



## Board Meeting Minutes

4.21.2022

**Attendance:** Tanzania Ertel, Wendy Davis, Trudy Springer, Linda Myers, Joanne McCaughan, Grace Cox (*Staff Representative*), Fern Moore (*Board Coordinator*)

**Absent :** Cristina Rodriguez

## Agenda

Agenda Review

Mission Statement

Land Acknowledgment

Member Comment

Announcements

Commitments Review

Approval of March Meeting Minutes

Columinate- Jade Barker

End of Year Financial Report - Corey

Community Print Round up Proposal

Break

Committee Reports

Eco Planning Charter Update

Staff Report

Member Benefits of joining the Co-op

Commitments

Meeting Eval

Next Facilitators

Executive Session

## Land Acknowledgment

We start the meeting today 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.

## Member Comment

Kelsey Smith from Community Print attended to speak to the Board regarding their Roundup Proposal which was approved by the Member Relations Committee. The Letterpress is an informal collective for 20 plus years. They started in Olympia on Legion Way and have lived in 10 different places over the years. They have heavy equipment that they have moved multiple times. They found a good spot on Capital Way until the fire happened on December 15th and moved everything they could. There was lots of smoke, ash and water damage to archives. The presses are okay and they are looking for a new home ideally in downtown area. They had a Go Fund Me going, the fact that so many people were affected by the fire, they found donations have tapered off. They had a goal of \$25,000 to get a new space and are at \$16,000 someone suggested they talk to the Co-op about the round up program. She is happy to answer questions.

Feedback:

Linda- How do you work with youth groups or individuals and outreach?

*One of the things that's happening is she is trying to start her own copywriting business and then can dedicate more of her time to Community Print and trying to change it to a 501C3. We have done group classes and worked with the Olympia Community School, SPSCC, and St Martins. They give tours and group projects and have many teenagers in classes. They host classes every other month and one on one classes. Students use the studio freely after they complete their classes. She would like to do more with teens specifically 10 and up. Letter presses are dangerous. They have attended Ways a Goose festivals in Tacoma which is a printing festival. She finds that is nice for kids to deal with something analog and tactical.*

Joanne - The Community Sustaining Fund offers grants and funded a group that was doing printing work in the community was that you?

*It wasn't us. It might have been Pope Press. She will look into the Community Sustaining Fund. We are Washington Non Profit right now but working towards 501C3.*

## **Announcements**

- Cristina is unable to attend tonight's meeting
  
- Two requests came in via the Board email (Evergreen Student and Senior Services) Fern emailed these out to all tonight prior to the meeting. The Board needs to assign who will contact them regarding these requests.
  
- Co-opatopia is happening this weekend. If you want to table see Alejandro.
  
- Columinate Financial Training on May 3rd please sign up. There is a Board administrators May 11 from 5-615 from Columinate for Fern if she is interested.
  
- Joanne was approached by a Member about concerns about products in the store from China. Joanne would like to have a discussion about this in the future.

## **Commitments Review**

- ***Grace will send solicitation for Staff on Board Committees***  
*Complete in process next weeks*
  
- ***Grace will ask Facilities to provide the Board with a quarterly spreadsheet of Capital expenditures***  
*Complete and in process*
  
- ***Grace will checkin with Corey about sending out financial spreadsheet reports to the Board***  
*Complete. Linda talked to him*

**- Linda will checkin with Joanne and Trudy about what reports the Board wants to receive and when**

*Complete and in process*

**- Linda will work on developing in store Board information**

*Linda and Joanne looked at both stores. in process. Sent email to facilities ( Tina and Grace) Grace and Mary Jane agreed on an Eastside location.*

**- Linda and Grace will work on Board responsibilities regarding Hiring**

*Pending*

## **Meeting Minutes Approval**

### **1. Approval of March Meeting Minutes**

#### **Consent**

#### **Columinate- Jade Barker**

Our Columinate consultant Jade Barker had a chat with Linda earlier this week about whats going on and future plans. She attended to go over the CBLD program and share her history and review policy governance.

