



Board Meeting Minutes

1.16.2014

Attendance: : Alejandro Rugarcia (*Staff Rep*), Jayne Rossman (*Staff member / presenter*)
Michelle Weber (*facilitator*), Fern Moore (*Notes/ Board Observer*), Teresa Young, Dani
Madrone, John Regan, Josh Simpson, Mohamed El Sokkary, Micheal Snow
Absent - Niki Bilodeau, Erin Genia, Isabella Rogol

Agenda

Agenda Review
Announcements
Mission Statement + Commitments Review
Member Comment
Staff Report
Board Welcome and Contact Info
New Memberships for committees and task forces
Spokesperson plan
BREAK
Review of Staff Feedback on legal identity
Committee Reports
Executive Session
Commitments Review
Meeting Eval

Announcements

- Niki is ill and will not be attending the meeting
- Erin and Isa are out of the country
- This is Jayne's last meeting for a year as she takes her sabbatical
- Alejandro, Mohamed, and Micheal's first meeting
- Will be trying to skype Isa in to the meeting from Costa Rica

Commitments Review

- *Jayne will send out a doodle poll for incoming BOD members to debrief. All BOD members are also welcome to attend* complete
- *Isa, Dani and Erin will meet after they receive annual meeting feedback to construct next steps on the legal identity work* complete
- *Jayne will contact board committee facilitators about meeting schedules being accessible to Board Members schedules as they are committees of the Board* pending

- ***Jayne will contact Erin and Eric to see if they need support with the local committee***

complete

Member Comment

- *Nancy Koppelman - see attached document #1*
- *Gail Pollock - commented on what she read in the newsletter. She has been disheartened because of boycott. She is appealing to the board to reconsider the boycott action and rescind it and start again. Reading the statements from Harry and Grace, about consensus, she was appalled and misses the ideals of the co-op. She loves having a co-op that is responsive to the community and tries to bring good food to Olympia, but she is ashamed by this. The article was a puff piece; the co-op has lost its way it takes a lot of courage to find your way back. She would like to see a retraction in the newsletter, clarifying the inaccuracies that were printed. She encourages all to be brave, and correct this.*

Staff Report

Coordination Teams have been developing their work priorities for the year. We have a lot of work planned for the year. The stores have been super busy, despite holidays and inventory. The Inventory service did not impact delivery stocking. We successfully installed the new west side freezer and other planned equipment purchases are moving forward. We have a hiring proposal coming to staff meetings for collective discussion. the initial proposal was met with strong staff concern about adding staff to the collective. the membership team has begun process work to recommend a software change for the membership database. this will begin with a membership engagement process in spring.

- ***Jayne will contact the facilitators of the collective meetings letting them know that three board members will be attending Collective meeting A***

Board Welcome and contact info

The Board reviewed the contact info sheet.

New Memberships for committees and taskforces

2014 Olympia Food Co-op Officers:

President - Mohamed El Sokkary

Vice President- Teresa Young

Secretary - Josh Simpson

Treasurer - Micheal Snow

**Proposal: The Board approves the 2014 officers
Consent**

2014 Committee Memberships

Finance- Micheal Snow

Personnel - Teresa Young

Eco - planning - Josh, Teresa

Standing hiring- Niki Bilodeau, Mohamed El Sokkary

Outreach - Teresa Young, Dani Madrone
Co-olympia - Erin Genia, John Regan
Local - John Regan
Member Relations - Erin Genia, Dani Madrone
Expansion - Isa Rogol, Niki Bilodeau

Task force 4 - Teresa Young
Board Staff Relations- Isa Rogol, Dani Madrone

- ***Alejandro will contact all the committees with new memberships***

Newsletter deadlines:

March 1- John
May 1 - Dani
July 1 - Teresa
Sept 1- Josh
Nov 1- Micheal
Dec 1 - Mohamed

Spokesperson plan

Jayne has been acting as the co-ops spokesperson-fielding reporters, emails, member suggestions and questions pertaining to the boycott. Grace will be acting as a spokesperson for boycott and law suit related questions. Heather will be fielding general outreach related inquiries, or route to those in those positions. Alejandro will be monitoring the board email address.

