



Board of Directors Meeting May 16, 2024, 6 – 8:30 PM

Present: Andi Giron, Dave Toler, Harry Levine, Ike Nwankwo, Jennifern Falknor, Jim Hutcheon, Ruth Brownstein.

Other Members Present: Trudy Springer, Anch Bergeson, Maureen Tobin, Alejandro Chavez, Jeni O'Connor

Facilitation: Harry L

Notes: Miles Batchelder

Agenda Review

Harry, as facilitator of this meeting, made several adjustments to the order of the agenda. Those changes are not reflected in the order of business presented in these minutes.

Announcements

Anch Bergeson is attending the meeting and considering seeking a board seat.

Jim shared that the Center for Dispute Resolution is offering conflict coaching Mondays from 5- 7 and encourages all to make use of their training services. He will send out an email link.

Mo Tobin announced the introduction of a Membership Systems Survey. On Friday, May 17, from 10 to 1, staff will be at both stores engaging members to talk about whatever they want to talk about and encouraging them to take the survey. The survey goes live on the Co-op website on Saturday, QR code handouts will be at both stores.

Member Comment

Trudy Springer presented her proposal to return the Olympia Food Co-op's land back to Squaxin Island Tribe. She also prepared a petition intended for members' signatures. She reported she has spoken to Squaxin Island Tribal Council members about the proposal and will be attending an upcoming Tribal Council Meeting to discuss it.

Harry read a comment letter from Jeff and Christy Berland who are vacating their working memberships immediately. Harry will reach out to them to see what it will take for them to come back.

Proposal to Add a Second Staff Representative to the Board of Directors

Alejandro Chavez presented a proposal to add a second Collective staff representative to the Board of Directors. The proposal has not yet been brought to the Collective, so this is more of a request for discussion today than a proposal at this time.

The Board had many questions but was overall supportive of the concept. Ale will work on clarifying what staff representation mean. The board suggested it might also be appropriate to have a board member representative attend staff meetings.

There was general agreement that these ideas would help improve relations between the Board and Collective staff and help alleviate conflicts.

Proposal to Change Mission Statement to Statement of Purpose

Harry presented a proposal to Replace the Co-op Term “Mission Statement” with “Statement of Purpose” in Co-op documents

Proposal: Change the language “Mission Statement” in OFC documents to “Statement of Purpose:”

Blocks: 0

Stand Aside:

Consent: 7

CONSENT

Proposal to Adopt an 8th Cooperative Principle, for Staff and Board

Mo Tobin presented a proposal that the Co-op adopt the 8th Cooperative Principle: Diversity, Equity, and Inclusion.

Proposal: The Olympia Food Co-op adopts an 8th Cooperative Principle: Diversity, equity and inclusion.

Blocks: 0

Stand Aside: 0

Consent: 7

CONSENT

Board Coordinator Role and Proposal to Record Meetings

Miles requested that the board allow recording of their meetings to aid in preparation of Meeting Minutes. The proposal was amended to erase the recordings after sixty (60) days.

Proposal: Allow recording of open OFC Board of Directors' Meetings to be kept for 60 days

Blocks: 0

Stand Aside: 0

Consent: 7

CONSENT

First Quarter Financial Statement and Board Reps to Finance Committee

Harry presented the first quarter financial statements. The Income statement shows sales were \$227,000 above budget and exceeded 20 million dollars. Most expenses are in line, but overall, are \$63,000 over budget for the quarter. This makes sense considering the increase in sales.

Columinate Contract

After discussing the benefits received from the existing contract in the last year, and the expense, it was proposed that we withdraw from the Columinate contract.

Proposal: Withdraw from contract with Columinate after paying through 2nd quarter

Blocks: 0

Stand Aside: 0

Consent: 7

CONSENT

Membership Engagement

Dave initiated a discussion about membership engagement, and particularly the Membership Systems survey. For the Board to do its work around member relations, the board needs to know what is on the minds of members, where do they want us to go? This is a big responsibility of the board. If the Co-op is doing surveys, maybe that should be a shared thing with staff.

Rental of parking spots

Jim pointed out that our rental of 3 spots in the garage is \$1200/year. We have never received an invoice or placards. Jim is sensitive to providing access for a single spot, which would cost 33/month. A placard will be kept at the office for use of anyone who might need it.

Proposal: Reduce the number of Co-op rented parking spaces in the Governor's Hotel Garage from 3 to 1

Blocks: 0

Stand Aside: 0

Consent: 7

CONSENT

Committee Reports

Board-Staff Relations Task force - Erin and Jim will be setting up for restorative circles and taking part in them

Staff Report to the Board

There are about 50,000 membership records in the database, with about 5,000 of those marked "inactive." Membership numbers have been climbing steadily since 2020, averaging over 1800 new members each year. 55 people have asked for their equity to be returned over the last 5 years. Sales growth for the previous 12 months has been strong: 7.66% at the Westside and 8.74% at the Eastside.

There were 2 Staff terminations this week: 1 collective staff and 1 flex staff. The process was initiated by Humane Resources. Their decision went to Findings which reviews to confirm the decision. Appeals are an option for the terminated staff members. If they appeal, an Appeal Team will be created to consider their request.

Approval of March 2024 Meeting Minutes

Proposal: Approve March 2024 OFC Board of Directors' Meeting Minutes

Blocks: 0

Stand Aside: 0

Consent: 7

CONSENT

Approval of April 2024 Meeting Minutes

Proposal: Approve April 2024 OFC Board of Directors' Meeting Minutes

Blocks: 0

Stand Aside: 0

Consent: 7

CONSENT

Current Commitments

Jim will send out an email link for the Center for Dispute Resolution's Monday night coaching sessions.

Harry will reach out to Jeff and Christy Berland and try to get them to come back as working members

Jim will talk to the Governor's Hotel and reduce our rental from 3 spots to a single spot, and ask for a placard.

Jim will arrange additional Exit interviews with Linda and Kate.

Jim and Ike will work on a proposal about initiating an expansion fund for next meeting. (Rolled over)

Next Facilitators

Andie will facilitate the next meeting

Executive Session

The Board began an Executive Session at 8:18 PM

Executive Session (Bylaws, Section III, number 16): "Board meetings shall normally be open to the membership. The Board may close meetings at its discretion to discuss personnel matters, legal matters, or other items which require private discussion."