

- Meeting agreements
 - In agreement
- Grounding and gratitude/land acknowledgement
- Check-ins
- Member-owner open forum
 - No participation
- Agenda review, approval, and officers
 - No questions/concerns regarding agenda, all actively consent to agenda as drafted.
- Minutes review
 - Bumped to next month
- 1) Monitoring of IMR 2.3 Financial Conditions and Activities
 - Preparers of the report will share any **highlights**
 - Rachel: One thing that's different is I had to figure out how to include the PPP loan forgiveness in the report. I tracked it but did not count it as income because we want to keep that money separate to use for labor and utilities throughout the pandemic so we can track it separately as we use it. Starting next quarter I'll figure out a way to present how we used that money. We increased wages in Q3 using the PPP money to guarantee that we could pay for that increase as we go into hiring.
 - **Questions?**
 - Eleanor: We were going to try and reflect on the timeliness of payments (**see process notes**) and I was wondering if you remember what the intent of that was?
 - Rachel: That got updated in the last report and I wrote it in such a way that if something was a day late that wouldn't be reported but anything that incurred a penalty or fine or notice would get reported.
 - **Item to be removed from policy notes chart.**
 - Brion: The data for 2.3.1 states that the budget for net income was -.15% due to the pandemic and the actual net income is +.69% of sales. I want to commend the CM for their success at managing that during the pandemic.
 - Brion: In 2.3.2 data for cash, we have about 20 days more cash than we did in Q3 2020, I'm assuming a bunch of that is the PPP loan, is that correct?
 - Rachel: Yes
 - Brion: What would the cash be without the PPP loan?
 - Rachel: we actually had the PPP last year so that's just an increase
 - Brion: for us on the board that's just a number, and we like to see big numbers, but what does that represent in human terms. Is that because we have a smaller staff, or any particular hardship or struggle? We don't have a good window into what the human cost of that larger amount of cash is.
 - Rachel: What that big jump between 2020 and 2021 actually represents is a radical change in budgeting because we budgeted for 2020 before the pandemic, so our daily cash needs were much higher than they are in the 2021 budget. For 2022 we are planning on also being conservative, but

not quite as conservative, knowing that we have to invest back into the building and training and stuff like that.

- **Process:** Have all directors received and read the report and are prepared to act? **Yes**
- Are interpretations reasonable? **Yes**
- Is the data adequate and demonstrates compliance? **Yes**
- Is the report accepted as in compliance, with a reasonable interpretation of the policy? **Yes**
- 2) Monitoring of IMR 2.7 Compensation and Benefits
 - **Highlights**
 - Amina: I am asserting compliance with 2.7 compensation and benefits. This is the 2.7 that the board just adopted a new version of. This was much easier to report because we're not reporting on things that go against our values like reporting on paying staff different amounts for different skills.
 - The board also took out monitoring around living wages and I recommend that we add that back in.
 - We have not had to make labor cutbacks because of our operations, our raise/PTO structures have not changed. No one has contested compensation structures.
 - The CM has significantly boosted starting wages years 0-5.
 - **Questions**
 - Brion: Something about the adjustment that was just made seems to provide a really substantial increase to years 0-5, which is great. I'm curious if anyone at 5+ years has spoken about whether that feels equitable.
 - Amina: Everyone on the scale received a wage, which isn't always the case. The amount was higher at the lower end to hopefully improve retention.
 - Will: looking at the wage scale, how were the annual differences figured? How were they calculated?
 - Amina: are you asking how we figure out what each "step" is going to get?
 - Will: Yes:
 - Amina: a lot goes into that. We have to figure out how many staff we have, at what seniorities, what we want to spend on payroll. We have a crazy spreadsheet where we can try different proposals, and then the CM approves the final proposal.
 - Will: I come from the standpoint that anyone who works for wages is probably underpaid.
 - Amina: And we're in an industry where margins are very slim
 - Sarabell: I really want to celebrate this work on wages that has been done. I'm on the hiring committee and it feels really excellent to have matched our values and who we're drawing in.

