


peOple's
FOOD CO-OP Board Meeting Minutes
Tuesday, February 23, 2016; 5:30-8:30p

Attended by:

Board Members: Dave Wadley, Jacob Engstrom, Amy Wong, Lisa Bogar, Stasia, Josh M, Heidi O,

Member-Owners:

CM: Shawn Furst, Miles, Sonrisa, Ashley, Dusty

Guests: Gayle

Facilitation By: Andrea **Minutes:** Steph **Vibes:** Josh, Lisa **Clean-up:** Stasia, Heidi **Scribe:** Lisa

COMMITMENTS:

	COMMIT MADE	DIRECTOR(S)	DUE DATE	COMMITMENT
1	3/24/15	Shawn + Jacob	3/2016	Shawn and Jacob will bring the conversation of the board's role in ensuring a happy, safe and well-protected collective management back to the agenda.
2	10/27/15	Mallory, Lisa, Issac, Dave and Amy		Mallory, Lisa, Issac, Dave and Amy are interested in assisting in the make-up orientation, pending availability.
3	10/27/15	Amy	3/2016	Amy will bring how the coop can contribute to growing resilience, outside the coop, to create a thriving local economy.
4	10/27/15	Lisa	4/2016	Lisa will work on a study and engagement topic on "what could a thriving People's culture look like?"
5	11/ 24/15	Isaac and Dave	3/2016	Isaac and Dave will do additional work on policy 2.1
6	11/24/15	Jacob	3/2016	Jacob will create a process for board members to keep track of the engagement commitments they have made

Engagement Commitments:

DECISIONS:

The board accepts the 2015 Ends report as submitted.

NEW COMMITMENTS:

ENGAGEMENT COMMITMENTS:

OPEN FORUM:

MINUTES APPROVAL:

Decision: January 2016 meeting minutes approved.

Announcements:

Bullseye data – ask someone on staff

Sofi and Jenna – any idea for a speaker at the annual event – let them know

First engagement date change to April 3rd instead of March 20th – dinner time w/ dinner

AGENDA ITEMS:

1. Ends Report

Sponsor: All

Purpose: decide

- Way to go being prepared for the report!
- The living wage – which of the standards were used (pg.26 no.26) to determine 23 CM were making a living wage?
- We don't use the NW Job Group calculator. A combo of all of these standards, but it's a guess. We understand that things are progressing rapidly in Portland and we feel strongly about a living wage.
- From a management, point of view, are some of these standards leading indicators? How do these measures exist in relationship with each other? And which ones do you look at the most?
- Complicated. Depends are where you are putting the value, especially now. Everything is important because of our Ends. NCG has several standards and measures to compare ourselves to.
- We look at turnover and longevity throughout the years – we use it often.
- Department growth?
- Negative sales in bulk is a trend throughout coops.
- Selling more snack foods and advertising cooking your own foods can increase growth in certain departments.
- Page 14-15 – basket size – what is the average basket size for our competitor or a similar size coop? Does the increase of 2.5% adjusted for inflation? Is the goal to continually rise?
- We set sales growth for the year. We could research basket size for other coops?
- For a coop our size, it's a pretty decent basket size. It's reasonable.
- Looking at measure 4, member owner vs. non member sales growth. Member owners had bigger basket sizes than non member. Also, the fully invested members had bigger basket sizes than partially invested members.
- Pg. 42 – looking ahead- safer space and shoplifting procedures
- What was the thing that brought forth the shoplifting policy?
- We don't have data for that. There was just a summer where shoplifting was happening frequently, so the front end wanted to know what they could legally do. All this contributed to the origin of the policy.
- Shrink – mostly measured by our margin. We are a little under budget, but it's not that bad. No major systemic issues.
- Page 24 - Longevity and turnover – why is there more turnover projected for 2016? Should we be concerned?
- It's up because the turnover is 15% - we budget for 6 CM. We don't have any information that we are not sharing.

The board accepts the Ends report as submitted.

- What were you excited about?
- I was surprised to see the \$10 matching program at the Farmer's Market – excited to see how that turns out.

- Market advisory board in general and sales growth
- The data on non-owner sales growth – hopefully that means potential help with equity and new member owners.
- Page 8 – Over 110 HOO disrupts staff work
- Too many volunteers require a lot of attention and that distracts from shift work.
- Excited that we think about this stuff – page 22 – recycling – People’s tends to do a staff training on how to recycle and compost and then write newsletter articles about it. Sharing education!
- Great that the amount of organic products we offer exceed the average
- Physical plant management – great work!

Small group breakout discussion on the questions in your packet

Identify 3-5 specific areas for action or deeper investigation in each of these areas: Values, Tools, Relationships, Policies

VALUES

Animal stewardship – investigate

Community – deepen the community investment

Make explicit implicit (building, grounds, etc) – transparency

Balance completing values – bridge – two CM and one board star

Grow our values in successful programs – food shed,

Continue to invite outside speakers to help clarify our values

Who are we? Are we willing to stretch our identity to serve other communities?

