



Minutes

Board of Directors Meeting

July 18, 2024, 6 – 8:30 PM

Present: Ruth Brownstein, Dave Toler, Jennifern Falknor, Jim Hutcheon, Jeni O'Connor, Andie Giron (online)

Other Members Present: Trudy Springer, Luke Hogfoss (online)

Facilitation: Jennifern Falknor

Notes: Miles Batchelder

Agenda Review

Consenting to posting the Cooperatives of Olympia poster, made by a supportive member, was added just before the break

Announcements

Jennifern shared that her grandson will be playing music at Lakefair this evening.

Statement of Purpose

The purpose of the cooperative is to contribute to the health and well-being of people by providing wholesome foods and other goods and services accessible to all through a locally oriented, collectively managed, not-for-profit cooperative organization that relies on consensus decision making. We strive to make human effects on the earth and its inhabitants positive and renewing and encourage economic and social justice. Our goals are to:

- Provide information about food
- Make good food accessible to more people
- Support efforts to increase democratic process
- Support efforts to foster a socially and economically egalitarian society
- Provide information about collective process and consensus decision making

- Support local production
- See to the long-term health of the business
- Assist in the development of local community resources
- Foster Diversity, Equity, and Inclusion

Land Acknowledgement

We are going to 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

Working member Luke Hogfoss, an Evergreen Student, heard that a board member brought a proposal to give the Co-op's land back to the Squaxin Island Tribe. He read the article in *JOLT*, but came to the meeting hoping to learn more.

The Board agreed to provide Luke with a copy of the proposal the Board had received from Trudy Springer. The Board explained that the document had been forwarded to the Advocacy Committee which is hoping to bring something back to the full board in August.

Miles will forward Trudy's proposal to Luke.

Previous Commitments

- The Advocacy Committee has taken up consideration of the Squaxin Island Tribe Land Back Proposal and will be meeting
- Jim confirmed Dave and Ike had joined the Expansion Committee and had their first meeting. and the capital campaign committee
- Miles removed Ike's name from all but the Expansion and Member Relations Committees.
- Harry met with parents of flex staff who had been let go and they want to express something to the staff – Harry is writing something up to capture their feelings and concerns

Eastside Remodel Update

The Expansion Committee (Jim, Dave, Ike, Redwood (formerly Bradley), and Kitty) met with the architects to discuss ways of maximizing floorspace. These discussions are preliminary and will continue. A challenge will be how to maximize space

without triggering additional requirements from the city (e.g. sidewalks). The pre-submission meeting with the City has not yet been scheduled.

There needs to be a process in place for getting this work done – a detailed template that will outline how to implement each step in the process, and who will be doing what. There was a remodel implementation team in the past that created a template that can be used. Harry has documents from a similar process in 1991.

This will be a topic of discussion at the next Expansion Committee meeting, considering which committee will be doing what with specific tasks spelled out. Decision-making will need to be delegated to committees by consensus in advance to make sure the process continues to move forward without unnecessary delays.

Discussion on Gaza

Ruth led the discussion, sharing information about World Central Kitchen's work in Gaza, and specifically Zomi's kitchen – a field kitchen run by all women. Last year, Board discussions around Gaza were challenging for Ruby as a Jewish woman with family in Israel.

Things have only gotten worse in Gaza since, and Ruby wants the Board to discuss how the Co-op can help. She brought Zomi's kitchen to the Board's attention as a possible recipient of the Co-op's help. The Board shared strong support of World Central Kitchen, particularly because of the shared a focus on food.

Creating a round-up at the register for the World Central Kitchen was proposed.

There was an extended discussion about including a statement about the round-up, and support for naming the genocide and condemning the State of Israel. Concern was raised over the potential impacts to staff at the store from making a statement. It was generally agreed that staff must be involved in the process of making any statement.

Harry committed to looking into setting up the Roundup Key at the register that asks customers to opt out of donating. The Bellingham Co-op uses the same system and is working on creating that option.

Ruth and Andie agreed to work together to write something to publicize World Central Kitchen, and a statement condemning the genocide. It will be submitted to the staff for the Collective for their consent.

Harry will talk to the stores' POS team about adding to the prompts to the register

PROPOSAL: Create a register round up to support World Central Kitchen to support feeding people in Gaza.

Blocks – 0

Stand Aside – 0

Consent – 6

CONSENT

Cooperatives In Olympia Poster

Erin majors shared a poster that an enthusiastic member had created identifying the cooperatives in Olympia. They are seeking permission to hang it in the windows of the downtown office.

Erin has asked the board for consent to put up in the office window.

Proposal: Can the poster identifying, by logo, many of the Co-operatives in Olympia that was made by a member be hung in the downtown office window

Blocks: 0

Stand Asides: 0

Consent: 6

CONSENT

Harry will put the sign up in the downtown office window.

