


Board Meeting Minutes
Tuesday, February 22, 2022; 6-8:30pm

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

Attended by:

Board Members: Will, Josue, Jinju, Eleanor, Brion, Sarabell, Claire

CM/Staff: Jen, Charlotte

Member-Owners: Amanda, Chris, Bruno

Guests:

COMMITMENTS:

	COMMIT MADE	DIRECTOR(S)	DUE DATE	COMMITMENT
1	1/26/21	Sarabell	3/22	Sarabell will reach out to Alberta Co-op Board on how they handle self-monitoring. [Update 7/27: Will bring to August work session.] [Update Aug: Move to September work session.] [Update Sept: Bumped to Oct, Jade will send info to Sarabell.] [Update Oct: Made contact, setting up time to connect.] [Update Dec: Still trying to connect.] [Update Jan: Not active. Will do another round of reach-out.] [Update Feb: No movement. Claire will check with Jade. Jenny will check with Alberta.]
2	10/26/21	Josue	3/22	Josue (re board perpetuation) will reach out to college organizations; someone at Street Roots; someone in the school district; retirees. [Update Nov: Josue had to leave meeting, not present for commitment review. Sarabell will reach out to see if he needs support.] [Update Dec: Reached out to Street Roots, didn't hear back.] [Update Jan: No news.] [Update Feb: No news, energy shifting— remove from list after March mtg,]
3	10/26/21	Sarabell	3/22	Sarabell (re board perpetuation) will reach out to former CM facilitator connected with a lot of organizations; ask co-workers for more ideas [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.] [Update Jan: No news.] [Update Feb: No news, but new idea: Can put “Run for the board” sign near register to invite conversation.]
4	10/26/21	Eleanor	3/22	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.] [Update Dec: In progress.] [Update Jan: Bruno supplied answers to questions for board appointment.] [Update Feb: Shifting gears, energy elsewhere remove from list after March mtg.,]
5	10/26/21	Brion	3/22	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.] [not at Dec meeting] [Update Feb: No news; shifting gears remove from list after March mtg., Note: Need to let NMEC know about timeframe.]
6	11/30/21	Eleanor	3/22	Eleanor will follow up with Susan regarding Susan’s 3 ideas in the Member-Owner Forum. [Update Jan: Sent a letter, haven’t heard back.] [Update Feb: Still haven’t heard back.]
7	1/25/22	Claire	3/22	Claire will look into what other Boards do for Board compensation (consult with Jade) and also look into tax implications.
8	2/22/22	Eleanor, Bruno, Sarabell, Charlotte	3/22	Bruno, Sarabell, and Charlotte will join Grocery Story event planning team with Eleanor.
9	2/22/22	Jen, Bruno, Eleanor	3/22	Jen will be the point person for the Book Club, with help from Bruno and Eleanor.
10	2/22/22			Claire will put together a proposal for a Work Session charter in the next month, and we can discuss it at a work session.

11	1/25/22	Claire	4/22	Claire will bring how to operationalize staggered Board terms back to the elections committee and will report back next month.
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	1/25/22	Claire	?	Claire will include Consent Agenda as an item in the Board Orientation.
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: January minutes approved as written. (Sarabell and Brion abstained)

DECISION: Appoint Richard Bruno (goes by Bruno) and Amanda Hendrickson as interim Board members until next election cycle.

NEW COMMITMENTS:

Bruno, Sarabell, and Charlotte will join Grocery Story event planning team with Eleanor.

Jen will be the point person for the Book Club, with help from Bruno and Eleanor.

Claire will put together a proposal for a Work Session charter in the next month, and we can discuss it at a work session.

M-O FORUM:

- n/a

AGENDA REVIEW:

- approved

MINUTES APPROVAL:

DECISION: January minutes approved as written. (Sarabell and Brion abstained)

1) Board Appointees

Sponsor: Eleanor

Purpose: decide

- Eleanor: We are appointing Amanda Hendrickson and Richard Bruno to be interim board members until the next election.
- There will be an orientation to talk about board work and getting to know each other.
- Amanda: New to area around People's, excited to get to know the community and the co-op more!