Jade started with descriptions Columinate which is a Co-op of consultants. Most of us have come up through the Co-op world. The founders, Bill Gessner and Marilyn are in the Hall of Fame in Washington DC. Jade has worked with Columinate for decades. She has an irrational love for Co-ops. She grew up in the 60s and wanted to make the world better. She was anti war activist and wasn't able to end any wars. She found that she wanted to build something. She joined her first Co-op when she was 19. She then moved to an area that didn't have a Co-op and found out that people wanted to start one. They started River Valley Co-op in 2002. She joined the Board in 2005 and they opened the store in 2008. She was envious of folks that started Co-ops in garages. They had to start big if they wanted to be competitive. She served on the Board for 14 years and won a award for her Board service that same year they won retailer of the year. Things were challenging as a startup and if we didn't have a consultant she doesn't know what would have happened.

She later was a co director at a mediation center and was curious about Columinate and wanted to give back because she got so much support. When you have seen one Co-op you have seen one Co-op. She has worked with dozens of Board Directors. Their support menu is basic, but how we do it is tailored to our needs. They can bring ideas and things to consider but you are the decision makers. We are stronger together. We can share what worked and what hasn't. Your own Co-op knows how to make your decisions. This is a new way to find out new stuff. You don't know what you don't know. She worked at a worker collective in her 20s and while not everyone makes every decision, every voice is heard. Bill Gessner used to say that Co-ops are hard to kill. Organizations mostly couldn't exist without the Board of Directors. There's no instruction manual, but there are responsibilities. She wants to talk about what the Boards role and how you do it.

Boards are essentially a group of people, instead of individuals, that ensure that this business does what it says its going to do. They do this in best interest of the community and members. Boards play the accountability function. How do you know that you are doing those things?

Jade hosted a number sheet timed exercise. We talked about the changes demonstrated in the exercise, and that in noticing the system we can see that people get better at it. When we do it repeatedly we can get great with a system. Creating a system in the stores and for Board work can allow us to be great. Most Co-ops use Policy Governance as a system, its not necessary, but the world has gotten more complicated since we opened. Policy Governance is a system in which the Board decides the outcomes and delegates and checks on them. There is a calendar for what you check and when. We have gotten beyond hippies with cash registers. We have Grocery professionals running our stores now. The mastery it takes to breaking even or profiting from what we sell is immense. Policy governance is a system that Boards use to have clarity about what is being done. We oversee a business that you don't know how to do. The Board doesn't say what to do just the outcomes. This allows for creativity in the organization. One GM told her that managing a Food Co-op under policy governance was the most creative thing he could do and it gave him free reign.

Linda asked as far as policy governance goes which we do not have that, is there something else Co-ops use?

*Jade is participating in conversations and is not aware of other systems for Boards. People probably create other systems. If you are on path that other people use people can find you but if you bush whack people can't find you. Its not that you can't create you own. In the Columinate library there is the policy governance template that Co-ops can look at and customize towards your Co-op.*

Jade shared a slide about policy governance. The Board makes its own decisions about how the Board wants to do things. You then would work with the Staff Collective to identify the outcomes and perpetuation. We have expertise in our Food Co-op staff that is hard to replicate.

Joanne is wondering if in policy governance that we would work more closely with Staff ?

*In some ways yes, in the reporting which is related to the ends. Staff presents the data to demonstrate that the work is happening regarding the outcomes set by the Board. This is the accountability role.*

Grace spent one year on loan to Alberta Co-op in Portland. They used policy governance. She has served on many executive positions that used policy governance and on the NCG Board. She saw more distancing between Board and Staff. It is common that the Board interacts with the General Manager and not the Staff as a whole. She secondly saw some Board Members rejecting the reports with out explaining why. She has seen the side where people can manipulate the system.