Olympia Cooperative Resiliency Hub

Dave presented a proposal for an Olympia Co-operative Resiliency Hub. The concept is to create a space and organizational structures to respond to climate-change caused disasters which are expected to increase in the future.

A resiliency hub has two specific features. First, it is a place the community is accustomed to and comfortable with as part of their everyday lives. Second, it would be a physical place to provide for people in need. It would be designed to incorporate a solar power system which would have three days of off-grid power to keep food and medicines chilled or frozen, provide phone charging, and other essential emergency services.

This idea would be to bring together the members of CoSound, expanding on the principle that Co-ops work together to take concrete action and prepare for

climate change impacts. It is premised on the idea that together we can bring in significant outside sources of funding. Preparing for climate impacts, improving energy systems, and resiliency planning, are eligible for federal funding that is and will be available to accomplish the project.

The eastside location could be a logical place for such a Resiliency Hub, although the current facility is very inefficient from an energy use perspective and would need significant improvements to meet emergency service needs. The community is already familiar with and comfortable coming there. The city's proposed Lansdale housing could make the proposal more attractive because low income folks are the ones that suffer the most in emergencies.

CoSound would be the main sponsor of this. Dave took the concept to the CoSound board and they signaled enthusiastic interest. The entire concept is only feasible with a lot of money from outside sources.

Dave wants to know the level of interest and if the idea can be further developed. There is no specific ask of the Olympia Food Co-op at this time aside from engaging in further conversations. Harry offered that if funding were secured for a feasibility study, the Co-op could designate a staff person as the coordinator. A feasibility study can let us know how to advance the idea.

Discussion included how well-aligned the concept is with the Co-operative principles and OFC's role in the community. In his role as CoSound representative, Dave has the support to represent this idea to various stakeholders. Building the partnerships around this idea is necessary to obtain funding. CoSound is already modeling this partnership.

Harry will share the proposed concept with staff.

Proposal to make Board-Staff Relations Task Force a permanent Committee of the Board

The Board-Staff Relations Task Force was established last march to address the severe tensions between the Board of Directors and Collective Staff. Although conceived as existing for a limited time, the Task Force is proposed to become a permanent committee of the Board to oversee and maintain these relationships on an ongoing basis.

Proposal: To make the Board-Staff Task Force a standing committee of the Board.

Blocks: 0

Stand Aside: 0

Consent: 6

CONSENT

Filling the Board Position on Standing Hiring Committee

In this role, the Board representative will review application materials and let the committee know what you think. They are expected to read materials and respond in a reasonable amount of time. There are no committee meetings.

The hiring team reviews applications, conducts interviews, and makes hiring recommendations to the Standing hiring committee.

Jennifern volunteered to take on this role.

Proposal: Jennifern fills the Board position on the Standing Hiring Committee

Block 0

Stand Aside 0

Consent 6

CONSENT

Harry will let Erin know that Jennifern is the board representative on the standing Hiring Committee.

Staff and Committee Reports

Hiring Committee

The Committee has hired 7 new flex staff, having recently lost 3 or 4.

The Flex staff policies have been updated to require a minimum of 7 hours work per week, averaged over a three-month period.

Board Development Committee

The committee set a goal to have a fall retreat dedicated to long-term planning. The committee has been discussing a Board evaluation process, and will work on creating an evaluation form for the Board

Board Staff Relations

Ruth has been working on the Party in the Park for the Staff and Board Members and needs some additional staff support.

Jeni and Jim will put some thought and effort into finding someone. Harry will include an enticement in a report to the collective: “who wants to plan a party with Ruby?”

Approval of May Minutes

<p>Proposal: to approve the May 16, 2024 Board Meeting Minutes Blocks: 0 Stand Aside: 0 Consent: 6</p>	<p>CONSENT</p>
--	-----------------------

Approval of June Minutes

<p>Proposal: to approve the June 20, 2024 Board Meeting Minutes Blocks: 0 Stand Aside: 0 Consent: 6</p>	<p>CONSENT</p>
---	-----------------------

Commitments Review

- Miles will send Trudy Springer’s Land Back proposal to Luke
- Harry will look into setting up the round-up option at the registers so customers have to select NOT to donate at the beginning of their transaction.
- Jenifern, Ruth, and Andi will work together to write something to submit to publicize World Central Kitchen.
- They will prepare a second statement to condemn the genocide in Gaza which will be submitted to staff for consent.
- Harry will talk to POS about adding donation prompts to the register key pads.

- Harry will take care of getting the prompt added soon as reasonably possible.
- Harry will put the Cooperatives of Olympia sign up in the downtown office window.

Meeting Evaluation & Next Facilitator

Jennifern did a great job!

Harry will facilitate the next meeting. He is staying on the Board to maintain his treasurer position while Corey is away.