



## Board Meeting Minutes

10.17.2019

**Attendance :** Peter Brown, Mel Bilodeau, Jaime Rossman, Ben Witten, Joanne McCaughn, Jim Hutcheon, Grace Cox (*Staff Representative*), Fern Moore (*Board Coordinator*)

**Absent:** Desdra Dawning, Fred Medicott

## Agenda

Agenda Review

Announcements

Mission Statement

Commitments Review

Hiring Proposal

Staff Report

Committee Reports

Break

Member Relations Charter

Appeals Process

Commitments

Meeting Evaluation

Executive Session

## Member Comment

- Nancy Koppelman: *See Attached Document # 1*. Nancy has many times questioned the 9 year boycott of Israeli products. Please read the articles referenced.
- Mary Watt – Mary was a Volunteer cashier from July 2017-2019. She has also previously served on the Member Relations Committee. She loved cashiering. It is one of the focal points of her life. She has been put on hold. Its very heartsick for her. In two years she never had any difficulty until last March, when a Staff member would not help her. She thinks that the whole process was wrong. They tried to ban her last March, on feedback she gave regarding an issue with a Staff member. She is open to any follow ups.
- Bruce Wilkinson - running for the Board and came to listen
- Jace- also here to listen and running for the Board.
- John – also running for the Board

## Announcements

- Max announced that somebody called and said Trudy is not coming to the meeting tonight
- Bens office is hosting a health and wellness seminar on Thursday November 14<sup>th</sup>. He would like to extend an invitation to all Board members. He will email details.
- Grace announced that the co defendants are back in court next Tuesday the 22<sup>nd</sup> Court starts at 9. They are gathering at 8. The hearing is at Saint Martins at the 9<sup>th</sup> circuit court of appeals. - ***Grace will Email out clarification to all.***
- Indigenous peoples day was on the 14<sup>th</sup> the event was mostly the work of the Local Committee and Staff Member Jules did the lions share of the work.
- Fred mentioned a round table at evergreen Wednesday the 23<sup>rd</sup>. Power and Purpose: Cooperative policy round table.
- Fern read Desdra's resignation. The Board thanks her for her service.  
*See Attached Document #2*

## Commitments Review

- ***Grace will send out a doodle for the Board pages task force.***  
*Pending*
- ***Ben will bring Eco bag samples to Eco Planning Committee***

*Complete*

- ***Mel will follow up with Cynthia via email.***  
*Pending*
- ***Grace will inform Staff about the new Advocacy form and process***  
*Pending. Email written*
- ***Jim will contact Ami about the trainers used for Staff and will send out the website to all to review***  
*Pending*
- ***Fred will bring a formal proposal regarding Board training***  
*Complete*
- ***Mel will send out the MRC charter and the draft for discussion at the next Board meeting***  
*Complete*
- ***Fern will forward the notes draft to Fred***  
*Complete*
- ***Fred will coordinate the position statements deadline in the next two weeks***  
*Pending*

## **Hiring Proposal**

Staff Member, Megumi attended to present the Hiring Proposal, to hire 6 more Staff no later than February. This proposal was consented to by the Collective, with a condition from Meeting group C: hiring will continue if there is a need to change the number or timing of the hiring that we will propose an amendment to the proposal.

We have a situation where we have 3 identified Staff that are leaving and 2 others that have expressed that they will leave, but they have not announced when. The issue is that we want to hire 6, that will take us over where we are budgeted for this year and for next year. We expect staffing to adjust quickly. At the end of this year we expect to be 81. We need 4-7 new Staff to cover the open shifts. We didn't want to go all the way to 7 but 4 was too low. All that considered, we are proposing 6, which is buffering between expected and unannounced.

Mel spoke to hiring 7.

*The reason they opted out of seven is we want folks to have enough hours to be full time. Another factor is that no later than February, because of the hiring process and team composition. We are also planning on deli remodeling and deli folks will need hours during the remodel.*

Peter remembers that we hired for specific departments.

*We hire for a home department, but they are able to be trained in other departments. We are not asking for specific departments for this hire. Last time we were specifically hiring for Deli.*

### **Proposal**

**The Board authorizes the hiring of 6 but up to a total of 87 no later than February**

**Consent**

### **Staff Report**

Three Staff people announced they are leaving, Oso, Jackson, and Diane. They are on to seeking new and exciting things. We are all continuing to work on the budget and well over a third of the last round of meetings was devoted to budgetary issues, as of now the budget sits at - \$60,000. We will be going back to departments about revenue projections and labor. There was a very positive response to a number of benefit changes of covered services that we believe will not impact our risk factors. There is movement in raising the health access fee by 5 dollars right now it is \$20 every pay period. In addition to getting the budget to a not negative number, we are looking for a net increase of \$150,000 for Expansion. Staff approved the Hiring proposal. Indigenous peoples day was on the 14<sup>th</sup> We highlighted the products that we sell that are made by Indigenous producers. One thing that we brought in is a product line of mercantile type products, mugs, tea towels etc, that are distributed through a group of native artists. Each product identifies the tribe and name of the artist.