*One of the important things Jade has seen as a plus to policy governance is people would get on the Board and tell Staff what to do. She has seen Boards that thought they were using policy governance. The relationship between the Board and Staff and Co-ops in general are hot beds for conflict of interest. We can play a lot of different roles. We need to be clear about what hat you are wearing and when.*

Clarity of delegation is key. You do have to have discipline if you delegate. You need to let them do it. The example Grace shared is not supportive. Jade sees bad stuff happen on all kinds of Boards. Everybody has a better idea of how you can do your job and that can be demoralizing. She teaches the Board to stay in their own lane and clarifies what that lane is. Your bylaws are more task oriented that can be problematic. Do you need that specificity in your bylaws? Any system is not perfect. When Co-op work gets tough, she reminds herself that we are a tough species. The idea is to set up a system and use a template. Take a year to figure it out and consult with the Collective. The Board doesn't need to know what happens in the Collective it just needs the output. It can support the organization with the outcomes.

About the CBLD program which includes hours of the consultants (12-15 hours a year) including free trainings and the annual retreat. The goal is to have fun and learning go together. "If I can't dance I don't want to be part of your revolution" Emma Goldman. We have fun and create leadership development. Learning skills to deal with difficult culture. Co-ops hold wisdom for how to work together, sure it gets messy but we benefit from it so many diverse perspectives from working together.

Jade feels that we are making a huge impact in our community and affecting lots of lives. The goal is to do it better and that our organization thrives. Its all coming up with systems to support this goal.

## **End of Year Financial Report- Corey**

Corey from Staff attended to present the End of year Financial Reports to the Board. Corey has acted as a book keeper since 2000. He is responsible for financial reporting to the Collective, Membership and Board. We recently completed our 2021 Financial Report. The 2021 final numbers were just sent to accountant, and they will make changes to minimize profit and tax liability to the extent they can legally do.

Having you all imagine where we were in preparing the budget in 2021, Covid was presenting itself as a long term issue. We had Staff that couldn't work and were hiring part time workers. How would we project into 2021? What would sales look like and expenses? We made one major assumption about the impact of Covid. We built a budget that assumed that trends would continue into half of 2021 and made an assumption that after that things would go back to normal regarding conferences and trainings etc. In reviewing our revenue, sales and margin, we realized that sales were difficult to budget on an annual basis. After seeing huge sales growth in March 2020 of panic buying, how do you compare with that? We then followed that increase with three months of lower sales and had to come up with growth assumptions with sales that we could make changes too and adapt. One difference in our budget was the we were under in sales by \$20,000 in a \$17.8 million budget.

The cost of goods was much lower and that means our margins were much higher to the tune of \$175,000. Our gross margin revenue was \$250,000 over budget. A lot of that had to do with a project concerning variable margin, that project is being done department by department. Adjusting margins in certain areas and maximizing what we would get while keeping staple prices as low as possible for our Members. Misc revenue is \$18,000 over budget because of the curbside pickup program and donations that our Members gave us in thanks for not having to come into the store. Under our dividends, we don't budget anything here as it is based on algorithms from NCG. They give back every year for us being a member, it fluctuates every year. Total gross was \$300,000 more than we budgeted,. On the expense side, while revenue was way over expenses were under again. This was based on an assumption that didn't play out. We budgeted for greater increases in discretionary expenses (Outreach, trainings etc) Relative to utilities, we ended up not using what we budgeted. The largest expenses were wages and medical. We can attribute 75 to 80 % of our savings in expenses to payroll wages, in terms of hours worked. Admin

hours were not being spent and that led to labor savings there, along with people not working in stores. Even though we brought in flex staff savings were made, as they worked at the lower end of our wage scale. This also brought down our average wage which produced savings. Regarding medical, We received information from CAS that our switch to the generic drug program produced savings, quite a bit of savings. We saved \$100,000 in that year alone. Medical expenses were also impacted as under Covid many medical procedures were not available especially for non elective procedures. People are starting to get more of that work completed now. But that was an unlooked for savings of \$400,000 under our total expenses.

