

6	10/26/21	Will	11/21	Will (re board perpetuation) will reach out to a couple he has in mind
7	10/26/21	Eleanor	11/21	Eleanor (re board perpetuation) will reach out to farmers, supplies, farmer's market vendors
8	10/26/21	Brion	11/21	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?
9	10/26/21	Eleanor	11/21	Eleanor (re board perpetuation) will draft a blurb to use in making direct and personal invitations to the board.
10	10/26/21	Sarabell	11/21	Sarabell (re board perpetuation) will call Claire and get her input on who she'll reach to in recruiting board members.
11	10/26/21	Rachel, Gayle	11/21	Rachel and Gayle will make sure the new meeting dates (Nov 30 and Jan 4) get posted as appropriate.
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	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]
14	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: July minutes are approved as updated with the edits from Brion and Jenny.

DECISION: Board accepts the 2.2 report as written, with acknowledgement of noncompliance with 2.2.3.b and 2.2.4 and plans to get into compliance, and with removing the outdated text (the word "volunteer") in the policy.

DECISION: November board meeting moved from Nov 23 to Nov 30.

DECISION: December board meeting moved from Dec 28 to Jan 4.

DECISION: Move the topic of Ends Work: Next Steps to a working session.

NEW COMMITMENTS:

Josue (re board perpetuation) will reach out to college organizations; someone at Street Roots; someone in the school district; retirees

Sarabell (re board perpetuation) will reach out to former CM facilitator connected with a lot of organizations; ask co-workers for more ideas

Will (re board perpetuation) will reach out to a couple he has in mind

Eleanor (re board perpetuation) will reach out to farmers, supplies, farmer's market vendors

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?

Eleanor (re board perpetuation) will draft a blurb to use in making direct and personal invitations to the board.

Sarabell (re board perpetuation) will call Claire and get her input on who she'll reach to in recruiting board members.

Rachel and Gayle will make sure the new meeting dates (Nov 30 and Jan 4) get posted as appropriate.

MINUTES APPROVAL:

DECISION: July minutes are approved as updated with the edits from Brion and Jenny.

AGENDA REVIEW:

As written.

M-O FORUM:

N/A

ANNOUNCEMENTS:

- I helped someone become a new MO!
- Apple taste test at the co-op—I'll be there; want to meet up? 3-5 pm this Saturday!
- Co-op month beanies are here!

1) Board Perpetuation

Sponsor: all

Purpose: discuss

- Jade served on local boards and learned that board perpetuation is the #1 priority. Since we're down a few people, she will help us focus on this tonight. Serving on the board can sometimes be challenging, especially in already-challenging times. Important to remember WHY we serve on the board as a committed volunteer.
- We watched a video about knowing your WHY, not just your WHAT. Then we went into breakout rooms to talk about our WHYS and how we would envision our board through that lens.
- Highlights shared:
 - Want to call in someone who wants to engage someone who really wants to reach out to community, bridge the gap between staff and board, functional family feel, super excited friendly evangelist, really committed.
 - What if People's had an even bigger impact than we have today? Ends—what form could that take?
 - What would it feel like with bigger and more connected board? Board doing work of connecting with MOs so CM can do the “real work” of the store. And also... Working on the floor gives CM great community feel when people come in. It enhances the experience of workers and people in line. Would like more of that.
 - We talked about our Whys: I wanted to be part of board to help People's have a more inclusive and active community Josue. Introduced co-op to college students. We could be an information hub of anti-white-supremacy and other values.
 - Brainstorm: Where will we find these kinds of people?
 - HOOs
 - People we personally know whose voice and thoughts would be good contributions
 - Influx of applicants for open jobs—they all love People's
 - Urban farming activists, activism around food economy
 - Suppliers and farmers who provide food for the co-op
 - Tactical outreach to certain groups to talk about what the Board's priorities are—e.g., we'd like People's to be a hub for People of Color; queers; even queers of color—if that's what we're trying to bring in, can we reach out to organizations that are community partners that have done that before us and might be able to push us in that direction. Tailor and share what our priorities are in our outreach—not just get involved, but help us do this thing that we know that you're interested in.
 - Who was involved 40 years ago? Former board members throughout People's history
 - Changing incentive from discount to something more meaningful for someone with fewer resources
 - City Repair—they do classes about claiming intersections in the community; we could have a presence at those events and other community organizations that are connected. Also various farmer's markets around town.
 - Each board member to commit to reaching out to a person or group directly and

personally. Do you already have a little blurb ready to introduce the role and the board's priorities? Can one or two people volunteer to put that together/flesh it out?

