


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

**Facilitation:** Jenny

**Minutes:** Gayle

**Vibes/Celebration:** Sarabell    **Clean-up:** n/a    **Scribe:** n/a

**Attended by:**

Board Members: Alysia (new), Marc (new), Brion, Sarabell, Will (outgoing), Jinju (outgoing), Eleanor, Claire, Bruno (new), Amanda (new)

CM/Staff: Jen

Member-Owners: Christopher (NMEC),

Guests:

**COMMITMENTS:**

	COMMIT MADE	DIRECTOR(S)	DUE DATE	COMMITMENT
1	2/22/22	Eleanor, Bruno, Sarabell, Jen	Aug 13	Bruno, Sarabell, and Charlotte will join Grocery Story event planning team with Eleanor. Team is now Eleanor, Bruno, Sarabell, and Jen. Jen will keep Charlotte in the loop.] <b>Ongoing.</b>
2	7/27/21	Brion, Amina	8/22	Brion and Amina will meet to talk about policy 2.0 to address unlawful but prudent activity by April 2022 board meeting. <b>Pushed to August.</b>
3	3/22/22	Eleanor, Bruno	8/22	Eleanor and Bruno will bring discussion around customer complaints to a work session or board meeting. <b>Pushed to August.</b>
4	3/22/22	Brion, Rachel	8/22	Brion and Rachel will get together by May to create timeline for creating board budget for 2023. <b>Pushed to August.</b>
5	5/24/22	Jinju	8/22	Jinju will share photos and recordings from preliminary visit to Farmageddon. <b>Pushed to August.</b>

6	5/24/22	Jinju	8/22	Jinju will connect with Charlotte, Tamara, maybe others to partner with for farm tour. <b>Pushed to August.</b>
7	5/24/22	Eleanor	8/22	Eleanor will have Board discuss choosing a farm tour champion at a work session. <b>Pushed to August.</b>
8	7/26/22	Claire	8/22	Claire will reach out to Alexis to fill them in on tonight's meeting, including asking about their preference for term length.
9	2/22/22	Claire	9/22	Claire will put together a proposal for a Work Session charter in the next month, and we can discuss it at a work session. <b>Pushed to September.</b>
10	3/22/22	Claire	9/22	Claire will create an agenda request to discuss future board self-monitoring. <b>Pushed to September.</b>
11	6/28/22	Brion, Eleanor	10/22	Eleanor will research places to park cash in alignment with our Ends, including CDs. <b>Pushed to October.</b>

**DECISIONS:**

**DECISION: June minutes approved as written. (Abstain: Marc, Alysia, Amanda, Will, Brion, Claire)**

**DECISION: After Alexis's input on term preference, this proposed slate (or altered by Alexis switching with Amanda or Alysia) will be in next month's Consent Agenda: 1-year term: Amanda; 2-year term: Bruno, Marc, Alexis; 3-year term: Eleanor, Brion, Alysia.**

**DECISION: Bump IMR 2.0 to next month.**

**DECISION: Bump IMR 2.8 to next month.**

**NEW COMMITMENTS:**

Claire will reach out to Alexis to fill them in on tonight's meeting, including asking about their preference for term length.

**M-O FORUM:**

- None.

## **AGENDA REVIEW:**

No changes.

## **MINUTES APPROVAL:**

**DECISION: June minutes approved as written. (Abstain: Marc, Alysia, Amanda, Will, Brion, Claire)**

### **1) Celebrating our Board Transition**

Sponsor: Brion

Purpose: discuss

- New Board members: Marc Brown, Richard Bruno, Amanda Hendrickson, Alexis Morgan, Alysia Reed
- Outgoing Board members: Will Newman, Sarabell Eisenfeld, Josue Avelar, Jinju Kim
- Let's spend time with each departing Board member (6 minutes each), each incoming Board member, and each returning member—appreciations for and advice from departing members; introduction & why joined Board from incoming members; what continuing Board members hope to accomplish in the coming year.
- For Will: Strong presence; well of knowledge, best practices, and leadership. Deep knowledge of farming, land, economic realities of farm community. Willingness to both step up and step back, whatever is needed. Deep love and support of the co-op and CM.
  - o Will responds: My understanding of the Board's job is to provide an umbrella within which the co-op can operate. Make sure the legal structure and other requirements are met and to enable CM to operate the store and build community. The current CM is doing everything we could hope they would do—and doing it well. Immense respect! I know how hard it is. Wish we had had more time to work on anti-bias and anti-racism, etc.
- For Sarabell: So much thought and care brought to unique position of being on both Board and CM. Great energy, volunteering to do vibes check, very tuned into group energy. Consistent relation with CM, always knowledgeable, competent, and positive. Like a bumblebee: celebrating sun and flowers, pollinating ideas, making sure everyone is taken care of. Gratitude!
  - o Sarabell responds: L
  - o I loved this complex role! Curious about how it could be less complex. Wish we had moved the anti-oppression and anti-bias training more. CM/Board relations have improved, yay! Wish I'd created some fun meet-and-greets. Very fed by this dual role. Inspiring and delightful to work with you.
- For Josue: Enjoyed him sending cheerful non-co-op-related things. Ray of sunshine. Loved his passion for his career as an educator. Appreciated his passion for farms and

where food comes from. Wish he could have been with us longer. Always inviting us to get together outside of meetings. Very calm and centered.

