



Board Meeting Minutes

June 15, 2023

Board Members in Attendance

Jim Hutcheon

Linda Myers

Trudy Springer

Harry Levine (*staff representative to the board*)

Andie Giron (6:05pm)

Tanzania Ertel (6:10pm)

Joanne McCaughan (6:20pm)

Other Members in Attendance

Jeni O'Connor, Treavor Sands

Facilitator: Jim Hutcheon

Notes: Max Crabapple

Agenda

Agenda Review

Mission Statement

Land Acknowledgment

Announcements

Member Comment

Commitment Review

Approval of May Minutes

Committee Reports

Staff Reports

Labor Acknowledgement Proposal

Board Retreat Planning Update

Expansion Fund to Replace Donations Proposal

Discussion of Communication

New Commitments

Meeting Eval & Next Facilitators

Agenda Review

Member Comment - none

Announcements

Harry – Grace was recognized by the CCMA (Consumer Cooperative Management Association) and received a national award for her work in service to food co-ops. The Cooperative Service Award is given to an individual who's made outstanding contributions, whose accomplishments are consistently viewed as models by other cooperators, and has made a profound difference in store operations and member services. She's recognized for not being afraid to take risks to achieve positive change and being a champion of the cooperative principles. Recipients of this award are regarded as mentors, innovators, and leaders. Their accomplishments have not only enhanced the stature, reputation, and overall strength of the cooperative community, but the significant changes they have instituted have helped the cooperative to better achieve its goals. Grace has been doing this work for the past 30 or more years, representing Oly Food Co-op and our values and practices on the national food co-op scene. She has built tremendous respect nationally for what we have achieved at Oly Food Co-op.

Linda – the member relations committee and the board are going to be tabling in June, July, and August. Linda's interested in every board member tabling at least once or twice. Linda has agreed to be the point of contact to table. Tanzania is curious about the logistics of swag, or tangible media – does the board need to create materials? Maybe this goes to Member Relations? Linda says the Signage Coordinator is making signs, and everything will be in one spot. Tanzania notes we do need updated materials.

Commitment Review

Trudy will draft a labor acknowledgement to bring back to the group for discussion and additional work – *she's brought a few pieces from other people to the meeting.*

Jim commits to get a hold of folks not at today's meeting to schedule retreat date (doodle) - *done*

Linda - revisit the donation policy. Linda will look at finding ways to channel some of our donations to expansion – *she's brought a proposal; on the agenda*

Tanzania will explore a proposal for Provender donation/ large attendance from OFC to support – *she has a draft for a 2 part proposal, a donation and support for staff to attend the conference. Will be coming to a future meeting.*

Kate will bring back proposals about collective and WM cultural audit survey – *deferred*

Committee review - pausing and sunsetting to come back at later meeting(s) - *deferred*

Kate? Follow-up with John about expectations for June presentation - *deferred*

May Meeting Minutes Approval

Proposal: The Board approves of the May meeting minutes.

Stand aside: Joanne, Harry

Block: 0

Consent: 5

Committee Reports

Expansion committee – held a brief meeting, and agreed to put the committee on pause. All related materials will be consolidated.

Board Development – met; next meeting is scheduled for Tuesday, June 27, 1:45-3:45pm.

Local committee – met last Tuesday; currently gathering local vendor contact info with an intent to assess interest in demos and a fall local event.

Staff report – a staff member has been dismissed based on one of the criteria for immediate termination. A Findings Committee convened and vetted the process.

Finance Review

Harry led the board through consideration of the 1st quarter numbers and fielded all questions, as well as consideration of how these numbers and the budget overall supports expansion.

Both in the 90s and in the 2000s, we've had a big member push for expansion, and budgeted to support that. When we expanded in 1994, we had projections, and adjusted based on the reality that followed expansion.

Westside Project

This project is meeting many needs, including a specifically dedicated handwashing sink, improved working spaces for multiple departments, and additional benefits. The project budget is approximately \$112k. We've worked with JM Morris for the Eastside kitchen remodel. Harry will find out if they have unionized workers, and also if any of this work may trigger unplanned requirements to do further work in order to meet code.

Labor Acknowledgement Proposal

Trudy reads two drafts of Labor Acknowledgements aloud to the board.

Trudy will send the Draft Labor Acknowledgements (brought to the meeting tonight) and other related documents to the whole board via email.

Considering the profound nature of this acknowledgement, Andie's curious about the deepest purpose of the acknowledgement. Because of the ways white people have exploited labor, we

have the majority of the wealth, we could look at our member sign-ups – would we ever consider membership prices with this in mind? There is support for this consideration.

Board Retreat Planning Update

The Board Retreat will be on July 31. It will be located at Room 107, a spot downtown near the OFC office. This work will be with mediator Parfait, and will be focused on restorative processes. Because it is a day long meeting, there will be a catered lunch. Jim will be gathering information about dietary preferences to ensure the food is accessible to everyone. While the initial intention for this retreat is restorative work for the whole board, there is an openness to setting intentions and laying groundwork for the second meeting in the fall.

A second board retreat will be planned for late fall. Jim requests that emails around scheduling that date be responded promptly.

2023 Elections Cycle Proposal

Board members on the Member Relations Committee have decided to combine the Annual Meeting with the Fall Harvest Party. Joanne doesn't believe combining the Harvest Party and the Annual Meeting is a good idea. Linda shared the vision of the proceedings, with the Annual Meeting in the Olympia Center, closing there, and then having a festive gathering at Percival Landing. There is confirmation that the by-laws do not specify anything about election dates.

Proposal: The 2023 Board of Directors' elections will run September 20 - October 20 instead of October 15 - November 15, and board applications will be accepted until September 8, 2023.

Stand aside: 0

Block: 0

Consent: 7

Donation/Expansion Fund Proposal

Linda would like to see the Board focus on putting money into Expansion, and has brought a proposal to end the Board's donation of a percentage of the profits to local groups and instead devote that money to an expansion fund.

Harry notes that the Board is empowered to move money, not just profit, into an expansion fund at any point.

Tanzania supports a dedicated fund for expansion, and encourages Linda to be clear what expansion means to her. To some, it means a new store in a new location, and to some, it may mean new equipment to support a new endeavor. She encourages writing policy with not just the current board in mind, but clearly enough that those serving in the future will not misinterpret the intention.

Also, Tanzania supports adding this fund, rather than replacing the donation policy. They could co-exist. The board considered various iterations.

Proposal: Replace the current donation policy with: when a net profit is posted, 10% of that profit will be deposited into an Expansion Fund for a new store.

Not tested for consent.

Linda will continue to work on this proposal and bring it to a later meeting.

Board Expense Proposal

There are a variety of perspectives; discussion did not result in a shared vision on how to proceed. Tabled – will come to July meeting.

Discussion of Communication

In consideration of time, this discussion is tabled and will come to a later meeting.

Review of commitments

Harry will find out if JM Morris, the contractors for the Westside Remodel, have unionized workers, and also if any of this work may trigger unplanned requirements to do further work in order to meet code.

Trudy will send the Draft Labor Acknowledgements (brought to the meeting tonight) and other related documents to the whole board via email.

Linda will continue to work on an Expansion Fund proposal and bring it to a later meeting.

Meeting eval

It was a meeting.

Thank you to the facilitator for trying to keep us on track.

There could've been more self-facilitation.

Harry appreciated the facilitation and asked that Board members communicate professionally and not use sarcasm in expressing opinions.

Next facilitator: Harry