



Board Meeting Minutes

1.21.2021

Attendance: Jayana Marshall, Joanne McCaughan, Cristina Rodriguez, Linda Myers, Jim Hutcheon, Mel Bilodeau, Fred Medicott, Grace Cox (*Staff Representative*), Fern Moore (*Board Coordinator*)

Absent: Jace Denton

Agenda

- Agenda Review
- Mission Statement
- Land Acknowledgment
- Member Comment
- Announcements
- Commitments Review
- Officer Assignments
- Committee Reports
- Committee Assignments
- Break
- Staff Report
- Member Appeals Process Update
- Commitments
- Meeting Eval
- Next Facilitators
- Executive Session

Land Acknowledgment

We start the meeting by taking a moment to honor the land and the people whose ancestors have been stewards of this unceded land since time immemorial. We acknowledge the contemporary communities of Squaxin Island, Nisqually and all the people of the Medicine Creek Treaty.

The past couple days have had huge effects in Indian country. The Keystone pipeline has been revoked. The Nisqually efforts to purchase huge plots of land are successful and the community is celebrating.

Member Comment

Tierra Watkins- Joined the Co-op a week ago and has been in Olympia for a year. She likes civic duty and meeting people and is happy to be here and take part. She is interested to see how she can participate and learn. She had a great experience at the Eastside Store.

Announcements

- Jace is unable to attend tonight's meeting. There is a Meal train being setup for them.
- Jim announced that we have been scheduling Board photos and four have been taken. There is another round of photos scheduled for this Sat 8pm at the Westside store. Email Jim, if you can't make it.
- Jim reminds that there is a Board roundtable scheduled for this coming Sunday from 3-4 pm. Hopefully this will be a semi regular feature.
- Mel is grateful that we embrace our human sailors and swear sometimes. She likes places where that happens

Commitments Review

- ***Grace will coordinate with CSF and Staff on locations for the sandwich boards***

Pending. It would be helpful if Joanne reminded Grace and perhaps get together and find places for them to go.

- ***Fred will recirculate Johns thesis and attach his paper***

Sent out and agenda item next month. Will resend and make new commitment for all to read.

- ***Fern will forward all feedback to the Hiring Team.***

Complete.

- ***Fred will send out the balanced score card documents to all***

Officer Assignments

President - Joanne

Vice President - Cris

Secretary - Jayana

Treasurer - Linda

Proposal

The Board approves the Officer Assignments for 2021

Consent

Board report should fall to secretary, once a quarter for the table.

- ***Fern will check about beer and wine license with Corey***

Committee Reports

Advocacy – has not met

Eco Planning – has not met

Expansion – has not met

Finance – has not met

Local - has not met

Member Relations – finished the application for the Member at large for the Committee, along with poster language. There was also an Appeals Process clarification made that will be discussed later in tonights meeting during the assigned agenda item. They also brainstormed about binders for the stores to inform Members. Check the website and respond to MRC about what things you would like to see.

Organizational Health - has not met

Personnel – held an Interest Meeting with Alejandro as an interested Staff Member to serve on the Committee. The Committee consented and it will go to Staff for approval. There are not any current items for the Boards consideration. They are working on updates to the Staff handbook and the Anti Bullying Policy.

Standing Hiring - has not met

Community Sustaining Fund (CSF) Liaison – has not met

- Fred will checkin with Jace about Officers and Committees assignments

Committee Assignments

Advocacy – Fred, Jace

Grace mentions that this Committee has never really gotten off the ground. This past year we have not gotten any requests for endorsements.

Eco Planning – Mel, Jace

Expansion – Linda, Joanne, Jim

Finance – (Fred), Linda, Jayana

Local - Jim, Jace

Member Relations – Cris, Joanne, Mel

Organizational Health- Fred, Jim, Linda

Personnel – Jim, Mel, Linda

Standing Hiring - Joanne, Jayana

Community Sustaining Fund (CSF) Liaison – Joanne

Board Retreat- Jim, Jayana

Newsletter Liason- Jayana (secretary)

There was discussion about the Elections Task Force and the suggestion made last year to seat this work with the Member Relations Committee.

Joanne does not see that as a good fit. Linda also sees that it should be separate. Joanne thinks they have enough work to do without that element.

Grace suggested a Board Recruitment Elections Task Force.

Jim thinks there should be a larger group recruiting than just Board Members, either through Member Relations or another group.