### **Committee Reports**

**Advocacy** – did not meet

**Co-Sound** – no report

**Finance** – did not meet. Next month they will review budget. They are also huddled around the proposed Boards budget for next year. They propose budgeting the same amount.

**Expansion** – Continuing to work on the Deli proposal for the remodel. The project start date has been put on hold till February.

**Eco Planning**- has been working on a Community Solar Power project. They are meeting again and it would be great to include people from Finance, Big picture CAT, Expansion, and other interested Board members to help facilitate communication. Please let Mel know if you plan on attending. Eco planning Meeting: November 1<sup>st</sup>, 2019 1-3 pm.

- ***Grace will solicit someone from BPC for the community solar project***

**Personnel** – have a short report for executive session

**Member Relations** – continuing work on a Charter proposal. The Annual Meeting will be held on November 2nd. We will be hearing from Members in a Q and A, music from the Citizens Band and Food will be served from two different vendors. The Election and binding beer and wine ballot will also be talked about. Joanne will MC. The Committee also discussed the suggestion box system. Mel shared the existing suggestion coordinator job description and process to all as a reference. She would like everyone to read them and would like to it discuss at a later time.

- ***Joanne will send out the Annual Meeting agenda to all for consent***

**Local**- helped coordinate Indigenous Peoples Day on the 14th

**Standing Hiring** – candidate is being approved for moving them forward in the hiring process.

**Community Sustaining Fund (CSF) Liaison** – no report

**Elections Task Force**- no report

## **Board Training**

Fred emailed a training proposal to the Board for consideration which included an invoice for the proposed 3 hour training Board Training, Governance 101, Olympia Food Co-op structure, and Crafting proposals, by John McNamara from the Northwest Cooperative Development Center.

### **Proposal**

**The Board authorizes the expenditure of a 6 hours training  
Consent**

## **Member Relations Charter**

Peter, Joanne and Desdra redrafted the Member Relations Charter and would like the Boards feedback. They have been discussing updating the Charter for over a year.

The major thing that has changed is the process for member issues and complaints (#2). A more defined avenue of how Members can resolve things with Staff or other Members. They also created more awareness about what is going on which includes receiving reports that Staff receive. There is also maintaining Policy books and maintaining the petition policy and tabling guidelines. They also included a way to engage more with the Outreach CAT. (#5 )

### *Feedback*

Mel – is the suggestion box mentioned at all in here?

*No it is not. It needs to be added.*

Grace- concerned about the process. Acknowledges that this redraft has taken a long time. It looks like it was written so that staff were not involved in the redrafting of the Charter. Graces role would require her to block pending that step.

Jaime- broadly good. He would like to add the suggestion box discussion for the next meeting. Appreciates Graces procedural block, but he worries about her blocking in the future. Notices that staff membership is reduced. How does this work procedurally.

*Our internal hiring processes would be used. which includes an Interest meeting and consent from Staff.*

Jim – Why the reduction of Staff Members? One of his concerns is that there is a considerable amount of admin work for this committee and that work would fall on fewer Staff.

*Peter replied there was only one Working Member on the Committee, it is a Member Relations Committee and they felt that Members should have good representation on the Committee.*

Mel- duties were taken away from the Member Relations committee that were given to Staff CATs. There has been a lot of questioning about why, and that is why it is taking so long to redraft the Charter. There are so many ways to connect with the Membership it was hard to put into words. She didn't like the fact that the Board members on the Committee had a separate meeting and withheld it from the MRC. We are looking for a working member to be a note taker. Historically there is a bit of trauma in MRC. There has been turmoil between Board and Staff since then. She feels that there are people fighting for power. She is not opposed to more Staff being on the Committee.

Linda- has served on Member Relations for two years. When the action happened it was taken out of the Committee and things got sticky. Staff then added 2 more Members. It was almost like it was a power struggle. Our trust was broken.

Grace- increasing the number of Staff members was done to mitigate the impact of one single Staff member. She isn't sure that it is a good thing to remove Staff. There is confusion about Working Members and Members at large especially in the next document. It needs to be clear about the expectations and who they are representing.

Jim believes that we always describe it as 'Member at large'

## Next Steps

The Committee will take the Board feedback for discussion. They will also discuss the the number of Staff and clarify the language about the Members at Large. They will bring it back to the Board.

## Appeals Process

Peter redrafted the Appeals Process to include previous Board feedback. The only difference in this draft of the Appeals process is including the Working Member CAT. Instead of referring people directly to the Dispute Resolution Center, the Working Member CAT could come to Member Relations with issues. We would have a sub committee to hear appeals.

### *Feedback*

Mel- take out ' still remain' in the proposal.

Jaime- change 'member committee' to Member Relations Committee

Grace- a little confusion about working members and floor staff and general members (members at large) it flips back and forth between these two areas. It needs to be clarified.

*Peter will rewrite and will have Mo review the rewrites to insure organizational terminology.*

Peter will bring the process back to the next meeting.

Jim would like to propose that we offer facilitation training through the Dispute Resolution Center. He would like to include the newly elected Board members also. If the Board is interested in it, he will write a proposal. Jaime is interested.

