


**peOple's**  
 FOOD CO-OP **Board Meeting Minutes**  
**Tuesday, June 25, 2019; 5:30-8:30 pm**

**Attended by:**

Board Members: Liz, Finnley, Jenny, Jay, Chris, Naoki, Will, Brion

CM: Kahadish, Sonrisa

Member-Owners: Rod, Christopher

Guests:

**Facilitation:** Andrea **Minutes:** Gayle **Vibes/Celebration:** Brion, Finnley **Clean-up:** Rod, Finnley **Scribe:** Will

**COMMITMENTS:**

	COMMIT MADE	DIRECTOR(S)	DUE DATE	COMMITMENT
1	4/23/19	Kahadish	6/30/19	Sonrisa Kahadish will respond to Chris's proposed edits to 2.4.5.
2	1/22/19	Jay	7/19	Jay will update 4.4 to correctly define the Secretary and Treasurer roles and bring it back to the board in May.
3	3/26/19	Rachel	7/19	Rachel will make sure interpretation and data are consistent with each other when the 2.3 report comes back.
4	4/23/19	Rachel	8/19	Rachel will schedule the audit for late summer and report back.
5	5/28/19	Rachel	8/19	Rachel will bring back Policy 2.3 Q4 and Q1 reports when CPA has more firm numbers.
6	5/28/19	Finnley, Jay	8/19	Finnley and Jay will come back with a couple of p[options for member engagement activities.
7	5/28/19	Chris	9/19	Chris will review policy for supporting member bylaw petitions.
8	6/25/19	Chris, Finnley	9/19	Chris and Finnley will work on 2.1 language change (in collaboration with Vishal's overhaul of this policy) by September.
9	4/23/19	CM Link	3/20	CM will clarify and explain 8.6, allocation of net loss, in time for the 2019 patronage decision.

**DECISIONS:**

**Decision: Bring back April and May revised minutes for approval in July.**

**Decision: Board accepts 2.1 report with amendment to fix typo (5.5 to 3.5).**

**Decision: Board appoints Christopher Kirschbaum to Member Engagement Committee for 2 years.**

**Decision: Board accepts the Ends report as submitted.**

**NEW COMMITMENTS:**

Chris and Finnley will work on 2.1 language change (in collaboration with Vishal's overhaul of this policy) by September.

**OPEN FORUM:**

- As a Member Engagement Committee member, I feel some responsibility for confusion about new board members not realizing a board meeting was happening tonight. Feel free to ask me if there's anything I can do to help.

**AGENDA REVISIONS:**

- Need to officially appoint Christopher to MEC. Will do right before break.

**MINUTES APPROVAL:**

**Decision: Bring back April and May revised minutes for approval in July.**

**AGENDA ITEMS:**

**1. Welcome New Directors**

Sponsor: Andrea, Naoki

Purpose: discuss

- Facilitator is here to support participation as directors and Link. Helps craft agenda 2 weeks before meeting, distributed a week or so before meeting. Purpose here is to help board tap into wisdom of everyone in the space and make decisions from as informed a place as possible. Sometimes we don't have as much time or as much information as would be ideal; Facilitator helps hold space for high-level governance. Each director brings different views and information, and we try to honor that for everyone. Part of the way that gets modeled is through consensus decision-making: Take in as much information as there is and come up with an outcome together. We don't all have to agree 100%; sometimes just need to agree that this is the best decision we can make at this time. Our guideline is consensus minus one--if one person blocks, can still move forward. (Consensus tools: voice, ability to change mind, obligation to do best to address concerns. Some concerns are unresolvable. A Block is when someone thinks a decision is the wrong decision for the group to make and will not participate in implementing it; in consensus-minus-one, we can still move forward if there is one Block. Another tool is Stand-Aside, which means I personally cannot participate in implementing a decision, but I'm not blocking because I can still say it's a legitimate decision for the group. Standing aside is NOT a no vote, because we don't vote; we make decisions by consensus.) Might need to weigh "how much of my concern is about my personal feelings and how much is about the benefit of the group?"
- Hand signals: sparkle-fingers = I agree; triangle = process or vibes issue; raise hand to have

facilitator add you to the stack to speak (not necessarily in order hand was raised); thumbs up/middle/down = temperature check for how directors are leaning on a subject before continuing discussion.

