

5	10/26/21	Will	12/21	Will (re board perpetuation) will reach out to a couple he has in mind [Update Nov: Haven't reached person trying to contact.]
6	10/26/21	Eleanor	12/21	Eleanor (re board perpetuation) will reach out to farmers, suppliers, farmer's market vendors [Update Nov: Prospect in the works, someone who reached out to her randomly.. Reached out to a local activist to put word out. Haven't reached out to suppliers/farmers. Can get names from Rachel.]
7	10/26/21	Brion	12/21	Brion (re board perpetuation) will reach out to someone Amina mentioned; contacts at NAYA; urban farmer events; get ideas from Naoki; how can we get names of past board members? [Update Nov: Also connected with Jinju, will have conversation this week. Others on list not addressed yet.]
8	10/26/21	Sarabell	12/21	Sarabell (re board perpetuation) will call Claire and get her input on who she'll reach to in recruiting board members. [Update Nov: Didn't connect. Claire has done some outreach.]
9	1/26/21	Eleanor	1/22	Eleanor will take the consent agenda idea on and develop it to bring back. Jenny is willing to help. [Update Sept: Moved to Jan 2022]
10	11/30/21	Amina	12/21	Amina will share 2020 MO survey info with the Board.
11	11/30/21	Brion	12/21	Brion will make a recruitment folder on shared Board Drive and connect with Will to make sure he has access to the information.
12	11/30/21	Eleanor	1/22	Eleanor will follow up with Susan regarding Susan's 3 ideas in the Member-Owner Forum.
12	7/27/21	Eleanor	?	Eleanor will pick date for orientation and plan it after appointing new board member(s). [Update Sept: No new board member yet; we have prepared talking points that we would like the CM to share and are considering reviewing our Board discount.]
13	7/27/21	Brion, Amina	4/22	Brion and Amina will meet to talk about policy 2.0 to address unlawful but prudent activity by April 2022 board meeting.

DECISIONS:

DECISION: September minutes approved as written. (Brion abstained)

DECISION: October minutes approved as written. (Claire abstained)

NEW COMMITMENTS:

Eleanor will follow up with Susan. [NOTE: This did not make it into the packet commitment chart!]

Amina will share 2020 MO survey info with the Board.

Brion will make a recruitment folder on shared Board Drive and connect with Will to make sure he has access to the information.

MINUTES APPROVAL:

DECISION: September minutes approved as written. (Brion abstained)

DECISION: October minutes approved as written. (Claire abstained)

DECISION: IMR 2.3 accepted as written, in full compliance.

M-O FORUM:

- Susan: Several short things, but first: Thank you, Board members! I have attended in-person meetings in the past, and I appreciate that you do hard work. Might want follow-up on these ideas. (1) Staff have been through a lot during COVID and did a really good job, including protecting us and coming up with good procedures, worked hard to keep the co-op going during hard times. I have great appreciation for whole staff and part of individual staff. My idea: Board sending appreciation letter to MOs about staff and how they're doing, link to give appreciative input on staff. Would like follow-up with someone on whether this could happen. (2) When will we do member survey? (3) Would be cool to have a documentary video about oral history of People's. Maybe we could get a grant to do this. Could be done by Board or Board subcommittee; don't want to make more work for staff.

Eleanor will follow up with Susan.

AGENDA REVIEW:

No changes.

1) 2022 Ends Action Plan Discussion

Sponsor: Eleanor

Purpose: discuss/decide

- Eleanor: 2022 End will be the fifth End: Thriving cooperative and local economy. Our Ends set us apart, so we are focusing on one each year. Next step: How will we bring it to life?
- Jenny: Two charts: Objectives and Activities/Actions. We'll do a dot chart on Mural, then brainstorm activities. We'll make sure they get into the commitment chart and your work sessions.
- Eleanor: This will help us work on the most important thing.

Brainstorm: Educating MOs about End

- Amina: thoughts about Ends signage in store.
- Jen: email about End.
- Karna: something like the farm tours we used to do—maybe a Board member could visit a farm and write about it?
- Sarabell: postcards or chalkboard with words from MOs
- Amina: Board at Food Front does a monthly table
- Brion: online portal to share short discussions

Brainstorm: Educating Board about End

- Rachel: reach out to NCG and see if they have statistics we'd like to share
- Claire: make sure it's in Board orientation

Brainstorm: Launching this End

- Rachel: promotions and sales etc with local vendors highlighted for a month in the store
- Eleanor: food shed—educate about this
- Sarabell: storewide menu of items from different departments that highlight local
- Brion: do we need a project manager for this launch?

- Amina: Vibes: A lot of these ideas are things Gabi would need to be involved with, and it doesn't feel good to give her all this extra work when she doesn't have a teammate.
- Jenny: We're still in brainstorming mode, seeing what people have energy around.

Amina will share 2020 MO survey info with the Board.

ANNOUNCEMENTS:

- Co-op Month raised over \$12K in equity, including 112 new members and 106 people signing up for Double Up Food Bucks.

2) Board Recruitment: Report Back

Sponsor: all

Purpose: discuss

- See updates in Commitment Chart.
- Jinju: Thank you for inviting me to come to the Board meeting. Happy to be part of it. One question: What does it mean to you be a Board member of the co-op? Personal, social, whatever.

Eleanor: I get to be a part of a business that I actually believe in.

Sarabell: I'm interested in the fact that People's reaches and speaks to a spark in so many different people who then become MOs, and it's great to have perspective on the Board as representing so many different people who are drawn to this community. People who many never meet each other but have this shared special place.

Jen: As someone who recently joined staff and has been an appointment to the Board in the past. I am thrilled and honored to get to do Board work as part of my job. What People's is doing is so unique—one of only 3 co-ops in the country that are collectively managed—and so innovative and so hopeful. We are on the edge of positive, joyful growth.

Brion will make a recruitment folder on shared Board Drive and connect with Will to make sure he has access to the information.

3) IMR 2.3: Financial Conditions & Activities Q2

Sponsor: CM Link

Purpose: decide

- Rachel: Last 2 quarters had positive net income even though budgeted for negative. This quarter is negative, but less negative than projected. We do have the PPP money that we haven't applied to offset anything in this year's budget. Might end up doing that by the end of the year. That's just internal reporting; it doesn't change how it looks to our CPAs or taxes.
- Brion: Want to look more at days' cash over time at a working meeting.
- Sarabell: Really appreciate how CM Links walk us through the numbers and help them make sense!
- Brion: It's a big win that we're tracking with budget and doing better than projected!
- Proposal: IMR 2.3 accepted as written, in full compliance.

DECISION: IMR 2.3 accepted as written, in full compliance.

Meeting ended at 8:33 pm.