- **Process:**
 - Are there any members who have not come prepared to act? No
 - Are operational definitions clear?
 - Brion: I would like to ask a question about the wording of the footnote on 2.7.1. When we wrote this we left it very open ended so that the CM could define what “inequitable” means, so I would argue that that would include things like a liveable wage, instead of shifting the responsibility for enumerating that onto the board. I feel like we were giving the CM a lot of freedom to define that and I’m surprised that you’re asking for more specificity.
 - Amina: When I talked with Padrice we agreed that “equity” is about how you disperse a thing, not how much of a thing there is. Liveable would mean something more specific.
 - **Policy chart note: The next IMR 2.7.1 will include information about livable wages under the global policy.**
 - Jade: It really comes down to if you, the board, feel like there’s enough data to confirm that the wage is liveable. Ideally the board throws it out there and the CM interprets it and then the board decides if it’s reasonable.
 - **Brion abstains from definitional clarity.**
 - Sarabell: So many businesses intentionally pay less than a living wage, so maybe that’s why it feels necessary to clarify that in the language of the policy?
 - Does anyone disagree that the data demonstrates compliance? No
 - **The board accepts the report as in compliance with the Board’s policy.**
- Commitment Chart Review
 - Commitment #1 bumped to October. **Jade will send information to Sarabell on the topic.**
 - Commitment #2: 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. Moved to October.
 - Commitment #3: Seems low on our priority list due to what Jenny is going through. Moved to January 2022.
 - Commitment #4: Pending the appointment of a new board member.
- Announcements
 - **Eleanor:** I am in touch with a co-op member who would like to donate their membership as well as donating two memberships.
 - **Amina:** Hopefully we should have a broader system for pay-it-forward memberships as well.
 - **Rachel:** Double up food bucks are starting to get into swing.
 - **Eleanor:** Last minute additional agenda item; electing 2022 board officers.
- 3) 2022 Board Officers
 - Our bylaws require us to elect officers of the board. Current slate:

- Eleanor as president
- Claire as VP
- Brion filling two roles, secretary and treasurer
- Brion proposes Sarabell fulfilling one of his two roles
 - The bylaws state that co-op employees are not eligible for holding officer roles.
- Eleanor: one way to support Brion in fulfilling too roles is making it easier to participate in processes
- **Any blocks to this proposal? Any stand asides?** No to both.
- The Board consents to the officer slate.
- 4) 2022 Ends work
 - Eleanor: We wanted to pick one or two ends to focus on and do a stacked ranking of which ends we think are our top priorities. We're do this based on a point based system, your first priority getting eight points, your second getting seven, etc.
 - Going to take five minutes to reflect on last month's conversation around "championing" particular ends and what the takeaways from that conversation were.
 - Josue: I believe I focused on number 6, creating a safe and welcoming community where all are valued, as my favorite.
 - Claire: I think my favorite is 8. Access to healthful foods our customers can trust because of my experience in the grocery industry.
 - Will: I have a lot of trouble picking one to prioritize because they all seem so important.
 - Sarabell: I don't remember what I said last time but I remember it was a really rich conversation. I'm going for number 4, Social and economic injustice, because it includes bits of a lot of other ends and shows how are work is woven with other communities. It can work as a hub to hold a lot of these ideas in place.
 - Brion: I want to stand behind 6, safe and welcoming community. I'm reflecting on conversations I've had with member owners and it seems like number 6 would be a place where it'd be useful to have an extended conversation.
 - Amina: I've been thinking about access a lot, with things like double up food bucks, things that we're doing that our competitors aren't. It's also important to consider which of these seems important to the average member owner, moreso than the CM or the board.
 - Rachel: Since we're doing DUFEB in the store one metric we have to track is how much of our produce is coming from Oregon and Washington. In august 2021 it was like 66 percent! That's gotta be different than in a lot of other stores. A larger percentage of money that is spent at a co-op stays in the community.
 - Will asks for clarification on our purpose.
 - These points will be brought forward to an all-member meeting for consideration.
 - Sarabell: I recently switched my roles to where I'm working more on the register and spending more time talking to members on the line. I'm really seeing that our

shoppers are excited about the DUFB program and how gorgeous our produce is. Number 5, thriving cooperative and local economies, is rising up for me when I consider that. It feels educational and could bring in people that don't know that much about us.

- Chris Eykamp: For me, 2022 has to be the year we turn the corner on climate change. I feel like number 1, passionate community working together for sustainability, fits that the best and also includes buying locally and community and stuff like that.
 - **Votes have been tallied, thriving cooperative and local community is the top priority for the board. The board accepts the proposal.**
 - A long conversation happened about how whiteness impacts our prioritization of values. Further discussion to be had.
 - Amina requests that a white member of the board follow up with Christopher about privilege as it relates to being welcome at the co-op.
 - **Brion agrees to talk to Sarabell, and then Christopher.**
- Review decisions and commitments
 - Check-outs