- Could also talk about Ends work and what we're organizing around that.
- Also tell people your own story, your WHY. What you give and what you get in serving on the board.
- Get (or give each other) more training on how to approach people—specific skill we can get better at, practice and grow.
 - Also note that when you try things and they don't work, you learn something.
- Who do you know, or what are the avenues, of calling in formally elected Board members? We have until the spring to work on this. Let's flag this for a discussion—could even put it on the Board agenda for next month.
- Board members committing to inviting a specific group or person based on Eleanor's draft:
 - Josue: college organizations; someone at Street Roots; someone in the school district; retirees
 - Sarabell: former CM facilitator connected with a lot of organizations; ask co-workers for more ideas
 - Will: a couple in mind once Eleanor's blurb is available
 - Representation from older MOs is very valuable.
 - Eleanor: farmers, supplies, farmer's market vendors
 - Brion: someone Amina mentioned; contacts at NAYA; urban farmer events; get ideas from Naoki; how can we get names of past board members?
 - Amina can grab old contact lists; Dusty can help too
- Eleanor will draft a blurb to use in making direct and personal invitations to the board.
- Sarabell will call Claire and get her input on who she'll reach to in recruiting board members.

2) IMR 2.2 Treatment of Co-op Workers: Monitor

Sponsor: CM Link

Purpose: decide

- Amina: All in compliance except 2.2.3b and 2.4. One of the answers (accountability process) was not where we'd like it to be. Next version of survey, we should ask people to add why if they rate below 3. We didn't do fire response refresher with subs (just CM) due to pandemic.
- Noting that policy was updated in February but not reflected in this report. Ask for it to be resubmitted using updated policy; meanwhile, we can read this without including the words about volunteers that were removed. Note that Policy Register has a change log.
- 81% of staff completed survey: any idea why the rest did not?

- We had a good amount of time, so that's not the issue. It's anonymous, so can't follow up with folks who didn't complete it.
- Plan for compliance from last time has had desired effect—Yay!
- Appreciate the work on this and the tallies on how things are improving.
- I liked seeing that we have zero claims for lawsuits in the past 50 years.
- Flow Chart:
 - Anyone come unprepared to act?
 - No.
 - Anyone not read report?
 - No.
 - Anyone find operational definitions or interpretations unreasonable?
 - No, but comment: 2.2.2.a operational definition has absolute language but feedback varies around the absolute.
 - We could clean up the survey language so it is a little more “yes or no.”
 - Anything else with data not in compliance?
 - No.
- **Proposal:** Board accepts the report as written with acknowledgement of noncompliance with 2.2.3.b and 2.2.4 and plans to get into compliance, and with removing the outdated text (the word “volunteer”) in the policy.

DECISION: Board accepts the 2.2 report as written, with acknowledgement of noncompliance with 2.2.3.b and 2.2.4 and plans to get into compliance, and with removing the outdated text (the word “volunteer”) in the policy.

DECISION: November board meeting moved from Nov 23 to Nov 30.

DECISION: December board meeting moved from Dec 28 to Jan 4.

Rachel and Gayle will make sure the new meeting dates get posted as appropriate.

3) IMR 2.2 Treatment of Co-op Workers: Policy Reflection

Sponsor: all

Purpose: discuss

There was none.

- Anything you would want to add, Dusty, since this is your area of expertise?
 - Have invited more people to be HOOs. It's hard because of the restrictions due to COVID. We did lose a lot of HOOs. I reached out to everyone and heard from some people. Don't really know what HOO program will look like post-pandemic. Interesting to note how many people in the room are former HOOs and former board members!

4) Ends Work: Next Steps

Sponsor: Eleanor/all

Purpose: discuss

DECISION: Move the topic of Ends Work: Next Steps to a working session.

Meeting ended at 8:20 pm.