



**Board of Directors  
December 14, 2023, 6-8:30pm**

**Present:** Andie, Mo (fill-in Staff Rep), Jim, Joanne, Kate, Linda, Trudy

**Other members present:** Ike K. (Director-elect), Ruth B. (Director-elect), Theo H., Jeni O.

**Facilitation:** Kate

**Notes:** Max C.

**Previous Commitments**

Harry commits to asking Corey to provide a year-over-year comparison in the income statement and balance sheet. - *done*

Harry will talk to the task-force working on DEI / anti-oppression related training and connect Andie with them to talk about what trauma-informed training might look like. - *pending*

Jim will write an amendment that matches the by-laws re: C-5, number 8. - *continuing*

Andie and Joanne will re-write a statement that focuses on showing specific support, establishing the co-op as an anti-hate establishment. – *now moving to Jim and Andie to look at*

**November Meeting Minutes Approval**

**Proposal: The Board approves of the November meeting minutes.**

Stand aside: 2 (Linda, Mo (as Staff Rep))

Block: 0

Consent: 5

**CONSENT**

Linda and Mo stand aside due to not having been at the November meeting.

**Board-Staff Relations Task Force Charter – proposed amendment**

BOARD-STAFF RELATIONS TASK FORCE CHARTER – as proposed

**Purpose:** To monitor and assess the state of relations between the Staff and the Board of Directors of the Olympia Food Co-op and to suggest means of conflict mitigation or resolution when necessary.

**Process:** Consensus, meet monthly

**Goals:**

- Identify sources of conflict between the Staff and the Board
- Suggest ways to mitigate conflict
- Organize events to promote interactions between Board and Staff
- Engage with Conflict Resolution Team
- Make recommendations to the Board regarding the hiring of mediators

**Committee Make-up**

Up to 3 Board representatives

Up to 3 Staff representatives

The task force may appoint member(s)-at-large subject to Board consent to the individual.

**Proposal: The Board adopts the following Board-Staff Relations Task Force Charter with the proposed amendment, which allows the appointment of members-at-large.**

Stand aside:

Block: 1 (Linda)

Consent:

**BLOCK**

Linda declined to speak to her block.

**Intro to Board Operations:** Jim is planning on instituting this as part of onboarding. Jim will find a date after the holidays, but before the January Board meeting.

**Interest in Monthly Meeting with Jade (from Columinate)**

The Board discusses conferring with Jade from Columinate.

**Provender Conference – report back**

Andie provided a report back from the Provender Conference.

## Olympia Food Co-op Board Support Technology Proposal

**Proposal: Assign a member of the Board to get a bid from Pacific Stage to set up a system to support hybrid board meetings so that in-person and online meeting participants can successfully engage in board meetings. This bid would be shared with the Technology CAT and the Board in January.**

Block: 0

Stand aside: 0

Consent: 7

**CONSENT**

## Donations

**Proposal: The Board donates \$20,000 to the Nisqually Generations Healing Center, and \$20,000 to the Squaxin Tribe's Northwest Indian Treatment Center before the end of 2023.**

Block: 0

Stand aside: 1 (Mo)

Consent: 6

**CONSENT**

Mo stood aside as the Staff Rep as she doesn't have a sense of the staff rep's or the collective's stance on the proposal.

## Commitments

Harry will talk to the task-force working on DEI / anti-oppression related training and connect Andie with them to talk about what trauma-informed training might look like. – *pending*

Jim will write an amendment that matches the by-laws re: C-5, number 8. – *continuing*

Andie and Jim will work on a statement from the board that focuses on showing specific support, establishing the co-op as an anti-hate establishment in light of the humanitarian crisis in Gaza.

Jim commits to looking into paid parking in the hotel's garage next door.

**Next facilitator:** Trudy