We had budgeted for a loss, but we are sitting on a profit of \$500,000 for the fiscal year of 2021. Our accountants know this and we have made our tax payments ahead of time as to not incur penalties. Donations and depreciation expenses will change based on what our accountants can do on our behalf. Donations and accelerated depreciation could help decrease our profitability. Corey invites any Board member to ask him any questions any time.

Reviewing our numbers continues with a quick look at balance sheet. Firstly, assets and liabilities showed total cash as profit went up, our cash did as well, by a little over \$300,000. The money we received from PPP loan was forgiven at the end of 2020, the \$900,00 is shown in the \$1.35. This continued into 2021, with a true increase in cash from our organization. Inventory stayed the same so it wasn't more cash in the form of goods. Accounts payable was the same as well, so we did not owe more. What we did do, we increased the evaluation of our assets in new equipment and building improvements to \$75,000 more in our overall assets. It was needed and will continue at higher level in 2022 as we have equipment that needs replacement. Regarding out ratios, which are ways we determine the health of the organization. Numerically we should be above or below. Our assets compared to liabilities, we should be 1.25 we increased that to 2.81. This is was increased by two fold, which is extremely healthy. Our debt to equity should be below 3, we are way under leveraged. That includes renovating our kitchen. We have cash and are under leveraged. We could take loans and in a good position to do that. This is all very positive for us.

The next things coming out in next few weeks include April sales and Year to date, as well as First quarter. Corey will send these reports to the entire Board. You are reviewing these reports at the Finance Committee level as well. Unless he is asked, they will bring it back to review with you all . Feel free to reach him at the office or email anytime.



Feedback:

Linda asked about the Monthly expense reports.

*Monthly expense reports could be possible to generate. We pay the bills when they get here and when they are due and that doesn't always line up monthly. Quarterly is typically produced for this reason.*

***- Fern will ask Corey to send monthly reports and quarterly expense reports to the Board***

## **Community Print Round Up Proposal**

SEE ATTACHED DOCUMENT #1

Kelsey Smith from Community Print presented the request during Member Comment as she was not able to attend this later scheduled agenda item.

Grace clarified that Member Relations has approved this request and recommends it to the Board for approval.

Feedback:

Joanne must not have realized that MRC approved it. As rep to CSF she said that there is great success with fundraising and as an option that they would see greater numbers with the CSF grants. Applicants provide a lot of information in that process.

Linda had last month responded to Kelsey's email and informed her that CSF's new grant cycle was opening April 1st. There were many businesses that were impacted and she feels that having a round up for only one is not feeling certain for her.

Grace responded that when CSF approached the Co-op to be the only roundup available at the registers created a great deal of discomfort to cut off our ability to contribute to small organizations and raise awareness with our Members for other causes. People didn't even know about the Farm workers organizing in Bellingham and our round up brought focus, care, awareness and support. They need this care to organize in our community. Print media is important to her and realizing the impact it has in our community is as well. The whole reason that this process is here for the roundups, was so that we could feel good about always rounding up to CSF and say yes to other organizations. She whole heartedly supports this project. Yes, other businesses were

were affected and many were for profit businesses. She would accept a request to aid all of them, but that was not the way it happened. It would be a mistake to turn this one down. That would show that we don't believe in our policy anymore and we only want to work with CSF. After going back to Staff on the basis of the policy to have multiple round ups, that would be tough.

Trudy agrees with Grace on this issue. She has made valid points and especially that Community Print is a not for profit business.

## **Proposal**

### **The Board approves the Round up for Community Print**

**Stand Aside** - Linda, Joanne, Tanzania

**Consent** - Grace, Trudy, Wendy

## **Committee Reports**

**Advocacy** – has not met

**Board Development** - has not met.

**Capital Campaign** - Has met every couple of weeks and reported that we met with one Co-op in particular that recently had a successful campaign and will be meeting with another. The biggest news is that Linda took a meeting with a perspective attorney that we may choose to work with. There are some methods that Co-ops are using that are fine with our legal structure and some we cannot do. We are interested in meeting with a lawyer to see if we need to change our structure so that so we don't limit fundraising. We have an HR lawyer but not a general purpose attorney for things like land use etc. We have not heard the report yet, but will let you know if we consider contracting with her. She has experience with Co-ops works with Capital city law. She has also worked with worker co-ops downtown. There are four attorneys and 2 paralegals. She also sits on the Thurston economic development council and has a clear vision of their services that we could use as well.