More discussions with member-owners – grassroots articles

Prioritize values

Do engagement – who are you ? what do you need? -

Recognize and own the trade-offs of our decisions

TOOLS

Working with Art when CM is ready to involve us

LTP reports and updates

Strengthen the board and CM relationship

Getting involved with the market’s advisory committee

Asking member-owners why they left – retention

Sharing talking points with the board

Making full use of CBLD

More study and engagements

Roleplays – discussion of conversations

SNAP – history and use

Demographic info

Tips from consultants on best ways to engage our members

Board tool to digest the feedback we get from engagement with CM and member owners

Skill building with groups

Find other resources – search for what’s missing

Continue searching for what we’re missing

Reach out to values driven organizations

Building board and CM alignment

RELATIONSHIPS

Equity drive for new member owners

Build a bridge to SNAP community

Recognize the skills and talent of our member owners

Follow leads

POLICY, BYLAWS, ETC

Increase board familiarity with bylaws and address conflicts

Learn how to be more adaptable without the loss of integrity

Revisit ends?

Policy requiring CM to consider market research in their annual plan

2. Retreat planning

Sponsor: Jacob

Purpose: discuss

- Everyone will be in attendance except Stasia.

3. Food justice event debrief

Sponsor: TBD

Purpose: discuss

- Shared Lauren's background and history – essential to be vegan, but got a lot of pushback from that.
- Eat your ethics, but we can not shop our way out of this problem, also advocate for policy changes
- Chocolate – investigate any company that makes at least one vegan product. 70% of chocolate comes from South Africa – child trafficking,
- Have an app that recognizes companies that have been investigated to help inform consumers
- Similar efforts for coffee
- Food desert – FEP, not the best word. SF Bay Area – research on the access to various groceries including produce. Volunteers that assist in extensive questionnaires.
- Calling vegans to be compassionate that some may not have access to vegan foods
- School for children of farm worker – 50 mile rule; in CA you have to live at least 50 miles from the farm you work on
- Portland Vegans of Color
- Giving backpacks to kids is not charity – it's a sign of appreciation for how their families contribute to feeding the world
- Recommendations: going vegan, buy organic when you can, support living wage effort, FEP email alerts
- Coffee industry and banana shares similar struggles
- Support worker-owned coops
- Raise your voice to all these efforts and sign petitions – they work!
- Harmful implications to indigenous communities that eat meat
- Investigate companies that offer certifications
- Really pay attention to where our food comes from
- Keep in touch so we can be available for any assistance we can offer
- Emphasis on primary solution – importance to work towards living wages for everyone
- Huge barrier for organic is the price – the price shouldn't be lower, wages should be higher.
- Imakoele – Florida – 1 cent more for tomatoes
- In CA – laws preventing other grocers from moving in – non-competes creating food deserts
- Issue with grocery store count/data – liquor stores can be counted as grocery stores

4. Intro to patronage

Sponsor: All

Purpose: Discuss

- The basics: first the coop needs to make a profit. Any profit made from owner sales turns into patronage
Total allocation can be up to the amount of profits generated from owner sales.
- At least 20% of allocation must be paid out
- Anything saved turns into retained earnings
- In the past there were CM recommendations that the board used to make a decision. The past 3 years there has been no CM recommendation.
- How much available depends on how much money we make.
- Retained patronage – cumulative was close to \$500,000 in 2013
- Is the plan to go ahead with a dividend or hold off for LTP?
- It is the board's decision ultimately
- Last year, one talking point we had was to remind member owners of the 10% discount days – so they may have gotten more than what they would have been allocated with patronage

5. Market Advisory Meeting

Sponsor: Amy

Purpose: discuss

- The question of meat at the Farmer's Market.
- Asking the board to do some outreach and engagement on this issue
- mac@peoples.coop
- Still figuring out if they want meat and what format? Or are they moving towards a specific way?
- Right now, talking about a CSA structure
- Researching meat and dairy farms – Deck
- The cost might be too high for a CSA structure
- Is it coming from farmer's that want to sell meat at the market?
- Not sure – I think they want to contract directly with ranchers.

MEETING EVALUATION

Great scribe skills!

Cake!

Getting Gayle

Awesome Ends Report

Great to have a patronage prep in a timely manner

LTP in the Ends report

Being on time

Lots of CM

Great to see how the group works

Opportunities for change:

Losing Stasia and Steph

NEXT MEETING: Tuesday, March 22, 2016 5:30-8:30

Next meeting agenda brainstorm:

Retreat details

April – process 3 engagements

BIKE RACK/FUTURE MEETING TOPICS:

- Revisit policy 2.7.1 Compensation and Benefits
- Accountability loop between CM and BOD– how is it actualized? – refer to policy 3.4 Monitoring CM Performance
- Revisit whether or not to change Patronage Refund to Patronage Dividend in the bylaws
- Creating a policy for when new directors can vote
- 5-10 year planning on patronage trends and opportunities
- Discussion of how to communicate the Meeting Guidelines other than just having them
- The “staggering” clause of Article 4.3
- Further developing the “CM nominates/Ownership elects” proposal
- Look into 80% insurance issue within 3 months (2.5.1.1)
- Submit a more developed Share Cost policy to the agenda committee (4/23/13)