DECISION: Appoint Richard Bruno (goes by Bruno) and Amanda Hendrickson as interim Board members until next election cycle.

2) Grocery Story event planning

Sponsor: Eleanor

Purpose: discuss

- Eleanor: Let's plan our first event around 2022 Ends work, which is to invite the author of Grocery Story (Jon Steinman) to come and speak to us. Let's talk about what type of event, what we want him to talk about; talk with Q&A or more open discussion; how to make it not a lot of work for Charlotte.
- Josue: Would like in-person event broadcasted through Zoom (hybrid).
- Jinju: Same idea. Also want to ask when this event will be held.
 - o Eleanor: TBD based on when Jon will be in the USA. Jon prefers May 11-14 if in person.
- Brion: If annual meeting will be in person, might be a good time for Jon to present. Issue: Do we have a space we could have an in-person event since community room is in use by CM?
- Jen: Onsite stuff: Mid-May might be the earliest. Currently not opening community room to public. Annual meeting is also uncertain. Don't know what's going to happen with COVID.
- Sarabell: CM are really working on doubling down on masks and safety. It's challenging to have consistent messaging and culture of that. It would be hard to do what we're doing with the store if we're also having indoor in-person events.
- Brion: I get that about consistency. I really do like the idea of doing it in person with a virtual component (if we even have a space). And then we could record, it, too.
- Sarabell: What about outside?
- Eleanor: Does a park rule out hybrid events?
 - o Brion: We would need to prioritize either hybrid capability or in-person gathering.
- Jen: If purpose is more to share information, we might do best to do it on Zoom.

- Jinju: If we do it in-person outdoors, it allows us to present energy even to people not participating; will help promote what co-ops are doing.
- Brion: Virtual events have not been well-attended. And also, having a recording that can be repurposed for local media, etc.
- Temp check: Thumbs up for outdoors in person, down Zoom, sideways either/hybrid, fist need more info.
 - o 3 up, 3 sideways
- Eleanor: Would love to hear from Charlotte about thoughts, bandwidth, etc.
 - o Charlotte: Sounds like it could be an epic thing! If it makes sense to do so, it would be fun to invite other co-ops via Co-op Collab, especially on Zoom. If in person, let's wait till it's nicer outside. Advertising: Social media; we do have a budget for other outlets as well. Biggest asset is connection with other co-ops.
- Eleanor: If in person/hybrid, mid-May might be great. Maybe we can just video record it but not live hybrid so we can use sound bites.
 - o Charlotte: Moving forward, it would be great if I could be involved in further conversation. May in a park sounds beautiful.
- Brion: Farmer's Market as possible venue?

Bruno, Sarabell, and Charlotte will join Grocery Story event planning team with Eleanor.

3) 2022 Ends work

Sponsor: Eleanor

Purpose: discuss

- Eleanor: Let's look at commitment chart and turn those into updates instead of tracking them there.
- Eleanor: Grocery Story item: moving right along!
- Jen: Book club item: Posed question to CM about suggestions, reminding them there's this Ends work happening, get them involved. We have 10 options so far.
- Jen: Next step: How do we set up an infrastructure for this? Who would like to help?
 - o Bruno will help
 - o Eleanor will help
 - o Jen will be commitment-holder
- Sarabell: Survey questions: Ongoing document to compile ideas. What would we be hoping to gain with MO survey?
 - o Eleanor: 3 ideas: (1) What does a thriving co-operative local economy mean to you? (2) Outreach campaign? Did you attend any events about this? (3) What would you want us to focus on in 2023?
- Jinju: Farm tour: Reached out to 2 Farmer's Market vendors, and they said yes. Who would it be open to, and when? Will reach out more. Would like to interview farmers. What would

you like me to ask? Will continue to reach out.

- Next step: Contact 2 more Farmer's Market farms; meet up with Josue. Farming season is June-October. Do one tour with multiple stops, or multiple tours?
- Josue: Farm tour: Contacted 2 people, touched base with Jinju, need to get our information on the same page. Will reach out to 2 more.
 - Next step: Yes, contact more farmers and meet with Jinju.
- Eleanor: Very pleased with so much action on this!

