Meeting Eval

Announcements

- *Appropriate use of the disclaimer in the newsletter* agenda item has been tabled to the next meeting as presenters were unable to attend this meeting
- Erin will be unable to attend tonight due a schedule conflict
- Dani will be missing the next two meetings and will be attending the December meeting

Commitments Review

- ***The Board would like the Task Force to come back with an estimated timeline.*** *Pending, the task force met today and has resumed their work. See 'Committee Reports'.*
- ***All Directors will send their bio to Alejandro (about a quarter of page) Teresa still needs to send hers.***

- **Alejandro will contact the newsletter editor and the newsletter coordinator for answers to the Boards questions.** Complete, he forwarded the email to all.
- **Alejandro will also contact the staff newsletter coordinator to attend the next meeting to further discuss the newsletter process.** They were unable to attend this meeting and will attend next month.
- **Alejandro will contact Josh about rescheduling his Board report** Complete

Member Comment

Greg Black – wanted to continue to encourage the Board to move forward on the round up policy at the register. He also would like it to include requests the Co-op gets for grant funds. The Community Sustaining Fund would like to offer grants for operating funds, which they cannot currently do. It helps to identify critical needs. He appreciated the Co-ops involvement with the Farmland Trust and stressed that the Community Sustaining Fund does not want to compete at the registers for the round up funds. **Dani responded that she will be bringing a draft of the Round up policy proposal to the Member Relations committee next month. Grace added that she also has ideas about this work and would like to meet with Dani to discuss them.**

Farmland Trust

See attached Document #1

Addie and Ben attended from the Community Farmland Trust to present their proposal. The proposal outlines that once a year the Farmland Trust would approach vendors that sell at the Co-op for donations. Vendors that participate will receive signage in the stores, and articles in the newsletter. This program would replace Round Up funding for the Farmland Trust and create less competition at the registers.

There are concerns about not checking in with the Staff and affected job descriptions before approving this specific program. It is imperative to have Staff and Board approval. The Board decision could be conditional approval on the approval from Staff. The proposal would also need to be approved by Merchandising Coordination Action Team and the Signage Coordinator.

What happens when a vendor is no longer carried in the store?

Ben says they want the program to work for the Co-op when it comes to signage and vendor participation.

What would it acknowledge the local farmers or the Farmland Trust?

They wouldn't be looking for money from local farmers. They would be looking for funds from larger companies whose values are aligned with theirs and ours. The primary goal would be to raise funds. A secondary benefit would be recognition for the Farmland Trust.

The Farmland Trust recently acquired a large farm of 150 acres on the Chehalis River in Rochester. This is a unique project that shows ecological farm practices in the Chehalis river basin. Kirsop Farm is one of the anchor tenants. They have a 99 year lease. Enterprise for Equity will be leasing land there as well. 4-H also uses some of that land. They will also be helping GrUB buy their land as they are at risk of losing

it. They also create the direct sales farm map yearly. The Trust also provided a lime spreader and poultry processing unit that can be leased out. They are securing as much land as they can for our community and local foods.

They did receive funding from the Organically Grown Company and that was without any deliverables. The general rule is 18-24 months to get a new sponsor. They have not approached any new vendors as they want the Co-ops approval and guidance first.

There should be an in depth training for staff about the Farmland Trust before the proposal. This work is a critical piece to our community's well being.

Next steps –

The Farmland Trust will meet with the Merchandising Coordination Action Team to formulate the proposal further specifically as it affects daily operations and the affected job descriptions. The Merchandising Coordination Action Team could also usher the proposal through the collective.

Proposal:

The Board of Directors heartily endorses the partnership with the South of the Sound Community Farmland Trust upon approval of Staff.

Consent

Stand Aside – Dani and Alejandro

- ***Alejandro will coordinate getting the Farmland Trust on the MCAT agenda***

Annual Meeting and Board Elections

There were five applicants for five open positions. The election will be run as normal as we need to determine the number of votes to determine the length of the terms. The three highest votes will serve three year terms. The other two applicants will receive two year terms.

The Annual Meeting will be a celebratory atmosphere!
November 2nd Sunday 1-4 pm Women's Club

Annual Meeting Agenda

Mission Statement

Slideshow of this year's projects

Staff report

Finance report

Co-Olympia

Report back from Annual meeting Task force #4

Expansion

Co-op Structure

Highlights from each Committee

Candidate Speeches

Farewells from departing Board members

MC- Dani

Finance- Corey or Harry?

