



Board Meeting Minutes

1.19.2017

Attendance: Sam Green, Desdra Dawning, Micheal Snow, David Copley, Julianne Panagacos, Brian Frisia, Casey Hook, Jim Hutcheon, Jaime Rossman, Fern Moore (*Board Coordinator*), Grace Cox (*Facilitator*), Laura Kaszynski (*Staff Representative*)

Agenda

Agenda Review
Announcements
Mission Statement
Commitments Review
Member Comment
Budget 2017
Committee Reports
Staff Report
Break
Officer and Committee Assignments
Board Retreat Follow up
Executive Session
Commitments
Meeting Eval

Announcements

- Laura has an Evaluation on February 23rd . February 8th is the deadline for feedback. Send to evals@olympiafood.coop
- Hiring will have recommendations ready at the end of next week for the Board's approval. Please keep your eye on your email and respond.
- Grace would like to acknowledge that she is struggling with Obamas commutation of Chelsea's sentence and neglecting Leonards pardon.

Commitments Review

- *Laura and David will work on confidentiality agreements, privacy policy and Board ethics Pending*
- *Julianne will make revisions to the consent via email policy Pending*
- *Fern and Grace will take on rescheduling the Expansion Committee meeting time to accommodate the schedules of the committee. Complete*
- *Fern will work on creating a Board committee guidelines Pending*

- *Laura will reach out to the candidates not elected to consider joining a committee Pending*
- *All Board members will bring a Committee summaries to the Board retreat. Complete*
- *Laura will invite the Board elects to the retreat Complete*
- *Laura and Julianne will send out a draft agenda for the retreat. Board members will give feedback on the retreat agenda Complete*

Member Comment

- Rita sent letters to the newly elected Board Members. She has been a vendor of the Co-op for 6 years and has a complaint. She brought in 30 cards in November, came back a few days later and they were mostly gone. She was going out of town and wanted to make sure that the Co-op would have them. When she received a check it was not for the full amount that she delivered. The first set was rejected and was not contacted by the buyer. She returned from her trip to check on her shelf. The buyer said that she emailed three times and did not call. There was an obvious miscommunication. Rita feels that the buyer was rude. Rita wrote a letter to the Board and made suggestions to address her feelings. She does want to address our complaint procedure. She contacted the Co-op and the Co-op failed 5 times in addressing her complaint. She is also missing 100\$ worth of cards or in total missing 59 cards. She asks that we please update your website as well, the Board page was not up to date. Also please add to the website 'How to file a complaint'. Thank you.
- *Grace will follow up on Rita's refund or return of her merchandise*

Budget 2017

Micheal presented the proposed 2017 Operating Budget. The Budget process begins with everyones hopes and dreams and widdles down to the final draft. There were 5 drafts created in the budget process this year. Micheal mentions that this is one of the most conservative budgets he has seen since he has been here.

The 2017 Budget proposes West sales at 3% growth and East sales at 3.19% growth. Labor of percentage of sales is 20.3%. Yielding a Budgeted net Profit of \$73,616. The 2017 Budget assumes a positive cash flow.

Micheal reviewed the primary changes made during the drafts of the Budget this year. One thing that changed was medical expense assumptions. There is also discussion within the Finance CAT to create a fund for medical expenses. Most of the major adjustments had to do with personnel costs and sales per labor hour as well as expenses. There was also an adjustment in Member discounts as the Discount task force recommendations are an approved change. This change is scheduled to take place half way thru the year.

Why not till then? The Task force wants to make sure that we have all the materials and a comprehensive training about the changes to the Discount program. they also would like to have thorough communication with the Membership and have time to physically implement in the system.

Another adjustment was to finance the Eastside remodel project.

Where does that debt show? In the balance sheet, Grace responded.

Why are we financing it? We planned to finance the Westside project. We had the cash at the time and decided to spend it. Since then we have had problems with cash.

Professional services has an increase because of the watch list status with the NCG which could go away as our cash performance has been better.

**Proposal: The Board approves the 2017 Operating Budget.
Consent**

Committee Reports

Advocacy- no active representation.

Co-sound- met last night. There is a Massage school that is looking to convert to a worker collective in Tacoma that they will be meeting with. They are also looking to develop some funds to support local cooperatives. A solidarity fund and a mutual fund. They also have begun planning on Co-op a topia 2017

Finance- cash flow continues to improve. There is also a Variable pricing project that is being used in some departments.