**Cooperative Health** - continued discussion about the Co-op index survey and how to take that forward. John will be coming to our next meeting to assist moving that forward. There was a request to Personnel about the Committee receiving exit interviews from the last few years

**Eco Planning** – charter revisions are proposed to the Board for approval.

**Expansion** – Lansdale project updates were made at the last meeting. They also scheduled a work meeting about history. They are working on member engagement and also discussed the current Committee makeup.

**Finance** – reviewed the end of year report as Corey also presented. Expenditure proposal was approved by Finance Committee and is recommended to the Board for approval

### **Proposal**

**The Board authorizes a capital expenditure amount of \$60,000 to increase it \$125,000 for 2022**

### **Consent**

**Local** - has not met. Needs staff. Solicitation will happen next week on Graces commitment.

**Member Relations** – Member guide book is in process. Co-op a topia is this week, Trudy and Alejandro will be there on behalf of OFC.

**Personnel** – Evals being worked on and not a lot going on in conflict resolution. An active ESP is progressing. There is an executive session scheduled for tonight.

**Standing Hiring** - has not met

## Eco Planning Charter Update

SEE ATTACHED DOCUMENT #2

Eco planning recently revised their Charter. As Cristina, the Board member on that Committee is absent tonight the Board requests that we postpone this Proposal to next Board meeting.

*- Grace will send typo in Eco Planning Charter to Jace*

## Staff Report

New Staff – As you know, we have been hiring staff both on the Collective Track and into the Flex Staff team throughout the past 12 months. This has resulted in multiple cohorts being trained at the same time. Everyone gets training in a number of operational job descriptions, and Collective track staff get numerous overview training in the administrative aspects of our work. Since the Flex team is a new job description the training team has been tasked with deciding which administrative trainings they should get. Just this past week we offered the Consensus 1 training to all new both cohorts. Although the Flex staff will not be called upon to participate in Co-op-wide decisions, the offer was made in part to fulfill the mission goal of providing information about collective process and consensus decision-making.

Family News – Staff member Clara gave birth to a beautiful baby in the morning of April 5<sup>th</sup>. Kevin was born at home and both Mom and baby are doing great. There is a meal train that many people are participating in. Clara will be on leave until late August. And on a sad note, our co-worker Tamara's mother died. She is on leave through the end of April.

In exciting news (at least to those of us who work Front End jobs) a team of folks have selected a new software program to digitize working member hours accounts. They are currently working on inputting the backlog of information and personalizing the software to meet our unique needs. Hooray for machines doing our math! We have successfully transitioned to the new lower rate for Working Member discount cards.

Although there are widely disparate feelings, the Covid Task Force officially rescinded our mask mandate for shoppers and workers as well starting April 12<sup>th</sup>. After 2 years of difficult customer interactions around masks, this adjustment period, is interesting to say the least. I continue to wear my mask whenever I work in either store, but for several staff

and customers the relief they feel being able to be at the Co-op unmasked is palpable. In recent weeks we have had a handful of staff and working members test positive for the virus, but their cases have resolved quickly and several are back to leading their full un-quarantined lives.

Staff consented to supporting the Amy' boycott. We have removed most of the Amy's Kitchen products from our shelves. Department managers are looking for quality replacement products in certain categories, most notably soup. <https://www.washingtonpost.com/food/2022/04/13/amys-kitchen-boycott-worker-mistreatment/>

May Day! May Day at last! This is your reminder that the Co-op stores are closed one day a year, and that day is May 1<sup>st</sup>, International Workers Day. In recent years it has become customary for our illustrious Facilities team to complete a handful of projects while the stores are closed. As of this writing I am not sure what projects are on their list for Sunday, May 1<sup>st</sup>, 2022.

