



Board Meeting Minutes

10.15.2015

Attendance: Micheal Snow, Isabella Rogol, Desdra Dawning, Eric Mapes, Mohammed El-Sokkary, Matthew Schmezler, Teresa Young, Habib Serhan, Alejandro Rugarcia (*Staff Representative*), Laura Kazynski (*Staff Rep Trainee*), Fern Moore (*Board Observer*), Cristos P. (*Facilitator*)

Agenda

- Agenda Review
- Announcements
- Mission Statement
- Commitments review
- Member Comment
- Staff Report
- I-732 Initiative petition request
- Committee Reports
- Break
- Annual Meeting
- Kitsap Community Food Co-op
- Board Budget 2016
- Officer Assignment
- Meeting facilitation discussion
- Commitments
- Meeting Eval

Announcements

- The Annual Meeting is this weekend on Saturday from 11-2 at the Olympia Center
- Olympia just celebrated the First Indigenous Peoples Day! The Olympia Food Co-op donated products to the rally and celebration. The Board also signed the petition and was thanked at the celebration for their support.
- There is a Downtown shelter fundraiser on November 14th. The Co-op will be donating to this event.
- Police and Community relationship committee held their first forum last Saturday. Seventy eight people attended, twenty reported on their experiences with OPD. Eight of them were African American. Overall the forum was very successful. The committee will report to the city council. There will be four more forums. The implementation of body cameras in Olympia is proposed. Alejandro represents the latino community on the committee. This is the first time the police department has opened up to public comment on police activity in Olympia.

Commitments Review

- *Grace will investigate the by-laws in regards to changing the 'dues' terminology pending*
- *Fern will email the meal train complete*
- *Fern will send the statement to the newsletter complete*

Member Comment

- *Vic Coleman- Community Sustaining Fund (CSF) raises 2/3 of their total revenue through the round up at the registers. They are trying to promote and market the round up process and CSF. They are still a bit underground as a community organization. They proposed an idea regarding the membership card, is there a way to wire in a round up process on the card as an opt in? Members would need to opt out if they did not want to round up. They approached someone at the Co-op that said wait until we roll out the cards. CSF would like the proposal considered and are motivated about this idea.*
Another request is to have another Board member to sit on the application round. There was discussion about if this should be formalized process perhaps designating a CSF liaison from the Board, the liaison would be involved in the application process and perhaps with all of the work of CSF. Deadline for apps is Nov 13th, application day is Nov 21. They receive 6-12 apps and fund about 40%. There is a need that they are not filling.

- *Desdra is interested in sitting in on the CSF application round.*

Staff Report

An all Staff meeting is scheduled for next week, 45 staff will be attending. We will be discussing labor and structure as well as the evaluation processes. The Second draft of budget is being worked on. One day sale planned for October 25th highlighting Fair trade products. Election stations were set up today at both stores. The new Ballot boxes are being completed.

I-732 Petition request

See Attached Document #1

The Board received a petition request, from I-732.

There are concerns about the space in the store. Our stores are cluttered and hard to navigate as is. Also with the Co-op Election period open in stores, we need to prioritize space for the ballot boxes and related election materials.

The Board also felt that the two previous in store petitions directly align with our mission and values, this initiative less so.

The Board acknowledges that there are options to engage the membership through tabling outside of the stores to gather signatures and by posting promotional posters and information on the bulletin boards.

The Board would like to follow up with creating a process for petitions in store. This could be included in the work of the newly conceived Advocacy committee.

Proposal:

The Olympia Food Co-op Board off Directors would like no new petitions in store until a process is created by the Advocacy Committee.

Consent

Proposal:

The Board would like Fern to contact the I-735 petition in store with a two week notice.

Consent

- *Fern will contact the I-732 initiative team*
- *Fern will contact the I-735 petition with a 2 week notice*
- *Fern will forward petition responses to the Board*

Committee Reports

Advocacy- has not been formed yet.

- *Fern will check in about staff opening for the Advocacy Committee*

Co-Sound- gearing up for the CECOCESOLA exchange! The delegates will be here for five weeks. Desdra might have a place for them to stay.

Finance- have not meet.

Personnel- talked about the all Staff meeting next week. There was a request from a Board member about attending the Staff meeting which was not approved. They would also like clarify that an individual Board member cannot act on their own, ideas need to be brought to the Board and proposals need to be developed within the Board. There was discussion about Board training and a need to clarify the process.