Personnel- no active representation.

Local- no active representation.

Standing Hiring- no active representation.

Member Relations- did not meet

Expansion- Continuing to work on the Eastside remodel. The Committee sent out the *'New Plan of Action'* to the Board last night.

SEE ATTACHED DOCUMENT #1

The committee is hoping to get consent from the Board tonight, mostly to announce the plan in the newsletter.

Jaime mentioned that he notices that we talk about Expansion in optimistic ways and we should be careful how we phrase communication to the Membership.

A proposal will be coming next month about the overall Eastside remodel process.

David adds he did not see anything about addressing the parking and bike/pedestrian within the Eastside project. Staff feedback was collected on the new action plan.

Proposal: That the Olympia Food Co-op adopt the new Expansion Action Plan:

- a) Remodel the current Eastside store to improve shopability and working conditions
- b) Explore possibilities for opening a new store on a new site, including in downtown Olympia

**Consent
Stand Aside- Laura**

Eco planning- no active representation.

Board Staff Relations- has not met.

- **Laura and fern will write up a report on the Board staff relations task force work**

Discount Task Force- working on implementation of the approved changes. The Finance CAT would like to take implementation over. The Task force has a meeting next week and will be discussing if they can wrap up their work. *Sam asked about the future of the discount program and if the task force will become a CAT and therefore taking the work out of Board participation?* There is little policy left to develop. If there is a policy proposal it will come to the Board.

Elections Task Force- has not met

Organizational Health Task - talked to Staff member Mo about the next steps for strategic planning and they are also planning a meeting with Big Picture CAT. There was a recent exercise in Collective meeting around the survey.

- *Fern will send out the Co-op index to new Board members*

Staff Report

At the recent Collective meetings Staff reviewed the new scheduling process. They went over issues that folks were having and had an update on that. The Collective went over the Labor CAT survey on what they wanted to work on this year. Grace facilitated an interactive workshop on the Co-op index results. They delved deeper into what people were thinking when they answered those questions. Whitney gave a follow up presentation about the CECOSOLA exchange. People were able to ask questions and talked about next steps and how we can support them. Finance had a financial engagement exercise that proposes a process to engage around finances. Finance will be following up with the Departments directly with needs and questions.

Officers and Committee Assignments

President- Desdra Dawning

Vice President- Jim Hutcheon

Secretary- Casey Hook

Treasurer- Jaime Rossman

Proposal- The Board approves the 2017 Officers Consent

Advocacy- Brian, Julianne, Desdra

Co-sound- Micheal, David

Finance- Sam, Jaime

Eco Planning- Casey, Desdra

Expansion- Micheal, Sam

Personnel- Jim, Casey

Local- Jim, David

Standing Hiring- Jaime, Micheal

Member Relations- Desdra, Casey

Org Health- Desdra, Julianne

Elections- David, Jaime

Legal subcommittee- Sam, Desdra, Jaime

BOD Staff Relations- Julianne, Desdra

**Proposal- The Board approves the 2017 Committee Assignments
Consent**

- *Fern will update the Committee table and send out to Staff*
- *Fern will send the 2017 officers to Corey*
- *Fern will send Board info to the website and staff pages*
- *Fern will contact Committees with their new members*
- *Expansion will discuss increasing Board representation and will report back in Feb*

Board Retreat Follow up

The Board Retreat held in December yielded action items. Those responsible for each item reported on the progress of that work;

Bylaws Task Force Proposal will be presented to the Board in February. *(Laura and Fern)*

Board Budget - policy process about the Board creating its own board budget. They will be meeting with Corey and will then draft and present the process proposal to the Board *(Sam and David)*

Co-op Index Results- Instigate and create process for strategic planning. This work is in process . They will be meeting with the Big Picture CAT. *(Desdra and Laura)*

BOD Staff Task Force- will be creating a report on the Task forces work. *(Fern and Laura)*

Creating an action plan of Board development. Including policies and procedures as a standing agenda item every month and that are on a calendar. *(Fern, Laura, Desdra)*

Overall Retreat Feedback-

Julianne - Thought it was great. Would have liked to do more follow up

David - Appreciated the time and freedom to speak. It was empowering and helped focus us as a group. Would like to come out with more ideas from the final notes.

Micheal- had big ideas but doesn't remember them.

- *Fern will send out the final draft of the 2016 BOD Retreat notes to all*

Executive Session

No Decisions made.

