



4	10/26/21	Sarabell	12/21	Sarabell (re board perpetuation) will reach out to former CM facilitator connected with a lot of organizations; ask co-workers for more ideas <b>[Update Nov: Connected with Jinju. Talked with coworkers, HOOs, Cory. Connected with coworkers on how to navigate other possible interest. Will do a broader outreach.] [Update Dec: No news.]</b>
5	10/26/21	Will	12/21	Will (re board perpetuation) will reach out to a couple he has in mind. <b>[Update Nov: Haven't reached person trying to contact.] {Update Dec: Reached both people; they declined. No further plans to reach out.}</b>
6	10/26/21	Eleanor	12/21	Eleanor (re board perpetuation) will reach out to farmers, suppliers, farmer's market vendors <b>[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.] [Update Dec: In progress.]</b>
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? <b>[Update Nov: Also connected with Jinju, will have conversation this week. Others on list not addressed yet.] [not at Dec meeting]</b>
8	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. <b>[Update Sept: Moved to Jan 2022]</b>
9	11/30/21	Eleanor	1/22	Eleanor will follow up with Susan regarding Susan's 3 ideas in the Member-Owner Forum.
10	7/27/21	Eleanor	?	Eleanor will pick date for orientation and plan it after appointing new board member(s). <b>[Update Sept: No new board member yet; we have prepared talking points th we would like the CM to share and are considering reviewing our Board discount.]</b>
11	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: November minutes approved as written.**

**DECISION: Jinju Kim appointed as interim Board member until next election.**

**DECISION: IMR 2.1 accepted as written, with plan to get into compliance with 2.1.1.d accepted. (Jinju abstained.)**

**NEW COMMITMENTS:**

No new commitments this month.

**MINUTES APPROVAL:**

**DECISION: November minutes approved as written.**

**M-O FORUM:**

- No members came to address the Board.

**AGENDA REVIEW:**

No changes.

**1) Board Appointees**

Sponsor: Eleanor

Purpose: decide

- We have three people interested in running for the Board in the next election: Jinju, Amanda, and Richard!

- There is a current opening in the board for the remainder of the current term, and the Board appoints interim Board members in that case.

- Proposal: Appoint Jinju Kim as an interim Board member.

**DECISION: Jinju Kim appointed as interim Board member until next election.**

**2) IMR 2.1: Treatment of Co-op Patrons & Member-Owners**

Sponsor: CM Link

Purpose: decide

- Amina: A lot of the data here was actually reported last time; it is collected biannually. We are

in compliance in all parts of the report except for 2.1.1.d, which is to do an annual security training for staff.

- Eleanor: Very impressed CM was able to keep up on all of these details with everything else going on in the pandemic and all the additional work that brings.
- Any Board members unprepared to act? No. Any find operational definitions or interpretations unreasonable? No. Any find inadequate data? No. Anyone find anything not in compliance besides 2.1.1.d? No. Plan to get in compliance unacceptable? No.
- So: Proposal to accept this report as written, with 2.1.1.d not in compliance and plan for compliance approved.

**DECISION: IMR 2.1 accepted as written, with plan to get into compliance with 2.1.1.d accepted. (Jinju abstained.)**

### **3) Board Anti-Oppression Work Update**

Sponsor: Sarabell

Purpose: update

- Sarabell: This is an update on previous Board goals around anti-oppression work. We had a caucus for people who experience white privilege and a caucus for people who do not experience that privilege.
- Update on next steps: Normalizing talking about our relationships with privilege and oppression. We want to have a portion of our Spring retreat be about this. We also want to start a book club—we'll all get copies of "So You Want to Talk about Race" to have common language; open it up to Member-Owners; talk about it quarterly in Board meetings. We also talked about a team to respond when someone is impacted by a microaggression or macroaggression. Also want to add this idea to our commitments. We'll be talking about it more and regrouping at the work session.
- Eleanor: We'll get a chance to get to know each other better through this work, including getting to know what identities we each have, since some are not obvious.

### **4) 2022 Ends Work**

Sponsor: Eleanor

Purpose: discuss

- Background (from packet):  
Our 2022 End has officially been selected! In 2022 we will celebrate, promote, and learn about our fifth Ends element: *Thriving cooperative and local economies*. We are excited to see how this 2022 End work advances our Board priorities of:

1. Perpetuating our Board into the future
2. Sense of purpose and joy in Board work
3. Efficient, simple Board work processes
4. Engaging meaningfully with our Member Owners

People's Ends are what set us apart from other grocery stores. Our Ends are a living document which belongs to our member-owners. A key piece of our Board role is to revisit and revive our ends for the present time and context in which the co-op is situated. For 2022, we selected one 'End' to be the focus for the year. Over the course of the year, we will tell the co-op story through the lens of that End, we will shape our policies to advance that End, we will educate ourselves and our member-owners about that End. In the 2022 Annual Election, we'll put it to our member-owners to select the 2023 End.

By working throughout the year on the Ends—the heart and soul of People's—we will bring a sense of purpose and joy to our work as Board members. Making the Board role more fun and meaningful will in turn attract more member-owners to run for the Board.