Local- The Harvest party was a great success! Paris, staff member on the committee, will be attending the 'Anchoring local food' panel. The committee talked about general marketing for local products and producers for next year. They also began planning the Local Eats 2016 events that will be in June and September. They continued work on creating a local product promoter/sampler job description.

Standing Hiring- have not met.

Member Relations- Annual meeting planning is in full swing! There is a new member at large on the committee. They are still openings on the committee, they need members at large and staff members.

Expansion- At the most recent round of department meetings Departments brainstormed ideas and needs regarding the new store. There will be a report given at the Annual Meeting, at which they will be gathering member email addresses of folks interested in updates about the project. Now is the time to generating excitement within all areas of the organization!

Eco-planning- did not meet. Eric has been in communication with South Sound Solar. They will be conducting a site assessment for both locations. The Committee also received a message from a member about installing a bio diesel station at the Eastside store.

Board Staff Relations- presenting the proposal to staff at the next round of collective meetings. The Task force would like to create a Board handbook to accompany the Staff rep handbook. The proposal with Staff feedback will be coming to the Board next month.

Discount Task Force- trying to put together an advisory council to work with the task force. They will be recruiting at the Annual Meeting. They want to do focus groups as well and are working on the questions for the focus groups.

Elections Task Force- will discuss a newly found outdated ballot counting procedure.

- *Fern will email tech about online voting*
- *Fern will set up Elections Task Force Meeting*

Annual Meeting

The Board discussed the last minute details and agenda adjustments for the Annual Meeting.

CECOSESOLA change to movie with Q & A- 35
Finance report - Matthew
Change closing to end of official business
Add general Q&A time for members

- *Fern will send out the Final Annual Meeting agenda tomorrow*
- *Member Relations reps will forward the final Annual Meeting Agenda to Member Relations committee*
- *Isa will email Maxim and cc Habib about the Expansion report at the Annual Meeting*
- *Matthew will meet with Micheal about finance report at the Annual Meeting*

Kitsap Community Food Co-op Request

The Board received a request for the Kitsap Community Food Co-op, regarding a visit to the stores, as well as the opportunity to speak with Board and Staff.

The Board reviewed the request and approved it.

Teresa volunteers to meet with Kitsap Community Food Co-op

- *Fern will forward the Kitsap Community Food Co-op email to Teresa*
- *Fern will reply to Kevin from the Kitsap Community Food Co-op and cc Teresa*
- *Fern will solicit Staff Members to host Kitsap Community Food Co-op from BPC or Outreach*

Board Budget

The 2016 budget planning is in full affect. The Board received an inquiry from the Training CAT about the Organizational Health Task force work. Specifically asking if the Board could estimate the cost for an all day Staff event that would require closing the stores.

The Board discussed the plan and would like to add \$15,000 to the board line item to fund an all day meeting event. Training and Finance will need to determine if we need to also budget

for the loss in sales due to closing the stores for this event and add this amount to the budget if deemed so.

- *Fern will forward the Boards request to the finance cat*

Officer Assignment

Former Board of Director Max DeJarnatt was the acting Secretary of the Board for the 2016 year. With his recent resignation, this position is unfilled.

Proposal:

Desdra Dawning will serve as the Secretary of the Board for the remainder of 2016.

Consent

Meeting Facilitation Discussion

Desdra requested this agenda item to discuss Board meeting facilitation. She thought that perhaps the Board should be facilitating our own meetings like we once did.

The Board discussed the history of Board meeting Facilitation and the changes made over the years to support the process. There were many reasons that rotating facilitation did not serve the Board well including that one board member facilitating can be a heavy burden and decrease their role in conversations, rotating facilitation yields less skill and practice, and that a standing facilitator can be more efficient and include more staff voices to discussions. Eric also spoke to his experiences, with rotating facilitators.

Alejandro talked to sharing the power and skills. There was also discussion about valuing the knowledge and skills in the room. The Board discussed the possible benefits of giving the opportunity to Board members to facilitate. The Board also discussed the possibility of bringing in a third party facilitator that would be neutral.

The Board would like to work on executive session roles and clarifying the Boards desire during these sessions. They would also like this work to include clarifying the overall meeting structure and assumptions there in. This work could be clarified within the planned Board handbook proposed by the Board Staff relations Task Force. The Board facilitation role will be clarified within the Staff Rep Handbook that will be reviewed by the Collective at the next round of Collective meetings. The Board would like to also clarify avenues of feedback for the the facilitator.

The Board will review the Staff Rep Handbook at the November Meeting, they will also further discuss the Board handbook including the requests identified within this conversation.