Commitments

- *Laura and David will work on confidentiality agreements, privacy policy and Board ethics Pending*
- *Fern will draft committee guidelines and send out to all to present to their committees for feedback Pending*
- *Grace will follow up on Rita's refund or return of her merchandise*
- *Desdra will take Rita's complaint to the Member Relations*
- *Laura and Fern will write up a report on the Board staff relations task force*
- *Fern will send out the Co-op index to new board members*
- *Fern will update the committee table and send out to staff*
- *Fern will send the 2017 officers to Corey*
- *Fern will send Board info to the website and staff pages*
- *Fern will contact committees with their new members*
- *Expansion will discuss increasing board representation and will report back in Feb*
- *Fern will send out the final draft of the 2016 BOD Retreat notes to all*

Meeting Evaluation

- Liked the little crackers
- Great job
- Great to have a full board
- Thank you for the good humor

Next Meeting

Board policies and development (standing agenda item)
FEB Committee Guidelines/ MARCH officer duties
Expansion proposal- Eastside Remodel Process
Bylaws Task Force Proposal
Board Staff Relations Redux
Executive Session

Decisions Out of Meeting

No Decisions made out of meeting.

Attached Documents

1. Expansion Committee - Committee Reports

From: Expansion Committee

To: Staff Collective and BOD

**Expansion New Plan of Action
December 2016**

Background:

In July of 2016, after gathering feedback from the Collective and following the Expansion Committee recommendations, the OFC Board of Directors decided not to pursue the Eastside Expansion project that was prepared with the Development Co-op.

The Eastside Expansion Process Proposal (EEPP) stated that if the Co-op decided not to continue this project, the Expansion Committee was charged with proposing a new expansion plan of action.

The Expansion Committee had a retreat in August in which it explored the different possible courses of action for expansion of the Co-op. We took into consideration all the work that has been accomplished until now in Expansion land. In particular work done in the 2008-2010 exploration for opening a store downtown. We also remembered the results of the Co-op conversation that happened in 2012, the staff and Board visioning sessions and the goals established by the Board the same year.

We conducted our own visioning process keeping in mind input from staff and members gathered over the years as well as lessons learned from all the work we've done so far.

What came out of this retreat is that we envision:

- The Co-op creating a new store properly sized and designed for the shopping needs of our members while ensuring the long-term health of the organization
- The Co-op staying an essential part of the Olympia community and its stores reflecting this identity
- The Co-op adapting/changing its systems to ensure the success of an expansion while staying true to its mission and values

The Expansion Committee considered the various ways in which we can make this vision come true and is now coming back to the Collective and the Board with a new plan of action.

Plan of Action:

The general plan is to:

- a) Remodel the current Eastside store to improve shopability and working conditions
- b) Explore possibilities for opening a new store on a new site, including in downtown Olympia

a) Remodeling the Eastside store

The Co-op decided not to pursue the project of building a new store on the ES property but we are still facing ongoing difficulties for members to shop and staff and WMs to work in the store. This means that while we need to direct our attention to other sites for a new store, we also need to figure out how we can improve the shopping and working experience at the ES. The reality is that the Co-op has put off a lot of repairs and improvements to the ES store in the hope of a significant expansion coming soon.

Now we are proposing a remodel of the ES store that would buy us at least a few years until we are able to open a new store. We propose that the price tag of this remodel stay reasonable in order to have a positive return on investment within a few years. This means that the remodel should help attract new and retain existing members/shoppers, improve sales and help put us in a better financial position for an expansion. At this moment, we are still evaluating the costs of several improvements, for example:

- removing some of the posts in the retail area
- replacing the flooring
- replacing the lighting and the sound system
- changing some of the shelving
- remodeling the bathrooms
- installing a central climate control system (HVAC)

- general store conditioning (painting, signs, decorating)
- remodeling the produce prep and WAC desk area
- expanding shoppers parking to staff parking lot
- moving the deli kitchen to a POD or off-site
- new roof
- etc.

We do not know yet what would be a reasonable budget for this remodel that will help us achieve our goals, but we already budgeted for taking a loan of \$250,000 in July 2017.

We are also proposing the attached **Eastside Remodel Process Proposal** that outlines all the steps and decisions necessary for this project.