- Fred will draft a Board recruitment/elections task force proposal

Staff Report

It is an interesting time and continues to be so. In the past two weeks, we have trespassed three people from the properties. One is a repeat offender of the mask issue, but they are belligerent and pick fights with Staff. The Police have a sub station across the street from the Eastside store now in the old liquor control building, so response time was immediate. The next day, at the Westside store, we had to issue a no trespass order to someone living in the lot across the alley. The third person trespassed, came to a Eastside register and displayed a knife in a sheath and grabbed his stuff and walked out the door without paying. We later realized they were camping in the bike shed. We issued a trespass notice, instead of them being arrested and charged. The tensions are building and continue to build. That same day we had another incident in which a customer collapsed in the Produce aisle. We are trying to open a conversation with Disability advocates in the desire of treating people with dignity. We hung in there with them close to an hour after they initially refused medical attention. It became clear they would not be able to walk back home in their condition. The Medics transported them. The good thing is we aren't fighting with each other. Most of days, we leave the store exhausted.

Jayana was East when the first incident happened and thought the Staff responded very well. The Police were there very quickly and handled the situation very well.

Fern spoke about the Westside person, who has scared away long time customers over the course of the year. Staff are backing each other up about safety in the Staff parking lot at night and after hours. Mel has heard the same feedback from customers and thinks it is important that we make a statement.

There was a shopper at the Eastside that filled an entire cart up, overflowing and then left. We restocked the cart and we called the City Emergency Response Team, but they didn't get there in time. We checked in with them and we learned a lot about how to give information to individuals. We will be using that service in the future as well.

We are approaching the one year mark for one of the groups that was hired. Two of them, in two Departments were recommended for Collective membership. We have lots of hours available so everyone was able to get their commitments done. We think we did a pretty decent job with the Zoom trainings. It has been a very smooth process. We will have a second hire group coming up to Collective membership.

Bathrooms West are closed to the general public and a port o potty has been installed in the bike shed. It has been really great to have less traffic in the Warehouse.

We are an open carry state and there are a number of Staff people that are uncomfortable with people being armed in the Stores. There are two or three staff people that are serious about talking about how to make it a no weapons space. Grace feels that that decision should engage the Board. Its simple to see it from the black and white, personally she is more comfortable with an open carry than a concealed carry. Grace also wonders about our way to enforce it. It should be a decision to be made between Staff and Board.

Joanne - What about no open carry with alcohol?

No, that is applicable only where it is served not where it is sold.

Cris - How does Staff feel?

Staff has not discussed it as a whole. This is a building discussion.

She guesses that most Staff would feel more comfortable with no weapons in the store.

Jim has one concern of putting Staff in the position of enforcing this policy with someone who is armed .

Jayana feels that it is going to be a bit more complicated then us making a decision and wants to make it clear that it won't be that straight forward.

Grocery Store workers are finally included in Phase one vaccinations. Grace has her appointment this Saturday.

Feedback:

Jayana asked about morale. She can't imagine working in that environment and recognizes that is tough.

Grace responded that the assessment of morale is it ebbs and flows. Some issues have to do with how individuals react to stressful situations. Once the situation is settled we checkin with each other regularly. We are good at validating with each other how hard it is and how different it is in these times.

Jim spoke to when he was volunteering staff are amazing at checking in with each other and volunteers.

Member Appeals Process Update

Linda is coming back to the Board with the documents that the Board approved last month with a clarification made by the Member Relations Committee at their recent meeting.

The Board consented to the process and asked for the word ‘discovery’ to be changed to ‘decision’. The Committee declined this change. Discovery is the process of finding the information and not the decision.

Feedback:

Mel read that document today and does not remember the last line to be worded like it is.

Fred asked what was the old flavor, believes that the wording Mel remembers is part of the process document and not the form.

Jim suggested new wording.

Mel feels that someone needs to be the final word and its not clear.

Fred agrees and suggests other wording to clarify that

- Linda will bring Member Appeals process to Member Relations

Commitments

- ***Grace will coordinate with CSF and Staff on locations for the sandwich boards***

Pending. It would be helpful if Joanne reminded Grace and perhaps get together and find places for them to go.

- ***Fred will recirculate Johns thesis and attach his paper***

Sent out and agenda item next month. Will resend and make new commitment for all to read.

- ***Everyone will read the Balanced Scorecard homework***

- ***Everyone will schedule Board pictures with Jim***

- ***Fern will check about beer and wine license with Corey***

- ***Fred will checkin with Jace about Officers and Committees assignments***

- ***Fred will draft a Board recruitment/elections task force proposal***

- ***Linda will bring Member Appeals process to Member Relations***

Meeting Eval

Jayana did a great job facilitating for her first time.

Next Meeting

Balanced Scorecard Reporting

Facilitators

Jim/ Fred

Executive Session

No decisions made.

Decisions out of Meeting

- 1. Approval of December Meeting Minutes - decision made via email**

Consent