## 2. Policy 2.1 Report

Sponsor: Sonrisa

Purpose: decide

- Facilitator: Review of what policy reports are, policy governance, compliance, etc. Also review of options of accepting report, accepting report with amendments, not accepting report, and also policy reflection (deciding policy needs to change in order to get the information we really wanted).
- Has the board come prepared to act? (Most but not all.)
- Do you have any questions that make it hard to make a decision?
  - When someone leaves the coop, is there a process, timeline, etc?
    - If someone leaving has access to accounts like SurveyMonkey, etc, password will be changed.
  - What is the Synthesis Committee?
    - A year or so ago, LTPC said we would be moving in a particular
  - Definition for unsafety: Interpretation might not be broad enough for People's values. Seems fine for physical safety but less so for other types of safety. Two reports tonight with different definitions of safety.
    - Good point. We do have a Safe(r) Space Policy; interpretation might need to be clearer.
    - Reasonable interpretation: Would a reasonable person have interpreted the policy this way?
    - Reports are written by different people; will try to make sure definitions are in sync.
  - Is the reason we didn't get information we wanted, is it something in the policy that needs to be changed?
- Are there any problems with the report as submitted (not about the policy)? No.
- Does board accept report as amended? Yes. (Amend the typo from 5.5 to 3.5.)

**Decision: Board accepts 2.1 report with amendment to fix typo (5.5 to 3.5).**

## 3. Policy 2.1 Reflection

Sponsor: Naoki

Purpose: decide

- Might want to add to policy a clause to line 1 "or result in unequal treatment." (or "equitable")
  - Best not to make change in this meeting but have some people work on proposed new language.

Chris and Finnley will work on 2.1 language change (in collaboration with Vishal's overhaul of this policy) by September.

## 4. Call for Officers

Sponsor: Naoki

Purpose: decide

- Next month, we're electing officers. Current thinking is that current officers will continue for a few months while training new officers. We will also be bringing slight update to the language about the roles.
- New members should read policy register to see if they'd like to be Secretary or Treasurer.
- Appoint Christopher Kirschbaum to Member Engagement Committee for full 2-year term? Yes.

**Decision: Board appoints Christopher Kirschbaum to Member Engagement Committee for 2 years.**

### ANNOUNCEMENTS:

- Nominations/Member Engagement Committee will meet here this Friday; any board members are welcome.
- Board orientation July 13 at TaborSpace, 10 am - 6 pm. Bring policy register. Sonrisa and Kahadish (with help from Rachel) will gather documentation for new members.
- Chris is putting together a proposal about how we announce our meetings. Anyone want to work with him? Let Chris know.

## 5. Ends Report

Sponsor: Sonrisa

Purpose: decide

- Ends conversation instructions: Go around the room and, using the report and your experiences in the store/on the Board, write down:
  - What you're excited about
  - Any missed opportunities
  - Any part(s) of the report that feel unnecessary for the Board's governance work
  - Any policy reflection (what do we think about the work of rewriting the Ends after reading this report?)
- We will make sure we are meeting the values in the Ends; per 3.4.3 our job is to assess whether interpretation of the Ends is reasonable.
- In small group conversation on each piece of the Ends:
  - Do you have the information you need to act/decide whether to accept the Ends Report as submitted?
  - What does this information help you learn about governance on the Board?
- NOTE: We ran out of time, so small groups did not have a chance to report back. Below are the transcribed notes from the sheets posted around the room for each piece of the Ends statement.
- **A passionate community working together for sustainability, progressive land and animal stewardship, human rights, social and economic justice**
  - What do we mean by "passionate?"
  - Rewrite this.
  - Perhaps add "proactive" before animal stewardship.
  - A lot of new members (657) in 2018!! :)
  - Annual election turnout 15% :)
  - Bulk sales {couldn't read handwriting: 18% or 48%}
  - Bulk sales opportunity for improvement: track all bulk
  - Community room coordinator: increased room attendance!! :)
  - Few candidates for the Board :(
  - Living wage!
  - Raised over \$3000 for RAICES and {couldn't read handwriting: something like Pueblo ??}