- b) Explore possibilities for opening a new store including in downtown Olympia

When considering where we should focus our efforts for finding a site for a new store, the downtown option came into consideration. There are several reasons for this:

- A membership ballot in 2009 indicated that a majority of members wanted a store downtown
- There was an extensive exploration of this possibility between 2008 and 2010. In the end, the Co-op decided not to pursue the project because it wouldn't pencil out. However, downtown Olympia is now experiencing a rapid transformation with a projection of 5,000 new housing units in the next 20 years and around 500 of them in next couple years. The State is also expending its offices downtown.
- We see the downtown option consistent with our mission of community building

Of course, there would be challenges also if choosing to open a store downtown like:

- Sufficient parking and car accessibility
- The price of real estate
- Security concerns
- Rising sea levels
- etc.

It is to evaluate all these considerations that we are proposing that the Co-op, through the Expansion Committee, focus on exploring the possibilities of opening a 3rd store downtown Olympia. The Committee will still consider opportunities in other areas.

The Expansion Committee will, just like we did in 1992, create a sub-committee of a few staff and Board members that will gather information, talk to city planners, real estate owners and agencies, developers, etc. and report to the full Committee. This will be just an exploration and any decision engaging the Co-op would belong to staff and/or BOD.

Proposal: That the Olympia Food Co-op adopt the new Expansion Action Plan:

- a) **Remodel the current Eastside store to improve shopability and working conditions**
- b) **Explore possibilities for opening a new store on a new site, including in downtown Olympia**

The Expansion Committee is coming to the Board of Directors for consent after incorporating feedback from the Staff Collective.

Thank you

Attached Documents

1. Opportunity for Olympia

Dear Olympia Food Co-op Board,

I would like to invite the Olympia Food Co-op Board to endorse the Opportunity for Olympia campaign. This campaign is attempting to provide 1-year of free community college to all high school graduates and recent GED holders in Olympia, Washington. The program would be paid for by introducing a 1.5% tax on all household in Olympia making over \$200,000 a year. Its goal is to make higher education more affordable while also addressing Washington's regressive tax system. The organizers of this campaign see a natural alliance between our work and the mission of the Olympia Food Co-op to support social justice.

Attached in this email are materials for Opportunity for Olympia, including a fact sheet on the campaign, links to news coverage and a letter to the editor on the campaign that was published in The Olympian. Additionally, there is a list of Olympia businesses that have already endorsed our campaign. You can also visit our website, which is posted below.

Opportunity for Olympia

The Olympian Article

<http://www.theolympian.com/news/local/article71935882.html>

Letter to the Editor

<http://www.theolympian.com/opinion/letters-to-the-editor/article87138202.html>

Website

<http://opportunityforolympia.com/>

Local Businesses

- New Traditions
- Rush In Dumplings
- Deschutes River Cyclery
- Jamie Lee and Company
- Danger Room Comics
- Funk Fuzz Records
- Obsidian
- Doos Donuts
- Browsers Books
- Psychic Sister
- Olyphant Art Supply
- Last Word Books
- Oly Underground
- Rosie's Joint
- Olympia Framemakers
- Kickstand Ice Cream
- Salon Milano
- Remember When Antiques

2. Discount Task Force

Discount Task Force
October 2016

Discount Task Force Comprehensive Timeline/Document

May 2015 Staff consents to allow the Discount TF (DiscTF) 4 members (Monica, Tamara, Laura and Grace) and one non-consenting member/facilitator coordinator (Rafa).

July 2015 The task force has their first meeting in order to discuss the history of the discount system provided by Kitty and the Finance CAT along with board members Eric, and Teresa

Sept 2015 The task force creates a Timeline/Workplan to keep goals and work on task. Begins working on recruiting members to discount advisory council.

Nov 2015 The task force approved Angie Kelly and Pat Kolstad for participation in the task force.

Feb/March 2016 The task force follows through on a member survey regarding discounts, access to and proposed changes to the discount structure with education on co-op sustainability. A round of focus groups comprised of discount using members is conducted in order to get in person feedback from co-op members. The task force adds Satora Oswald to the member advisory council.

April 2016 The task force proposes for up to 175 hrs to be used in 2016.

May 2016 The task force presents its findings and recommendations to the board of directors and collective. The board asks the task force to work on a plan for implementation before they can consent and the collective provides feedback on how staff can effectively participate in the proposed change.

July 2016 The task force presents an implementation plan to the staff in order to get approval for added responsibility as well as the steps in implementing the new discount structure for members. Feedback is generated and supporting documents to detail the specific steps in the implementation plan are needed.