The Board supports these recommendations.

Review of Staff Feedback on legal identity

The feedback from Staff regarding the legal identity question has been compiled. The two other members of the committee are on extended leaves. Dani recommends that the compiled feedback be brought to the member relations committee to continue working on it. As they are also working on creating another engagement with the membership

Next steps:

- Research the questions and themes gleaned from the feedback gathered at staff meeting and annual meeting,
 - Present information to the board, and the board will decide whether to move forward
 - Member relations will design what the process is for members to give feedback,
 - Conduct another round of staff feedback
 - Possible Board proposal for the ballot
- ***Dani will revisit the feedback and glean themes and questions to present at the next meeting***

Committee Reports

Eco Planning - See attached Document #1

Finance - has not met

Co-Olympia - had a large meeting last night. The committee is developing traction. There are reps from North West Co-operative Development Center, Flaming Eggplant, etc. They need assistance with strategic planning. And identified the need for an exchange with CECOSOLA. The committee is also planning the next Co-opatopia,

March 15th 1- 5 pm at St Martins pavilion. The co-op will have a couple tables at the event. They will be having a meeting February 16th for strategic planning. There was a request from the Flaming Eggplant; they would like support on consensus trainings from the Co-op. Alejandro would also be willing to assist the committee with their strategic planning.

Standing Hiring - has not met

Outreach - has not met, Jason will be the new staff member on the committee

Personnel - continuing working on the staff handbook, which they recently took to all staff collective meetings twice. The handbook consists of 42 pages of policies. The committee will be meeting once a week to complete this work. It will then be sent to our lawyer, and then to the Board for consent. There is a new Staff member on the committee, Lucas.

Local - has not met

Expansion -Three projects are in process. The garden center: Dan will act as the project manager. There is a six-page work plan with time lines. The committee will be updating staff at upcoming collective meetings. West: The Merchandising CAT is working on the next draft. Floors are in budget. We are trying to do it with out closing the store. East: looking into the development co-op who focuses on big expansions and remodels. This idea will eventually come to the board if a budget amendment is needed.

Member Relations - unclear on what they are working on, they need to check in with outreach on who is doing what. They have been reviewing the charter. And are also discussing member turnout and how to increase voter turnout. Jayne recommends that outreach and member relations merge into one committee as much of their work overlaps. She recommends that they discuss it within their group. Dani will coordinate this conversation with both committees. They are also working on improving communications for the members, creating more accountability, and making more multi lingual information available. There is money in the budget this year for member forums.

Staff / Board Relations - created a survey to go out to staff that is still being edited. Some of the committee members on vacation, they will reconvene when everyone is back and continue the work.

Commitments Review

- ***Alejandro will contact all the committees with new memberships***
- ***Dani will revisit the feedback and glean themes and questions to present at the next meeting***
- ***Jayne will contact the facilitators of the collective meetings letting them know that three board members will be attending Collective meeting A***
- ***Jayne will contact board committee facilitators about meeting schedules being accessible to Board Members schedules as they are committees of the Board pending***

Attached Documents

#1 - Member Statement from Nancy Koppelman

I'd like to congratulate those of you who recently joined the Board. I was moved by your statements at the membership meeting and I wish the best of luck.

The Co-op renews itself by renewing the board. You can bring fresh eyes and creativity to its leadership. I hope you will do exactly that regarding the July 2010 board's decision to force a boycott of Israel on the membership.

Today, only two members of that board remain. You are not beholden to their consensus. Two questions persist; Is the boycott in accord with the co-op's mission? And more to the point did the board do right bypassing the bylaws in the first place? Now it's your turn to answer them.

This will be challenging. Some of you may not even want to have the conversation. If that happens, a red flag should go up for all of you. *Everything* must be open to discussion and revision- that's how democracy works, one of the co-ops central values, works.

