



Board Meeting Minutes

1.22.2015

Attendance: Micheal Snow, Teresa Young, Mohammed El-Sokkary, Josh Simpson, Matthew Schmezler, Habib Serhan, Max DeJarnatt, Fern Moore (*Board Observer*), Alejandro Rugarcia (*Staff Representative*), Grace Cox (*Facilitator*)

Absent - Isabella Rogol

Agenda

Agenda Review
Announcements
Mission Statement
Commitments Review
Member Comment
Committee participation
2015 Board officers
Newsletter assignments
Hiring Questions
Establishing our niche
Ag gag bill
Staff Report
Committee Reports
Break
Executive Session
Commitments
Meeting Eval

Announcements

- Alejandro is leaving the position after this meeting, Jayne will be returning as the Staff Rep. It has been a pleasure, feel free to continue to send your hours to him to record
- Josh will be resigning from the Board effective next month. He has moved to Seattle.

Commitments Review

- **Dani will send out a reminder email to the Board with the attachment** - complete
- **Board members will send feedback to Dani or Alejandro by December 26th** - complete

Member Comment

- **Desdra Dawning** – has run for the Board twice in 2012 and 2013 and narrowly missed being elected. She would love to be a part of the Board, should the Board fill the vacant positions. She is on the newsletter committee, does special projects for the co-op and loves being a part of the co-op community. She wrote up a letter and included her last application for the Board to review.
- **Robin Love- (HomEvolution Consulting)** Wally Brown is a friend of hers they got involved in looking at electromagnetic radiation and specifically the cell towers that are about a mile from the Eastside store. Sonja hopes to be on next month's agenda to further discuss their findings. They are trying to bring up awareness about EMF.

Committee Participation

There are nine committees of the Board.

Co-op development- Micheal and Teresa

Finance- Matthew and Micheal

Personnel- Teresa and Max

Local- (1 opening) Habib and Mohammed

Standing Hiring- (1 opening) Max

Member Relations – (2 openings) Max

Expansion- (2 openings) Habib and Micheal

Eco planning – (2 openings)

Board Staff Relations- (1 opening) Matthew

Discount Task force- (1 opening)

- *Fern will email staff pages to get board committee meetings on the organizational calendar.*
- *Fern will email committee memberships to staff members on the committees*

2015 Board Officers

President- Mohammed El- Sokkary

Vice President- Teresa Young

Secretary- Max DeJarnatt

Treasurer- Matthew Schmezler

Proposal-

The Board of Directors moves to appoint Desdra Dawning and Eric Mapes to the vacant seats on the 2015 Board.

Consent

- *Fern will contact Eric and Desdra about their appointments to the Board*

Newsletter Assignments

Six Board reports are due this year for the newsletter. Reports are due on the first of the month.

March- Matthew

May- Habib

July- Max

Sept – Teresa

Nov-

Jan- Mohammed

Hiring questions

Max was interested in our recent hiring process and had questions about our hiring approach for specific positions. Max joined the Standing hiring committee of the Board (*see below*)

Establishing our identity in the marketplace

This was one of the topics brought up during the Board retreat. We want to expand, and we need to clearly identify what our message to those consumers is. Matthew is interested in this work. This would help align staff and board work plans. Former Board member John Regan spoke to this work often.

- How do we have this conversation and how does this happen organization wide?
- This year we will develop how to do the process, and next year really do it.
- Take all of it and consolidate this into our message to our community.

Teresa reminds that this is related to her comments on how do we evaluate the organizations health, this work would lead to discoveries about our identity.

Next months agenda we will discuss the 2015 priorities from the board retreat and distill these ideas further.

Ag Gag bill letter

Grace drafted a letter addressing the AG gag bill on behalf of the organization. The Ag Gag bill prevents anyone from entering a processing facility or farm and photographing, specifically animals and workers. There was a hearing this last Tuesday morning, pretty much everyone who testified, testified against it.

- *Grace will send out the letter to all for approval on the final draft.*

Staff Report

The collective is pulling together after the busy holidays. Collective meetings were this past week. We showed a video about farm workers at Sakuma brothers. There was a presentation on details of the cost differential on full time and part time workers. This is a deep philosophical; values based conversation that we continue to work on. There was also a presentation on our new website, which will be rolling out soon. The Discount task force is being assembled and there is continued work on accountability processes. There are five new staff people coming on, and a couple that are leaving as well as a few returning from leave. Eco planning is looking into **simms**, a sustainability software program that is free from National Co-op Grocers.

Committee Reports

Co-sound- submitted all the documents to the embassy for the exchange. They are also working on fundraising plans and marketing. They are seeking commitments towards the exchange from other co-ops and groups.

Finance- has not met. 2014 Year-end statements should be at next Board meeting.

Personnel- talked about the handbook, which will always be updated. Keziah announced that she would be leaving the committee.

Local- Michelle N. may leave the committee and will not be attending the meetings. Marie will be re joining the committee. The restaurant stickers have been reordered. Erin floated the idea of local promotions in all departments. Working on shelf talkers to highlight local products for the stores. Clarifying delivery times for vendors. Gathering photos and logos for use on the new website. There were continued talks about farm tours as well as In store demos for local products. Next meeting February 25th 530-630

Standing Hiring- has not met.

Member Relations- no representation in attendance.

Expansion- are working on the Market study survey, that will be taking place the weekend of the 31st. Working members are signing up at both stores to conduct the

survey. We are setting up meeting times with the Development Co-op to begin scheduling the feasibility study. The committee has been interviewing architects for the project and hopes to have one selected by March. They also are working on a process proposal for the eastside expansion project that outlines decision-making and input points.

Eco Planning- has not met.

Board Staff Relations Task Force- they have compiled all the feedback from the Board received in December. Fern will be leading the Staff feedback process on the draft in January/February. The task force will re convene in March with new Board representation to review the feedback and construct the next steps.

Commitments Review

- *Fern will email staff pages to get board committee meetings on the organizational calendar.*
- *Fern will email committee memberships to staff members on the committees*
- *Fern will contact Eric and Desdra about their appointments to the Board*
- *Grace will send out the letter to all for approval on the final draft.*
- *Fern will send the link out and the press release to all*

Next Meeting

February 19th 2015

Agenda Review

Announcements

Mission Statement

Commitments Review

Member Comment

2015 Board Priorities

2014 End of year Statements

Committee Membership

Staff Report

Committee Reports

Commitments

Meeting Eval