Aug 2016 The task force creates a new timeline for the remainder of the year and proposes to add another 125 hours for 2016 to cover the extra work generated by the board.

Sept 2016 The advisory council meets in order to go over the implementation plan and recommends the use of CAP (Cooperative Access Program)

Oct 2016 The task force presents supporting documents and a comprehensive timeline/document on its work to the staff and board.

3. Standing Hiring Team Proposal

Draft reply from Board Member Vicky Schroeter (see purple)

TO: The Board

FROM: The Hiring Team

RE: Proposals to Change the duties of the Standing Hiring Committee

9/10/16

BACKGROUND

The Board created the Standing Hiring Committee of the Board about 10 years ago when we re-created our hiring process. We created the Hiring Handbook which has all the policies and guidelines that determine our Hiring process.

The Standing Hiring Committee is a Board-appointed Standing Committee.

Purpose: The Standing Hiring Committee is responsible for coordinating all aspects of staff hiring, and that includes:

- Developing and maintaining a hiring handbook with all policies and procedures for hiring, accessible to all
- Developing and maintaining an active outreach program

- Maintaining awareness of the co-op's needs with regard to hiring and responding to that need in a timely manner
- Developing and maintaining ongoing training for committee members
- Maintaining effective and respectful communication with everyone
- Working with the conflict resolution and anti oppression committees as needed
- Ensuring compliance with applicable law.
- Developing and maintaining an evaluation process for the committee's work
- Developing and maintaining an integration process for new staff to transition from new hire to trainee.

Committee Make up:

- 1-2 Board of Directors Members
- 2-3 Staff
- 1 Staff hiring facilitator

The Standing Hiring Committee has not done this work for most of the time we've had it. We have struggled to maintain both Board and Staff membership and the Committee has done little else besides reading and recommending finalists and hiring proposals to the Board.

We believe that there are currently many other coordination groups that could integrate some of the responsibilities of the Standing Hiring Team. We believe we should simplify the work of the Standing Hiring Committee.

We believe it's important to maintain this committee as per the by-Laws, the Board is responsible for hiring and firing of staff. We believe it should be the primary function of the committee

Proposal 1:

That we change the purpose and function of the Standing Hiring Committee as follows:

Standing Hiring Committee

The Standing Hiring Committee is a Board-appointed Standing Committee.

Purpose: The Standing Hiring Committee is responsible for coordinating the following aspects of staff hiring:

- Present Staff Hiring Process and Handbook changes to BOD for consent (when needed)
- Review and consent to Finalist Recommendations made by Interview Team
- Review the Interview Team's Hiring Recommendations and present recommendations to BOD for consent
- Develop, maintain, and facilitate annual evaluation process for the Interview Team's work.
- Attend and participate in the Interview Team's evaluation of the hiring process (which occurs at the end of each hire).
 1. Review proposals from the Interview Team regarding the Hiring process and the Hiring Handbook and make recommendations to the Board

Committee Make up:

1 Staff hiring facilitator

1-2 Board of Directors Members

2-3 Staff (staff application consented to by Board of Directors)

The Board of Directors' (BOD) relationship to the Committee The full BOD is involved in the hiring process only in the following situations:

1. When staff proposes that the BOD authorize initiating a hiring.
2. When the Standing Hiring Committee makes specific hiring proposals (who to hire).
3. When the Standing Hiring Committee needs new BOD members.
4. When substantive procedural changes are made to the Hiring Handbook and/or the hiring process.

Staff's relationship to the Committee: The Staff is involved in the hiring process in the following situations:

1. When the Interview Team needs new members.
2. When substantive procedural changes are made to the hiring process.
3. When staff members carry out processes in communication guidelines.

Proposal 2: The following job duties previously assigned to the Standing Hiring Committee would be re-assigned to the people/groups highlighted:

1. Developing and maintaining the Staff Hiring Process and Handbook with all policies and procedures for hiring, accessible to all (interview team)
2. Developing and maintaining an active outreach [recruiting] program (outreach, with support from hiring facilitator)
3. Maintaining awareness of the co-op's needs with regard to hiring and responding to that need in a timely manner (labor systems CAT - already happening)
4. Developing and maintaining ongoing training for committee members (hiring facilitator with support from training CAT)
5. Maintaining effective and respectful communication with everyone (interview team, with hiring facilitator taking primary role)
6. Working with the conflict resolution and anti oppression committees as needed (hiring facilitator)
7. Ensuring compliance with applicable law (hiring facilitator with support from personnel coordinators)
8. Developing and maintaining an integration process for new staff to transition from new hire to trainee (new staff training coordinators with interview team)