Clearly, you are in a difficult position. Boycott supporters might be angry and disappointed. Many hundreds of other members would be grateful. Please consider what values those different reactions illustrate, and examine the earlier board's decision carefully. To correct Grace Cox's statement in the co-op newsletter: This boycott was NOT consistent with previous practice precisely because it was a BOARD action. You can make Grace's statement true by setting the boycott aside and returning it to staff, as the bylaws require.

Please consider for yourselves what it means to "encourage economic and social justice", "support efforts to increase democratic process" and " support efforts to foster a socially and economically egalitarian society". These meanings are dynamic and always changing. No board has the last word on them. Traditions, our beloved local store, hosts many BDS events but does not explicitly boycott Israel. Think about it. Again, it's your turn with the community's trust. I look forward to your leadership, and the best of luck to you all.

Thank you

#2 - Committee Reports Eco - planning

1.15.14

To: BOD

From: Staff person Adam

RE: ECO Planning Committee

Hello-

I wanted to take a moment to address the status of this committee with you all. I understand getting this group organized and back on track has been on the BOD's radar for awhile now, and it may be on part of your agenda this week...

First a little background-- The Eco Planning Committee (EPC) got some great work done when they formed and created a charter and vision statement. Progress lagged off when the positions of member at large and BOD members went vacant and continually unfilled. The remaining Staff persons worked on drafting work plans to direct their focus, but again it was difficult to make progress. Budgeting issues that embattle us every year added to the difficulty in securing funds to carry out any of the plans created. There isn't even a budget for EPC in 2014. This amongst other things has made me question how committed to this work this Organization really is.

I have a passion for what I perceive this work to be for the Co-op. I think we are capable of matching, at the very least, what I see in other co-ops and conventional stores across the region. Right now we are not even close.

What I see us needing to get this committee going again is this:

- Get BOD membership on the committee (more needed than members at large at this point, but fill those too sometime)
- With staff and BOD reps, the EPC revisit the charter and decide what changes, if any, need to be made in order to support the continuation of this group and its work
- Look at existing job descriptions whose work/tasks overlap with Eco Planning work. (currently, Facilities Coordination team, M & R, Merchandising, Supplies buyer, all these have similar work detailed in their job descriptions, so it gets fuzzy as to who is responsible for what -and what's more- who has decision making authority for what..!?)
- Write a special projects proposal so the staff persons can get paid for the time they work on Eco this year.
- Draft a work plan for remainder of 2014
- Draft work plan for 2015, so we have something to budget for during Budget Process in fall of 2014

This is probably enough to get us to 2015, when we will be looking at more in depth work. I have several ideas and plans in waiting, things that I feel we can hit the

ground running on right away, as well as several plans that may require more process and refining:

- Find non-China made re-usable (canvas-like) shopping bags to carry for retail sale
- Work with Merch CAT on packaging guidelines policy. Address how many products we carry that are not staples and are packaged in non-compostable, non-degradable plastic and landfill-bound wrapping.
- Replace plastic produce/bulk bags with compostable plastic bags (research done, viable option available)
- Get low flow or dual flush toilets in bathrooms (push once for #1, twice for #2)
- Get color consistent, same sized, clearly marked 'sorting stations' for recyclables/garbage/compost throughout each store, AND educate folks on what goes where!
- Speaking of, create Co-op classes that are Eco minded, hold education classes from LeMay or the City of Oly on waste management and such
- Create long term plans such as savings accounts for projects such as installing solar panels/batteries/converters, installing generators or _____ to run freezers/refrigeration during power outages...

So you see, there is a lot going on with Eco Planning, it's just that all we have done is *plan*, and not a lot of action has been happening! I feel we can accomplish the simple bullet points first mentioned to get this going again. And once we do, I look forward to working with motivated folks to create and implement some amazing Eco plans and make the Olympia Food Co-op a leader in the area when it comes to being Eco minded –and showing it through actions!

Thanks for taking the time to read this; I am always available at...

adam@olympiafood.coop

Adam Stocks

Staff of over 12 years

Eastside Meat Dept manager

Big Picture Coordination team (BPC)

Decisions out of Meeting

December Meeting Minutes - Consent via email

Stand Aside- Ron Lavigne