



## **Board Meeting Minutes**

**2.19.2015**

**Attendance:** Micheal Snow, Teresa Young, Mohammed El-Sokkary, Eric Mapes, Desdra Dawning,

Matthew Schmezler, Max DeJarnatt, Fern Moore (*Board Observer*), Jayne Rossman, (*Staff Representative*)

**Absent** - Habib Serhan, Isabella Rogol

## **Agenda**

**Agenda Review**

**Announcements**

**Mission Statement**

**Commitments Review**

**Member Comment**

**Board Committee Memberships**

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**Year End financial statements**

**Ban on non therapeutic antibiotics use in livestock**

**Executive session**

**Commitments**

**Meeting Eval**

## **Announcements**

- Welcome Desdra D. and Eric M. to the Board of Directors
- Habib is unable to attend tonight
- Micheal will be late
- Jayne will be facilitating, Grace is ill tonight.
- Fern will be out of town, notes will be sent out later than usual
- Desdra will be out of town from March 15<sup>th</sup> to April 7<sup>th</sup>
- Teresa announced that Ted Howard, is coming to SPSCC to give a talk about worker co-ops
- Mohammed works with someone who is moving to Ellensburg, they are trying to start a co-op and may be in contact with us.

### **Commitments review**

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

### **Member Comment**

- Max spoke as a member concerning vaccines and measles. He asked that the Board endorse HB 2009, which seeks to end philosophical exemptions to vaccines. It is a large issue and one that affects our community. Lincoln ranks as one school in our city that has a large opt out population. If the Co-op made a statement it would be powerful. The Board agreed that Max could write a piece for the newsletter as an individual.

### **Board Committee Memberships**

There are a few remaining openings on some of the 2015 Board committees.

*Eco Planning-* Eric Mapes, Desdra Dawning

*Discount Task Force-* Teresa Young

*Member Relations-* Desdra Dawning

We need to clear up the member relations / outreach structure and review the charters.

- *Jayne will contact Keziah about Member relations/outreach*
- *Fern will email the Eco Planning and Discount Task Force staff people about their new members and relay their contact info*

### **2015 Board Priorities**

The Board held a retreat in December with incoming and outgoing Board members. At that retreat a list was brainstormed. We reviewed the list.

#### Expansion

The Board tasked the committee in 2012 with three directives, 1 and 2 are complete and the third is in process. The committee would like the Board to start thinking about the future of expansion. Matthew added that this work is dependant on solidifying the collective vision, i.e. the protecting our niche conversation.

#### Collective vision

This conversation started as one concerning our marketing plan structure and further evolved in how we align and protect our vision and the niche that we have

within our community. Matthew would like to draft a process for the next meeting about how we would create this collective vision.

- ***Matthew will draft a process for creating an organizational collective vision process for the next meeting***

#### Evaluating the health of the organization

This is the idea of constructing a process that allows us to evaluate the organization as a whole. This evaluation would include how we are doing at fulfilling the aspects of our mission, vision and values, and the overall health of the management structure and membership participation, like an organizational audit.

We need to address what we want to accomplish.

Does this type of evaluation fit in with our values? How would this be done within our values and structure?

The hope is that staff, board and the membership would construct this process.

A small group will meet to distill these ideas and present them to the Board.

*Teresa, Desdra, Jayne, Matthew*

#### Elections

There is a need to increase candidates for Board elections and overall voter turnout. 'Increasing candidates will increase turnout.' The Board should be talking to people always about serving and running for the Board. We have always recruited within the Board.

Other ideas discussed:

Possible incentive for voter turnout? Coupon?

Online voting procedure

Cashier training and buttons?

In store marketing of elections

Tabling during polling?

Eric is interested in this work.

It needs to be discussed at Member Relations and how they want to be involved and brought back here

#### Process to clarify decision-making and communication

Create a way to educate the membership about our structure.

Where are the input points within our structure?

There have been numerous requests about clarifying decision-making and where decisions lie (Board/Staff/Membership)

### **Year end financial statements**

2014 sales were lower than projected. The Westside store is growing a lot post remodel. There is still growth east, but it did not meet sales projections. Expenses are under spent, just not the same rate as sales were down. There was a reported profit from June 2013 and June 2014; with profit there are profit dividend donations and staff bonuses. We finished the year overall showing a loss.

### **Ban on non-therapeutic antibiotics use in livestock**

The Food and Water Watch campaign recently passed this ban within the city of Olympia. They are moving forward to Thurston County. They are in the process of gathering local organizations endorsements on the following letter that was submitted to the Board to endorse on behalf of the Olympia Food Co-op.

The letter can be seen here

[https://docs.google.com/forms/d/12vwG1qSUiZprL6TGSc\\_gVgk8SBuFkPi\\_Rsx7k7nFxjI/viewform](https://docs.google.com/forms/d/12vwG1qSUiZprL6TGSc_gVgk8SBuFkPi_Rsx7k7nFxjI/viewform)

There were questions about the definition of non-therapeutic use, and specifically how this may affect small farmers, and how overall regulation would work.

The Board reviewed the definitions of non-therapeutic use provided in the bill and decided to move forward.

### **Proposal: The Board of the Directors endorses the non therapeutic antibiotic use in livestock.**

**Stand Aside-** Eric Mapes  
**Consent**

- *Jayne will coordinate the signing of the letter supporting the Food and Water watch*

### **Staff Report**

The Staff Collective recently reviewed the 2014 year-end finances. The new Website work is ongoing in Outreach. The Accountability system review is in progress. There was a proposal recently approved to accept cash transactions at the Westside Co-op Garden Center. The recent new hires are working shifts in the stores and continue their training. Two people have resigned from the collective. There was also a recent approval of a creating a job description for a Working Member Ally staff position to provide support to working members within an appeal process.

### **Committee Reports**

**Personnel-** staff handbook continues to be worked on. They also discussed the accountability processes.

**Expansion-** completed the store survey for the market study. Many thanks to the members for participating and the many working members that helped gather and compile the information! The data collected will be entered and submitted. The

committee continues to have planning conversations with the Development Co-op about the contracts and services offered to us within the feasibility portion of the project. Jayne has returned to the committee. They continued work on the process proposal.

**Finance-** released year-end statements. Included cash by the week to the weekly reports. There will also be a Westside garden center metric that will be included within the weekly reports.

**Member Relations-** did not meet

**Board staff relations task force-** in process of receiving collective for feedback, will present at the March meetings to engage more feedback. Will meet again in March.

**Standing Hiring-** have not met.

**Local-** meets next Weds.

## **Executive Session**

### **Commitments**

- *Jayne will contact Keziah about Member relations/outreach*
- *Fern will email the eco planning staff people with their new members contact info*
- *Matthew will draft a process for creating an organizational collective vision process for the next meeting*
- *Jayne will coordinate the signing of the letter supporting the Food and Water watch*

### **Decisions out of meeting**

**January Board Meeting Minutes (*decision made via email*)**

**Consent**

**Stand Aside –**

**Next Meeting** March 19<sup>th</sup> 2015 630-930 pm

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**Organizational Collective vision process**  
**2015 priorities updates**  
**Staff Report**  
**Committee Reports**  
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**Meeting Eval**