- Eleanor: Our Ends are our reasons for being in the co-op, what sets us apart. We want these to be front and center for us and member-owners; they are the guiding light for everything we do. We are going to focus on one of the Ends each year. The one for this year is Thriving cooperative and local economies. We want the Board to be engaged and energized and informed.

- List of activities we can do (from packet):

- 2021 Annual Meeting Ends Trivia activity (COMPLETE; Eleanor and Claire)
- **Board quarterly Postcard campaign with a volunteer opportunity, local org mention\*, extra coupon (?), (Gabi area)**
- **'What is your grocery store doing to change the world?' (Sarabell)**
- section with Ends and Ends report stats?**
- **Show up as Board members in community forums to share about People's (distribute swag from part 4 at events in the community?) (Claire)**
- store signage with Ends in Welcome Center during August 2022 closure (Gabi area)
- CM will share 2020 member owner survey info (we are starting with a high awareness of Ends) (Amina)
- **Add questions to Member Owner Survey in June 2022 (Eleanor)**
- **Chalkboard in store with thoughts from MO neighbors on what the Ends or the 2022 End means to them (Sarabell + Gabi area)**
- Assess cost of postcards (Gabi area)
- **Farm Tour concept (People's used to do this) short video segments on farms that supply People's on People's website, or Board member visit and report on it, or a virtual tour (Eleanor, Produce Team area)**
- Understand reach of all-MO emails and electronic newsletter (Brion + Gabi area)
- Email to all MO asking 'What do you know about People's Ends?' with a link to a Google Form, repurposing MO input [perhaps link with chalkboard?]
- \*Reach out to their staff with an open invite to join the Board*

- Hire expert to educate Board at Board Orientation
- Board farm tour? (, Produce team area)
- **John Steinman wrote 'Grocery Story' and can come talk to us about the power of grocery co-ops! (Eleanor, Amina area)**
- **Promote PDX Co-op Collab (Eleanor + Claire, Amina area)**
- **Copy Food Front Board tabling outside the store (Sarabell)**

- **Board Orientation: with segment on the Ends and the 2022 End (Eleanor, Claire)**
  - use of online portal for shared article resources and short group discussion
  - **Start policy reflections with End--how do we weave it in? (All Board?)**
  - **Talk to NCG 'how many dollars spent in a food co-op stay local?' etc (they conduct these sorts of studies) (?, Amina area)**
  - Look at CBLD offerings related to the 2022 End
- 
- Craft social media plan
  - **Craft Grassroots plan (Eleanor + Sarabell, Gabi area): page of local products or new local products every issue**
  - **Commission an artist to design a symbol/logo design (Eleanor + Claire, Gabi area)**
  - **Make patches!, puzzle pieces working towards a complete 'People's Puzzle', stickers, or some other collectible something to collect over the years. T shirts? (Eleanor, Claire, Gabi area?)**
  - **Local Month: promotions of local products and local farms with items on sale in conjunction with the CM (Buyer Team & M&M on the CM)(Rachel will ask the Buyer Team for interest - Eleanor)**
  - 'What's a Foodshed'? Campaign to teach MOs about that term and unit of measurement (Eleanor)
  - Menu of items from different departments that are local products (Eleanor, grocery/produce/Gabi areas)

- Eleanor: Homework was to put some thought into which of these you are interested and energized to work on this year. Also to remove things from the list that are not really priorities.
- Note that all of these things will probably intersect with work CM is doing, so we need to make sure we're not duplicating or getting in the way of their work.
- Josue: I chose "Set up a chalkboard in store for people to share what the co-op means to them" (with Sarabell) and "Set up a farm tour" (with Eleanor).
- Eleanor: "Hiring an expert to educate the board on this topic at the winter orientation." We may be able to get the author of Grocery Story.
- Jinju: Would like to share HOO experience and spotlight vendors and farmers, and also join farm visits. Also reach out to Fill Your Pantry and Slow Food PDX communities.
- Sarabell: Love idea of Board working in the store so people can meet you. I'll loop Gabi in. Also interested in writing about "What is your grocery store doing to change the world?" for GrassRoots.
- Claire: "Commission a local artist and make a takeaway" and idea to have activities, like visit other coops to get your patch.
- Will: They're interesting and good, but none resonated with something I have ability to jump into.
- Eleanor: Excited about food shed idea as part of our plan to get info into GrassRoots.
- Jen: I've been reading Grocery Story and see a lot of opportunities for that book to fire us up. Also glad to see the idea of food shed. We'll be getting our new Marketing & Membership manager oriented soon.
- Eventually these things will go into the Commitments chart once they become more tangible.
- Kudos to Eleanor for keeping everyone going on this with enthusiasm!
- Amina: Note that many of these are in-person events. Might be good to think about virtual events, too.

**ANNOUNCEMENTS:**

- Double Up Food Bucks is now \$20 daily match on produce purchases! We have funding for this until 2023. As of October, 106 people signed up—we have more than that now, don't know exact number. Any MO is automatically enrolled if they use a SNAP card.

**5) Fun Time!**

Sponsor: Claire

Purpose: connect

- Claire: Overview: (1) Show and Tell, (2) "I Could Tell a Story" game; (3) Mad Lib!

Meeting ended at 8:12 pm.