- (Josue not present tonight)

- For Jinju: Loved seeing you at co-op. Great initiative and vision, dedication. Great at bringing up new ways to look at things. Appreciate that you've stuck with the Board even from so far away. Inspiring role model for getting involved.
  - Jinju responds: Sometimes hard to keep up with meetings. Learned a lot and made good connections. Wish I could have made farm tours happen, but not feasible to organize from Korea. Would still like to wrap up with what I was thinking about doing. Maybe now I can participate more fully. Thank you for your patience with culture and language problems. I will continue participating in Board meetings as a member-owner.
- Marc: Excited to be here. Was on board 2007-2011, great to be rejoining. I like having Bylaws in front of me. Interested in duties of the Board, making sure we are meeting our rules for ourselves. Interested in co-operative business. Point of process: Murky area of bylaws about when incoming people can fully participate as Board members if outgoing members are also participating. Excited to work with the Board and with the CM.
- Amanda: Have been on Board as interim member since February, finally getting to understand Board lingo and understanding the role. I am passionate about making co-op community more inclusive of people outside of the geographic neighborhood. Want to create some community projects, not just people who live nearby. Excited about the book club and other things where we can get people involved even if they can't shop at the co-op every week.
- Alysia: Joined Board because I happen to have the time now and am looking towards giving back at this time of my life. Also interested in how to get people not in bike-ride distance involved in the co-op. Recently committed to a vegan diet and try to shop at places that support that choice. Also interested in reducing "fake food" in veganism—there are so many choices of "real food"—let's make that more visible, raise awareness of the amazing options available at People's.
- Bruno: Love how People's feels like a community, saying hello to people I know when I shop. Want to make people feel they're welcome and a part of our co-op. recently returning to Portland. Physician, musician, getting into physical activity. Board experience with other organizations. Do a lot of activism, health justice. Love to cook food together, share meals together.
- (Alexis not present)
- Brion: I ran for another term because it feels like more continuity is important. There has been a lot of turnover on both Board and CM. want to strengthen what it means to be a co-op, use leverage as a Board to bring what we are to the wider Portland community.
- Eleanor: Want to help membership see and feel what it means to be a true owner of this business. Use purchases to enact change! Excited about Ends work we started this year.
- Claire: I believe that if you take from a system, you should give back to it. I'm in a position to give back, and so I should. Love bulk foods. This work is about enthusiasm, community, and operations (like how to run elections).

## ANNOUNCEMENTS:

- Marc won a case in the court of appeals last week that goes a long way towards addressing institutional biases in justice system. Still lots of work to be done on this long journey, but this was an important step.
- August 13 will be the Grocery Story event, in person, in a park!
- Store is closed this week. Renovations are off to a great start.

## 2) Term Lengths for New Board Members

Sponsor: Claire

Purpose: decide

- We have terms of varying length available. Talked about various ways to assign them: votes, random, people's preferences. We'd like to let incoming Board members decide for themselves on how to assign terms, and this will be practice at reaching consensus!
- We have one 1-year term, three 2-year terms, three 3-year terms.
- Vibes: Are we asking for conversation or consensus in an "official" way? Seems more the former
  - o No concerns about it being more of a conversation towards reaching agreement rather than an official consensus process.
- Alysia: No strong preference. Longer term would give me more time to come up to speed.
- Marc: May be getting a position in Eugene, so maybe 1-year term? Would run again if still here; Eugene position is unlikely. Open to 1, 2, or 3.
- Eleanor: Preference for 3-year term.
- Bruno: Good with 2-year or 3-year
- Amanda: Preference for 1-year or 2-year. Would probably run again.
- Brion: Imagined a 3-year term but am flexible. Probably will not run for a third term regardless of what this term is.
- 1-year: Amanda
- 2-year: Bruno, Marc, Alexis
- 3-year: Eleanor, Brion, Alysia

## **PROPOSAL:**

**1-year term: Amanda\***

**2-year term: Bruno, Marc, Alexis\***

**3-year term: Eleanor, Brion, Alysia\***

\* Since Alexis isn't present, both Amanda and Alysia are willing to switch if Alexis prefers 1-year or 3-year instead of 2-year. After Alexis's input, this will go onto the Consent Agenda in August.

**DECISION: After Alexis’s input on term preference, this proposed slate (or altered by Alexis switching with Amanda or Alysia) will be in next month’s Consent Agenda: 1-year term: Amanda; 2-year term: Bruno, Marc, Alexis; 3-year term: Eleanor, Brion, Alysia.**

Claire will check with Alexis to find out her preference for length of term.

### **3) IMR 2.0: Global Executive Constraints**

Sponsor: CM Link

Purpose: decide

- (Brief overview about policy government from Eleanor)
- Anyone unprepared to act? No. Operational definitions or interpretations unreasonable? No. Inadequate data? See discussion below.
  - o Data/process point: Brion has an issue with definition of compliance—if some parts have plans to get into compliance, report should say it’s not in compliance, and Board can still accept the report with its plan for compliance. This suggestion/recommendation applies to all monitoring reports.
  - o See flow chart for language. Could put “Noncompliant with 2.8.1” (for example) at top of report.
  - o Proposal: Let’s continue conversation next month.

**DECISION: Bump IMR 2.0 to next month.**

### **4) IMR 2.8: Communication & Board Support**

Sponsor: CM Link

Purpose: decide

**DECISION: Bump IMR 2.8 to next month.**

**Meeting ended at 8:31.**