## Fronteras} :)

- Register round-ups
  - This talks about who we are and sets some boundaries about how we operate.
- Not useful: Track annual sales per square foot
- Missed opportunity: Analysis of consequences for missing M-O investment goals
- Query: M-O purchases stay relatively flat at 2/3: Might this also reflect low participation from non-M-Os, or a marketing strategy?
- Animal stewardship
- Internet engagement: growth compared to previous year?
- Increase in SNAP use/match despite DUFEB cut! :)
- Average of 15 attendees per community room class
- Opportunity: movies/presentations related to register round-ups
- Economic justice is only interpreted for the staff--what about our community of members and customers?
  - Clarify this End
- #34 only for the CM--what about the rest of our community? :(
- Only 3 operational definitions for social/economic justice
- **Thriving cooperative & local economies**
  - Need focus on co-op profitability
  - Statement is very broad and not obviously related to People's
  - Clarify "thriving" (ecology too?)
  - Add thriving local ecology
  - Add thriving local "vibe"
  - Flourishing a better word? (more "green" than "thriving")
  - "Local economies, ecologies, and communities" (or different order)
  - "Real" economy
- **A safe, welcoming community where all are valued**
  - Are we meeting this currently?
  - Homeless: welcome how?
  - How do we make room for, work with, and value those with whom we disagree?
  - I'm excited about how the Board can bring added value and clear goal to what we hear of Member values, and how these values play out in the co-op's operations situated in patriarchy and white supremacy!
  - Ends reflection: This End should be more specific of the goal and who it impacts. This more vague End can ask some people to be unsafe in order to make others to feel safe.
  - I would love something like: People's works to be an anti-racist community through accountability and community agreements.
- **Democratic workplace where all workers' voices are valued**
  - At 34% turnover, do we think all workers' voices are being valued?
  - We are already over 15% for 2019 (new stated goal)
    - Whoops, title 22 says 15%--goal for 2019 is 34%
  - 63% of evals completed on time
  - How do we create room for dissenting views?
  - I think there's good opportunity to get more specific and actionable with this End. It is one thing to value voices; it is another to give them certain space, priority, power. Maybe a End that captures this in another way is "People's workers have decision-making power..." (I can't get it right now)
  - I think there's opportunity for the Board to talk directly with personnel if we have big questions or doubt/curiosity.
  - Opportunity to be curious and supportive, recognizing the structural challenges that workers and admin workers are taking on and trying best to work with.

- Perhaps a “sociocratic” workplace...
- **Access to healthful foods our customers can trust**
  - Increase in \$ spent at FM in 2018
  - Butter price went down from 2017 report
  - Less expensive than NS on staples
  - Less expensive than NG on top sellers
  - This is our core mission!
  - Trust is a perfect word.
  - 41% MOs say shop other places for meat
  - 42% value vegetarian store
  - PRIMARY STATEMENT
  - Bring in concept of farmers?
  - Concern about 1/2 MOs saying they would spend all their shopping \$\$ here with addition of meat.
  - Can we measure farms beyond the CI measurement?
  - Selling homeopathics makes me feel conflicted
  - Wish price comparisons were done between exact products
  - Confused about “nutrition incentive”
  - Increase in SNAP use/match :)
- Back to large group discussion: Any concerns about something in Ends report that was unreasonable or assertion of compliance not agreed with? Anything that would keep you from accepting the Ends Report?
  - Concern: Section 27 (p 34): There has been an attempt for 10 years to implement something without success. Staffing problems led to it being completely dropped. Is there a trend that is larger than this foodshed issue? What is going on? Seems larger than the Ends report.
    - Changes in people moving to Portland, bioregions, other things. Needs to be reinitiated.
  - Re “Passionate community...” (p 38): There are only 3 operational definitions about this very large piece. Can’t tell how much progress we are making. Would expect to see more data about this.
    - Some of it is actually called out in other sections. And the policy register starts with this, and every other policy clarifies it. It would make it easier to understand if it’s in this section (or cross-referenced).
    - Ends are written vaguely; would help to have them be more specific.
  - It is atypical for this large a report to happen on a first meeting of new board.
  - Board accepts the Ends report as submitted.

**Decision: Board accepts the Ends report as submitted.**

## MEETING EVALUATION

### Celebrate!

- Ends activity with small group conversations was very awesome.
- Great engagement from new board members.
- Bringing full self into the board room.
- A lot of people in check-in expressed low energy, but the meeting felt very high energy.
- Board is doing a great job!
- Good time management.

**Opportunity for change:**

- Hope there will be more candidates in next election.

**NEXT MEETING: Tuesday, July 23, 2019, 5:30-8:30 pm**

**Next meeting agenda brainstorm:**

- Officer role policy update.
- Officer election.
- Ends reflection.
- How did Farmers Market anniversary celebration go? Publicity about it?

**BIKE RACK/FUTURE MEETING TOPICS:**

- [This section has been unchanged in years--wiping it out to make room for actual future topics.]