Commitments

- *Grace will investigate the by-laws in regards to changing the 'dues' terminology*
- *Fern will email out the meal train*
- *Fern will contact the I-732 initiative team*
- *Fern will contact the I-735 petition with a 2 week notice*
- *Fern will forward petition responses to the Board*
- *Fern will check in about staff opening for the Advocacy Committee*
- *Fern will email tech about online voting*
- *Fern will set up Elections Task Force Meeting*

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- *Fern will solicit Staff Members to host Kitsap Community Food Co-op from BPC or Outreach*
- *Fern will forward the Boards request to the finance cat*
- *Isa will email Maxim and cc Habib about the Expansion report at the Annual Meeting*
- *Isa will email short list from MRC to Fern about participation in elections*
- *Matthew will meet with Micheal about finance report at annual meeting*

Meeting Eval

- Enjoyed facilitation and neutrality

Next Meeting

- **November-** Staff Rep Handbook
- **December-** CSF liaison discussion, Directors share their experiences about being involved with the CSF interview process.

Decisions Made Out of Meeting

Decisions made via email.

1. September Board Minutes

Consent

Stand Aside- Teresa Young, Matthew Schmezler, Habib Serhan

2. Annual Meeting Expense

Proposal: The Board approves the various Annual Meeting Expenses

Consent

3. Honorarium for CECOCESOLA

Proposal: The Board approves an honorarium for the CECOCESOLA exchange participants in the amount of \$250 person (x4)

Consent

Attached Documents

1. I-732 Petition Request

Hello illustrious Board!

I write to inquire about placing a signature petition for I-732 near the front of each the east-side and westside stores, so that our members can participate in the democratic process! I understand the Board needs to approve this action, and I am hoping that it will not be required to take place at an actual meeting, but possibly through the simpler and quicker method of this email.

Time is always of the essence in gathering these signatures!

I know there is already a petition for I-735 (and I work on that initiative too!), at least at the Westside store. I would imagine setting the clipboard for I-732 somewhere nearby.

I-732, also known as CarbonWA...if you're not yet familiar with it, is thus:

This measure would tax fossil fuel and coal and reduce the sales tax by 1% :) It would reduce climate changing greenhouse gas emissions and at the same time, bring Washington State \$1.7 billion in tax revenue from fossil fuel products.

Here are the nuts and bolts of the measure (#732):

- 1. Reduce the state sales tax by 1%, instead of 6.5% we'll pay 5.5%,***
- 2. Fund the Working Families Rebate program so ~ 400,000 Washington families will receive a rebate of up to \$1,500/year, and***
- 3. Eliminate the B&O tax for manufacturing companies in the state.***

Initiative 732 is a "revenue neutral" tax on each of us. The small increase we'll pay for fossil fuels will be offset by the money we save with the above changes. The idea is to tax pollution, which we want less of, and lower the tax on the things we want more of.

More details can be found at www.carbonwa.org

Please let me know the process by which we can engage the very engaging Co-op population in this great Initiative.

Thank you so much....

Janine Lindsey
Volunteer/I-732

2. Kitsap Community Food Co-op

Hello Tacoma, Olympia and Yelm Food co-ops!

My name is Kevin Koski and I vice president of the up and coming Kitsap Community Food Co-op that will be located in Bremerton Washington. The reason I am contacting you, our neighbor food co-ops is for an event idea we have, and are in the process of developing. Basically we want to visit you, your wonderful co-ops.

This Thursday we will hold an events committee meeting and we want to plan what we call the "Tacoma, Olympia, Yelm co-op tour", or "TOY tour". We are still working on a catchy name. We would like to educate our community for the purpose of this event. We find that our community is not sure what a co-op style grocery store is, so we would like to come to you.

The event details will be worked on on Thursday, but the general idea is to caravan / carpool to each co-op so we can experience a co-op and what it has done / changed for your community. We would love it if a representative from your board / store manager / employee etc, would give our group a tour and then talk to us on how having a co-op in your community has changed the community for the better. We would like to bring along people who want to improve our community for the better, but are unsure how a co-op can effect that change. So I feel that if we visit

you we can move touch and inspire people in our community to work together to open our community owned co-op.

So please respond to me if your co-op would be willing to host a visit by people from Bremerton so they are touched moved and inspired. Of course we would love to also do some shopping, supporting your community. If this sounds exciting to you we look forward to planning out idea.

Thanks,

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Kevin Koski
VP, Board of Directors