


**Board Meeting Minutes**  
**Tuesday, April 26, 2022; 6-8:30pm**

**Facilitation:** Jenny                      **Minutes:** Gayle  
**Vibes/Celebration:** Sarabell    **Clean-up:** n/a    **Scribe:** n/a

**Attended by:**

Board Members: Josue, Brion, Claire (left early), Will (left early), Sarabell, Eleanor, Bruno, Jinju  
CM/Staff: Jen, Amina, Rachel  
Member-Owners: Alexis, Christopher, Drew, Hailey  
Guests:

**COMMITMENTS:**

	COMMIT MADE	DIRECTOR(S)	DUE DATE	COMMITMENT
1	2/22/22	Eleanor, Bruno, Sarabell, Charlotte, Jen	5/22	Bruno, Sarabell, and Charlotte will join Grocery Story event planning team with Eleanor. <b>[Update March: Communicating with John, next step is choosing a date. Jen will be point person for the Book Club, with help from Bruno and Eleanor.] [Update April: Still need to set a date and decide in person vs Zoom.]</b>
2	2/22/22	Claire	5/22	Claire will put together a proposal for a Work Session charter in the next month, and we can discuss it at a work session.
3	1/25/22	Claire	5/22	Claire will bring how to operationalize staggered Board terms back to the elections committee and will report back next month.
4	1/25/22	Claire	5/22	Claire will include Consent Agenda as an item in the Board Orientation.
5	7/27/21	Brion, Amina	5/22	Brion and Amina will meet to talk about policy 2.0 to address unlawful but prudent activity by April 2022 board meeting.

6	3/22/22	Eleanor, Bruno	5/22	Eleanor and Bruno will bring discussion around customer complaints to a work session or board meeting
7	3/22/22	Claire	5/22	Claire will create an agenda request to discuss future board self-monitoring.
8	3/22/22	Brion, Rachel	5/22	Brion and Rachel will get together by May to create timeline for creating board budget for 2023.
9	1/25/22	Claire	7/22	Claire will look into what other Boards do for Board compensation (consult with Jade) and also look into tax implications. [Update March: 50% of boards get gift cards, other 50% get discounts. Next step: Claire will work with CM on connecting with HR and lawyers to discuss alternative board member compensation.]

**DECISIONS:**

**DECISION: March minutes approved as written. (Jinju, Will, and Brion abstained)**

**DECISION: Board accepts IMR 2.4 as written and in compliance.**

**DECISION: Allocate \$1000 to Grocery Story event and books.**

**NEW COMMITMENTS:**

No new commitments.

**M-O FORUM:**

- An MO would like to be able to talk later in the meeting rather than just at the beginning. Board will bring to a future meeting agenda the idea of changing the practice of only allowing Board members (or those they call upon) to speak at meeting. Consider letting members raise hand to talk; have MO forum at end instead of beginning; other ideas.

**AGENDA REVIEW:**

No changes.

**MINUTES APPROVAL:**

**DECISION: March minutes approved as written. (Jinju, Will, and Brion abstained)**

## **1) IMR 2.4 Business Planning and Financial Budgeting**

Sponsor: CM Link

Purpose: decide

- CM asserts compliance.
- Question about how to know when extreme circumstances of pandemic are over. Still in it, haven't had that conversation yet.
- Hope to do better than budgeted like last year. Have talked about how to come up with metrics for when to stop requiring masks, etc. Some official metrics have changed in how they're being reported, so hard to come up with metrics for our own guidelines.
- Anyone unprepared to act? No. Anyone find operational definitions or interpretations unreasonable? No. Anyone find inadequate data? No. Does data demonstrate compliance? Yes.
- Proposal is to accept as written, in compliance.

**DECISION: Board accepts IMR 2.4 as written and in compliance.**

## **2) Policy Reflection: IMR 2.4 Business Planning and Financial Budgeting**

Sponsor: all

Purpose: discuss

- No policy reflections.

## **ANNOUNCEMENTS:**

- Patronage dividends: This year, we had a tax loss, so there are no profits to distribute back to MOs. Two follow-ups: (1) Does CM want any help from the Board in getting this message out to the community? (2) Longer term plan for undistributed patronage dividends from prior years. Questions can go to Eleanor & Jen.

## **3) Designing Use of Our Board Budget**

Sponsor: Brion

Purpose: discuss

- Historically, Board has received a budget from CM and essentially signed off on it without thinking deeply about it. Now we are visioning into the future we want to create. We will spend some more time dreaming on what we might spend money on this year. GOAL: Specific categories with dollar amounts allocated and knowledge of how much is

left to play with.

- Budgeting for Radicals: Budget helps us remain accountable to our values. Opportunities to reflect and track ourselves throughout the year.
- A budget is a moral document. It reveals our priorities and values.
- Personal budgets are often to keep from overspending. Organization budget is to help us invest in what we want to lift up as our values.
- Three-part conversation: (1) Dreams and implications. (2) Thoughts of how much money to give to each. (3) Going from there—like tightening a hubcap, a little here and a little there, going around and around until it's there.
- What are you excited about dreaming into? What are its budget implications?
  - o Guest speaker (author of Grocery Story) and associated book club. Dollar amounts: \$350 for speaker, \$620 to purchase 20 copies of book from local black-owned bookstore.
  - o Could do other book clubs; have a retreat in person; do more Ends work by commissioning artwork; document management system for Board; more facilitation and training around anti-oppression and equity; pay a facilitator or trainer to record our core orientation training; more training for Board members; farm tours... this was a list we came up with in 10 minutes of brainstorming last month. What else? What are you excited about?
  - o CM gift at end of year: want to make it a planned budget item rather than just seeing what's left.
  - o Farm tour: Compensation for farmers, transportation to farm, other details. Should it be free to MOs? Suggested donation/no one turned away? Lunch with farmers? Just for MOs or also public? Advertisement \$?
  - o Anti-oppression work: A book we read together like "So You Want to Talk About Race?" About \$100 to buy a copy for each Board member. Training, revisit quarterly. Maybe reparation/land tax to budget? Monthly rent for being on the land?
  - o Specific budget line item to commission a piece of art/logo/design on this year's End? Perhaps video content (farm tour, videography) about thriving local economies? If we're doing work on an End each year, we should have some money set aside for it.
    - CM retreat also talked about informing and educating about what makes People's special and different.
  - o Document management system, maybe \$100/month
- Looking at budget spreadsheet, we can see what we are likely to spend this year based on what we've spend so far, and then we can see how much money we may have left to "dream with." Looks like we have around \$5000 to allocate to projects (one of which might be a retreat, since we had budgeted \$0 for retreat this year).
- Three general categories to allocate money:
  - o Ends work (speaker costs, book club, farm tours, commission art)
  - o Development (anti-oppression and other training for Board members [especially since we will have half the Board being relatively new next year], document

management system)

- Community (CM gift, maybe farm tours, etc)
- Propose that we allocate \$1000 for speaker event.
- Next step: Work session, subcommittee, or bring it back to next Board meeting? Work session to discern priorities and how much to allocate to them, then bring back to a Board meeting to finish discussion and make official decision in a public meeting.

**DECISION: Allocate \$1000 to Grocery Story event and books.**

**Meeting ended at 8:30.**