Staff – Alejandro

Staff Report

Three Staff members from the Big Picture Coordination Action Team went to a National Cooperative Grocers Association workshop on multi store operations. All three members were inspired and energized. The workshop addressed some issues that have been evident over time, specifically product mix differences between the stores. The level to which department managers have been autonomous may not serve the Membership or the Collective. The Big Picture CAT are meeting and developing campaigns around this work which includes reviewing policies. They started with the product selection guidelines which were reviewed at all of the most recent Department meetings. Our major distributor is having a hellacious time serving all of their customers out of the Auburn warehouse. They instituted new management software that is creating problems getting trucks to us and getting us what we ordered. This change in service has been really difficult and we are sure it is contributing to lower sales. There is a meeting tomorrow, with three people from National Cooperative Grocers Association and one person from UNFI to hone in on the most important issues and impacts. They will also be discussing what might be an adequate remediation to the cost of staff time and lack of follow through on their contractual obligations. Our organization is also in the middle of budget time for 2015.

Board Budget 2015

The Board budget line item is due for version 1 of the budget. We will use a place holder for the first version. Next meeting we will revisit additional requests.

The Co-Olympia committee requests \$2500 for the CECOCESOLA exchange.

- ***All Board members will consider an amendments to the Board budget for 2015 for the October meeting.***

Committee Reports

Personnel- They have been discussing how might the Board evaluate the health of the Collective and how does the Collective evaluate itself? The committee will spend this year in developing the idea and develop consent within Staff. They hope to budget for this work in 2016. It would be a generative process that gets us all on the same page. This work can have a majorly positive impact on the business and the organization. There are also changes in the makeup of the committee, one person is leaving and one is going remote. They talked about collective work and budgeting, and discussed how they went over on hours projections for this year. The personnel handbook is still being updated.

Standing Hiring – did not meet

Local- The Harvest Party last weekend was a great success!

Expansion – The committee met with the Development Co-op of the NCGA on Monday in Seattle. It was thrilling. The committee walked away with plenty of tasks that need to be completed.

Finance – did not meet.

Member Relations – They continued work planning the Annual Meeting. They are also working on a process for donations for external organizations. They continued work on generating content for the new website.

Staff Board Relations- The Task Force reviewed the Staff job descriptions and how the job functions in actuality. They talked about options to increase Staff voice on the Board including ideas of possibly a Staff council. They discussed removing the Board administrative tasks from the voting Staff representative. The Task Force plans on going to Collective meetings in October to review the themes from the Staff survey. And also engaging the Collective in open inquiry to gather ideas on how Staff can be better represented within the Board.

Board Meeting Minutes August

Proposal:

The Board of Directors approves the August Meeting minutes.

Consent

Stand Aside- Josh Simpson, Micheal Snow

Commitments

- *Alejandro will coordinate getting the Farmland Trust on the MCAT agenda*
- *Grace will send out a doodle poll*
- *All Board members will consider an amendments to the Board budget for 2015*

Attached Documents

1. Farmland Trust

Proposal : Vendor Partnership Program with SSCFLT

Purpose: To establish a formal partnership between the Olympia Food Co-op and South of the Sound Community Farm Land Trust through a vendor partnership program.

South of the Sound Community Farm Land Trust (SSCFLT) sees a significant overlap between its mission to preserve working, affordable farmland, and the mission and goals of the Olympia Food Co-op. Not only do our missions overlap, but also the work of the Co-op as a food provider is dependent on the existence of farms. As a result, SSCFLT proposes a formal relationship with the Co-op. A relationship between the two organizations will support the viability of SSCFLT's farmland preservation efforts, as well as strengthen the Co-Op's mandates to make good food accessible to more people, and to support local production.

The relationship would be modeled after the [Vendor Partnership Program](#) created by Seattle's PCC Co-op and PCC Farmland Trust. Under this program, once a year, SSCFLT would approach businesses whose products are sold at the Co-op for a charitable donation. SSCFLT

already has a strong track record of securing donations from food and farming related businesses, such as Organically Grown Company. In exchange for their donation, businesses would be rewarded with exposure to the Co-Op's membership, via signage next to their in-store products, mention and/or articles in the Co-Op newsletters, and their information on the Co-Op website.

SSCFLT Responsibilities

- Creating relationships with vendors and securing donations for SSCFLT.
- Providing content for the Co-op newsletter and website as it relates to this program.

Co-op Responsibilities

- Managing accurate placement of in-store signage.
- Allowing space in the Co-op newsletter for agreed upon dates

Co-op Board members Dani Madrone and Isabella Rogol collaborated with Addie Candib and Ben Guss of SSCFLT to create this proposal.