Proposal 3:

We add a section to the Hiring Handbook that reads as follows:

Process for changing the Hiring Handbook and/or the Hiring Process

- 1) The Interview Team is responsible for proposing changes to the Hiring Handbook and/or Hiring Process. The Interview Team will draft proposals detailing any proposed changes.
- 2) The Interview Team will publish the proposals to the Staff Collective and seek feedback.
- 3) The Interview Team will present the proposals with added Staff feedback to the Standing Hiring Committee for their review and recommendations to the Board of Directors.
- 4) The Interview Team and/or the Standing Hiring Committee will then present the final proposal to the members of the Board of Directors for approval.

PROCESS

It is not spelled out specifically yet what the process is for amending the Hiring Handbook. We believe it should be done by decision of the Board. We have now gathered Staff and Board feedback and have incorporated it into these proposals.

4. Standing Rock Fundraiser Proposal

To: Staff Collective & OFC Board

Re: Proposal for a Fundraiser and Food Drive for Standing Rock solidarity organizations, through Round-up at Registers Button and Other Collections

From: Jenn Campbell with request from Coop Members and Staff

9/28/2016

Fundraiser Proposal & Round-up Request

Name of group: Standing Rock Solidarity Organization

Is the organization a non-profit: Yes

Why are you requesting a round-up donation?

The events of the past month at the Standing Rock Reservation to protest the Dakota Access Pipeline have prompted many calls for support. A local group of individuals, some of whom have traveled to the Reservation and protest areas to deliver supplies and offer on-the-ground support, has asked the Olympia Food Coop to add a Round-up at the Registers. The Coop has already donated food and other items and co-hosted a film fundraiser; however, we have not so far asked for financial donations from the membership.

Although we already have one Round-up organization at this time (Magic Kombucha), many of us feel the need for immediate support at Standing Rock is important enough to have two Round-ups at once. Also, the goals of these two donations are very different – one, to rebuild a much-loved Olympia business over a period of many months, the other, to offer immediate solidarity and supplies to a group of Indigenous Nations and allies who are resisting the construction of a pipeline over sacred sites and riparian areas (from which local people draw drinking water and of which are important in ceremony). Adding a Round-up option to this larger fundraising campaign will give Coop Members an easy way to contribute.

The Staff Anti-Oppression Budget (AO CAT) is under-spent by approximately \$1,000. We want to propose that within the larger context of this fundraiser, the Coop Anti-Oppression CAT will match donations up to \$1,000 and that the goal is higher. Donations can be taken in larger amounts than round-up quantities from members by FCs, FECs and Customer Service, in checks and cash, and will be collected in an envelope in the safe. Food drive items (as well as specific supplies requested on the Standing Rock Supplies List) can be collected at the stores.

The Anti-Oppression CAT has offered to purchase supplies such as bulk foods (from the Supplies List as requested by participating First Nations at Standing Rock) and deliver these supplies, along with the remaining funds from the fundraiser. These would specifically be supplies that are difficult to obtain in North Dakota.

How does your request align with the Co-op's mission statement?

The Co-op's mission statement includes these goals: To make good food accessible to more people; to support efforts to increase democratic process; and to support efforts to foster a socially and economically egalitarian society. All of these will be approached by a fundraiser and food drive for the First Nations and allies who are protesting the Dakota Access Pipeline.

Date and duration of Round-up Request: As soon as it is consented on, for the full 6 month period.

What is your plan for outreach? Signage at the registers, signage at the front of the stores, promote on Facebook and on the website. Signage will include that the Coop Anti-Oppression Committee will

Do you anticipate extending your request beyond 6 months? Don't know. This depends on the status of Standing Rock Reservation and the Dakota Access Pipeline.

Proposal: That there be a Standing Rock fundraiser and food drive campaign for a Standing Rock NoDAPL solidarity organization for six months (from the time consented to by the Staff Collective and OFC Board of Directors). This fundraiser will use both "round-up at the registers," at-large check and cash donations, and food and supplies donations to Front End Staff. The Anti-Oppression CAT will match donations up to \$1,000 and this will be advertised widely. The Anti-Oppression CAT will decide, with input from Member

Relations, members at large, and the Board of Directors, how best to deliver the funds and supplies.