Jen will be the point person for the Book Club, with help from Bruno and Eleanor.

ANNOUNCEMENTS:

- Charlotte: Putting signs everywhere about upcoming election. Also started tabling at front, will do at Farmer's Market tomorrow 2-5. Would be great if someone else could join, specifically a Board member. Let me know if you're interested in joining. [Jinju will join!]
- Claire: Nominations Committee: Claire, Brion, Christopher, Gabi, Charlotte. We will be tabling, as Charlotte mentioned. Deadline is beginning of March. We have 6 open seats. [Brion: Let's talk about the elections process at next board work session.]
- Jen: We have new hires!
- Eleanor: President of board of Olympia co-op got in touch with us to learn more about policy governance. They are also cooperatively managed like us! Eleanor and Brion will be in touch with them, maybe invite them to our event.
- Jinju: I am going back to Korea in 4 weeks.

4) Work Session charter

Sponsor: Claire

Purpose: discuss/decide

- Claire: Jade mentioned that if Board has work sessions, they should have a charter, since many things need to be officially discussed in public. Would like to hear from everyone what you like about work sessions and what could improve. What's included or not in work sessions? ▪ Is attendance mandatory, requested, optional? How often, how long? Do we need to have a work session? Should we form other subcommittees?
 - Claire: Love opportunity to connect with other board members. Do have concern about discussing things in private. Also would like to free up some time for subcommittee work.
 - Sarabell: Appreciate having this conversation. Working: Sense of informality to conversations—compile agenda together, make decisions on the fly what to prioritize to talk about. How do we stay organic while not falling into tendencies to discuss things that should be discussed openly? I do wonder about expectations for attendance.

- Will: I find work sessions productive. Informality is a strong point. It feels like a free-for-all prep for the board meeting. Don't see it as a place where decisions get made other than identifying things to talk about board meeting. It's a commitment I hadn't anticipated, but I find them very helpful.
 - Josue: Work sessions help my thought process. I like to know how other board members are thinking. I don't want it to feel mandatory.
 - Brion: When Eleanor and Will and I joined the Board, we didn't have work sessions. They were brought back when Jenny Owen was president. We would talk about possible agenda items, try to discover if we had disagreements and work through them. These days, I find the work sessions really valuable for helping us move through some of the things we've talked about wanting to work on. Probably could be done by subcommittees or might lessen the need for them. Don't think they should be mandatory.
 - Eleanor: Love getting together, miss having them in person. I find work sessions challenging if it's a smaller group, so if they're not well-attended, maybe the time should be used for subcommittee work. I think it's really helpful to have more than one work session per month. I like the switch we made, making work session earlier than agenda planning session. I like the idea of using some of that time for subcommittees. Maybe one hour mandatory, other hour for subcommittee? I like the idea of a charter to make it more clear what we are expecting from each other.
 - Jinju: I've been to one work session; glad I was able to participate. Curious how effective they are. Would be great if could be in person. Also think if not mandatory, it may not have much impact.
 - Claire: What if our lawmakers discussed the decision they were doing to make about our laws, then came to meeting to make the decision public? Would like to have the thinking be done in public. Similar hesitance about consent agenda. What if we just had everyone come to agenda planning committee?
 - Jenny: Agenda planning is not discussion about items; its purpose is to look at already-prepared items and frame how to talk about them at meeting.
 - Eleanor: Yes, we definitely need both. Could see having work session and agenda planning right after each other, but they are separate.
 - Brion: If we are going to do work sessions, the idea of a charter is a good one. Get clear about what sorts of things should be in work session. Example: We should consense about interim board members at the public meeting, not just announce that the decision was made.
- Next steps: I'll put together a proposal for a charter in the next month, and we can discuss it at a work session.

Claire will put together a proposal for a Work Session charter in the next month, and we can discuss it at a work session.

Meeting ended at 8:16 pm and went into closed session.