## **Member Benefits of joining the Co-op**

SEE ATTACHED DOCUMENT #3

Linda wrote this proposal for 'eliminating the non member surcharge'. Co-ops that she has been too do not charge a fee to non members. This is an antiquated way to deal with non members. She would rather see us eliminate that. As a cashier, she never charged anyone this surcharge. She thinks its punitive and a disincentive to join. Imagine a salesman that stops to get lunch, its hard to say that you have to pay 10% more. She would like to promote the benefits of being a Member. Other Co-ops have member appreciation days, and 20% coupon when you join. She would like us to do things like that.

Feedback :

Grace shared that she very much like the direction this proposal goes. She will not be able to consent at this time, however, as she thinks something that impacts so many people, especially staff, needs greater participation and collaboration. At a minimum it should go to both Finance CAT and Committee, Outreach and the Staff Collective. In a brief conversation at Finance CAT today Kitty also brought up that there are other issues about membership that could be considered, especially given the expanded options we have in the Catapult membership database. This should not be a decision that the Board should be made in isolation, Staff needs to be involved in revamping member benefits. She uses the conversation about the surcharge, as an opportunity to talk about where they

live and encourage their local co-op. There are ways that with the right kind of customer service you can soothe the concerns. She does like removing it and thinking about how to replace it and revamping member benefits. The special order policy specifies we can't give the discount on items that are on special. This proposal needs process.

Linda brought it up because of cashiering and the bylaws state that the Board shall determine non member surcharges. The Board can determine this. More folks need to be in the conversation, yes. Non member charges are \$10,000 out of 18 million. We as a Co-op can do better in appreciating our members.

Joanne shared that this is a way to increase membership and be engaged. Perhaps we could do a quarterly membership drive.

Trudy shared that as a cashier it feels bad to penalize people that are not members of a Co-op.

Wendy shared that this was a deterrent to her for 10 years ago. Eliminating it clears the air. There would be no room for misinterpretation or someone not explaining it right.

Linda hears that talking to people about the surcharge could educate people, but sometimes you don't have time to invest in folks about that.

Grace has no attachment. We should have process and broader consensus for it within the Cooperative. The foundations of consensus rest with decisions being made with people that are implementing them.

Joanne asked Grace if this has come up before?

*Grace does not recall specifically the surcharge being called out. A lot of thought has gone into the Membership system.*

Linda shared that the non member surcharge is not an issue. Changing and revamping memberships is a bigger conversation.

***- Linda will present the Member benefits proposal to Member Relations***

## **Commitments**

- *Linda and Grace will work on Board responsibilities regarding Hiring  
Pending*
- *Fern will ask Corey to send monthly reports and quarterly expense reports to the Board*
- *Grace will send typo in Eco Planning Charter to Jace*
- *Linda will present the Member benefits proposal to Member Relations*

## **Meeting Eval**

- Wendy would like to add a checkin with everybody to our agendas
- Trudy feels like it went great. She learned a lot from Jades presentation.
- Linda shared that the policy governance training from CBLD is coming up again

## **Next Facilitators**

Tanzania/ Linda

## **Executive Session**

### **Proposal**

**That J.B. be allowed to submit a retroactive letter of resignation effective 12/31/21.**

## Decisions out of Meeting

None

## Attached Documents

### 1. Community Print Round up Proposal

1. Request for the Olympia Food Co-op Round-Up at the Register Donation Program

Name of group/organization: Community Print <https://www.community-print.org/>

Contact person: Kelsey Smith Phone number: 360-402-3068

Email: [olympialetterpress@gmail.com](mailto:olympialetterpress@gmail.com)

Have you applied before? *no*

Date and duration of Round-up request: *next available date, 6 months*

If this is a request for an extension, please state your reason for extending: *n/a*

How does your group or project align with the Co-op's Mission & Goals?