***- Jim will write a Facilitation training proposal***

Grace will be doing a facilitation training for Staff on November 6<sup>th</sup> from 12-3. She would like to expand it to include the Board after checking in with Staff.

We should all feel free to ask the facilitator for stronger facilitation.



Jaime mentioned Delta force and had a pending request to join from Mel. Jaime is stepping down from the Board this year and would like to hand this work off. He would like to expand the charter of that group. Jaime will write that proposal.

Add to next meeting.

- ***Jaime will write a Delta force proposal***

Joanne wants to thank Grace and the Co-op for offering the Provender conference. It was amazing and we are in a good strong community.

## **Commitments**

- ***Grace will send out a doodle for the Board pages task force.***  
*Pending*
- ***Mel will follow up with Cynthia via email.***  
*Pending*
- ***Grace will inform Staff about the new Advocacy form and process***  
*Pending. Email written*
- ***Jim will contact Ami about the trainers used for Staff and will send out the website to all to review***  
*Pending*
- ***Fred will coordinate the position statements deadline in the next two weeks***  
*Pending*
- ***Grace will Email out clarification to all about the appeals hearing.***
- ***Grace will solicit someone from BPC for the community solar project***
- ***Joanne will send out the Annual Meeting agenda to all for consent***
- ***Jaime will write a Delta force proposal***
- ***Jim will write a Facilitation training proposal***

## **Meeting Eval**

## **Next Month Facilitation**

Ben 1<sup>st</sup> half

Mel 2<sup>nd</sup> half

## **Next Meeting**

Suggestion Box

Appeals Process

Facilitation training proposal

Delta Force Proposal

2019 Elections Results

## **Executive Session Decisions**

None

## **Decisions out of Meeting**

**1. Approval of September Meeting Minutes - Decision made via email**

**Consent**

## Attached Documents

### 1. Nancy Koppelman Member Comment Statement

Thank you for making the time for member statements. At present, everyday that you serve here on the co-ops board you reinforce the decision to uphold the nine year boycott of Israel. I am here to share information that I've learned since the last time I made a member statement. I hope you might be inspired to have a discussion about your continued support of the boycott.

First in late September the United Nations released a report by Ahmed Shaheed, its Special Rapporteur on freedom of religion or belief. Shaheed cites...*numerous reports of an increase in many countries of what is sometimes called 'left wing' antisemitism, in which individuals claiming to hold anti raise and anti imperialist views employ anti semiotic narratives or tropes in the course of expressing anger at policies or practices of the Government of Israel, In some cases...they have conflated Zionism, the self determination movement of the Jewish people, with racism;[and] claimed Israel does not have the right to exist...[T]he Secretary General [of the UN] has characterized 'attempts to delegitimize the right of Israel to exist, including calls for its destruction' as a contemporary manifestation of antisemitism*

This report confirms that the BDS platform is anti- Semitic. If BDS demands are met. Jewish self determination will cease to exist. Historically, this is a recipe for rampant violence against Jews. Furthermore, left wing antisemitism rejects Israels and Zionist Jews who contribute to progressive causes, for example, Israels LGBTQ friendly policy is condemned as 'pink washing' A central progressive cause is climate change, and one of its challenges ensuring adequate water for the world population. Israel is a global leader in desalination technology, from which the Palestinians, among others, benefit. Would BDS reject this technology as 'water washing'?

Second, In July I traveled to the Wet Bank and met Dr. Kahlil Shikaki, director of the Palestinian Center for Survey and Policy Research. Its most recent annual study of public opinion shows that 44% of respondent believe that the most vital Palestinian goal should be a Palestinian state, preferably ending the Israeli occupation. In contract, only 33%, a minority, believe that the most vital goal should be the right for refugees to return to their 1948 towns and villages. The right of return is central to the BDS platform and would undermine Jewish self determination. The study also shows that the Palestinian public deeply concerned about poverty and unemployment (28%) and the spread of corruption in their public institutions (25%) amore that they are with occupation and settlement activities (25%) and the siege of Gaza strip and the closure of its crossings (15%) the latter of which are upheld by Egypt as well.

I encourage you to read these documents yourself. Please think carefully about whether the boycott, which is hostile to hundreds of Jews in our community, and millions elsewhere should continue. There are better ways to work toward peace in Israel/Palestine. Thank you

Ahmed Shaheeds Report

## **2. Desdra Dawnings Resignation**

October 17, 2019

To the members of the OFC Board of Directors:

I have been considering this for some time, and feel that it is best for me to announce my resignation on the Board of OFC now, as we move into the next BOD election cycle. This has not been an easy decision.

Due to the often combative-rather than cooperative-environment I have been feeling at the Co-op in recent months, and the resultant stress that I have been experiencing, my health has been greatly compromised. My efforts to bring about peaceful and just resolutions have failed. I now feel that I can better serve this oh-so-valuable-and-important community institution by taking time for my own self-healing, and by adjusting the ways in which I can serve the Co-op as simply a member. I will continue to serve through the year 2019.

I expect the opening of this Board position to be reflected as a 3rd position on the election ballot count.

Thank you for all of your hard work to support the Co-op and its many members.

Sincerely,  
Desdra Dawning