*We have been a letterpress collective in Olympia for over 20 years, and have always operated as an informal nonprofit entity run entirely by volunteers. We were recently involved in a fire downtown and are currently seeking a new space so that we can continue to offer creative opportunities and instruction in the South Sound.*

What is your plan for outreach?

When we have a new space, we're hoping to start teaching classes for teens and expanding our course offerings. In the meantime, we have been partnering with other area arts organizations including Arbutus Folk School, Sherwood Press, Mayday Press, and the South Sound Studio Studio Tour to continue our work in the absence of a home base. As we emerge from the current pandemic, we hope to set up more opportunities out in the public sphere using some of our smaller, more portable printing equipment.



Do you anticipate extending your request beyond 6 months? Not at the moment.

Signed by: Kelsey Smith Date: 03-01-22

## **2. Charter of the Ecological Planning Committee of the Olympia Food Co-op Board of Directors**

### I. Purpose

- Facilitate the shared understanding and implementation of the Committee's Vision, Values, and Goals
- Evaluate the ecological impacts of the Co-op's operations
- Develop and adopt frameworks for ecological decision-making
- Propose, design, and implement programs, activities, and infrastructure that move the Co-op toward environmental regeneration and sustainability over time
- Make available educational and promotional materials according to the Co-op's ecological goals

### II. Vision

We envision cooperative stores that are positive contributors to regenerative local and global ecologies and models for ecological sustainability. We envision a Co-op community that is ecologically informed and empowered.

### III. Values

- A healthy community – people & place
- Open communication
- Solutions-oriented
- Informed decision-making
- Implement realistic changes
- Synergy with groups working toward similar goals
- Physical model of sustainable practice

### IV. Goals

- Work to mitigate and adapt to global warming
- Reduce and eliminate waste
- Improve energy efficiency
- Reduce and eliminate the use of toxic substances

- Enhance the ecology of the area around the Co-op stores
- Nurture a culture of ecological consciousness

## V. Structure

The Committee shall consist of a minimum of three (3) and a maximum of ten (10) members of the Olympia Food Co-op: One (1) to four (4) will be members of the Board of Directors; one (1) to two (2) will be Staff members who will coordinate and support the activities of the Committee, and one (1) to four (4) will be Members-At-Large consented to by the members of the Committee. Meetings are open to anyone who shares our vision, values, and goals.

## VI. Process

The Committee will operate by consensus.

Updated April 3rd, 2022

## 2. PROPOSAL:

Eliminate the 10% Surcharge for Non-Members and instead promote the Benefits of Membership.

Add these benefits for members:

1. Regular Members Only sales
2. Quarterly (4 times a year) 10% off your full purchase during Member Appreciation Days.

## BACKGROUND

The By Laws, under II. Membership #11 Discounts and Surcharges state: Working Members will receive discounts on goods purchased from the Cooperative. Non-members will pay a surcharge when purchasing goods. The Board shall determine the procedure and amount of special membership categories and discounts, including Working Member discounts and non-member surcharges.

Charging Non-Members a 10% surcharge is punitive and a dis-incentive to join. It would be better to promote the benefits of membership to encourage folks to become a member. This is a far more inclusive way to deal with non-members.

## MESSAGING

When you join the coop, you become part of our unique, values-driven business, with over 20,000 (?) members. Your investment builds equity for the coop and helps us stay on solid financial ground.

As a member of the Olympia Food Co-op you are entitled to certain benefits. First and most importantly, you benefit from the knowledge that you are a supporter of an independent, community-owned business that supports the local economy and practices ethical purchasing and human cooperation.

Additionally, you have access to the following:

- Regular Member Only sales
- Get 10% off Special Order case quantities
- Receive member only promotions and discounts. Quarterly (4 times a year) - get 10% off your entire purchase during Member Appreciation Days.
- Participate in our Working Member Program. This program allows you to lend a hand in the store and receive a discount on purchases.
- Participate in the governance of the co-op. You can run for our Board of Directors and vote in our annual election process.
- Serve as “Member At Large” on Board Committees.

Proposal written and submitted by Linda Myers