


Board Meeting Minutes
Tuesday, Aug 23, 2022; 6-8:30pm

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

Attended by:

Board Members: Marc, Eleanor, Amanda, Brion, Alexis, Alysia, Bruno
CM/Staff: Jen (CM Link), Sarabell (outgoing CM-elected Board member),
 Forrest (new CM-elected Board member)
Member-Owners:
Guests:

COMMITMENTS:

	COMMIT MADE	DIRECTOR(S)	DUE DATE	COMMITMENT
1	7/27/21	Brion, Amina	9/22	Brion and Amina will meet to talk about policy 2.0 to address unlawful but prudent activity by April 2022 board meeting. Pushed to September.
2	3/22/22	Brion, Rachel	9/22	Brion and Rachel will get together by May to create timeline for creating board budget for 2023. Pushed to September.
3	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. Pushed to September.
4	3/22/22	Claire	9/22	Claire will create an agenda request to discuss future board self-monitoring. Pushed to September.
5	8/23/22	Marc, Eleanor, Alysia	9/22	Marc will convene with Eleanor and Alysia to move the anti-oppression discussion forward.

6	3/22/22	Eleanor, Bruno	10/22	Eleanor and Bruno will bring discussion around customer complaints to a work session or board meeting. Pushed to October.
7	5/24/22	Jinju	10/22	Jinju will share photos and recordings from preliminary visit to Farmageddon. Pushed to October.
8	5/24/22	Jinju	10/22	Jinju will connect with Charlotte, Tamara, maybe others to partner with for farm tour. Pushed to October.
9	5/24/22	Eleanor	10/22	Eleanor will have Board discuss choosing a farm tour champion at a work session. Pushed to October.
10	6/28/22	Brion, Eleanor	10/22	Eleanor will research places to park cash in alignment with our Ends, including CDs. Pushed to October.

DECISIONS:

DECISION: July minutes approved after being revised with Josue's last name correctly spelled as Avelar.

DECISION: IMR 2.0 accepted as written, in full compliance.

DECISION: IMR 2.8 accepted as written, in compliance except for 2.8.1, with acceptable plan for compliance.

DECISION: IMR 2.6 accepted as written, in full compliance.

DECISION: Raise Admin hourly rate to \$33/hour for now and revisit in next budget cycle.

DECISION: Move September meeting to Wednesday, Sept 28, so as not to conflict with Rosh Hashanah.

DECISION: Discuss November and December dates in September.

NEW COMMITMENTS:

Marc will convene with Eleanor and Alysia to move the anti-oppression discussion forward.

M-O FORUM:

- None.

AGENDA REVIEW:

No changes.

MINUTES APPROVAL:

DECISION: July minutes approved after being revised with Josue's last name correctly spelled as Avelar.

1) IMR 2.0 Global Executive Constraints

Sponsor: CM Link

Purpose: decide

- We're checking in with those not at the work session; haven't heard back from everyone yet.
- Discussion about accepting reports as written while they are not in compliance but have acceptable plans for compliance will be discussed further in a work session.
- Anyone unprepared to act? No. Anyone find operational definitions unreasonable? No. Inadequate data? No.

DECISION: IMR 2.0 accepted as written, in full compliance.

2) IMR 2.8 Communication & Board Support

Sponsor: CM Link

Purpose: decide

- Thanks to board members who responded to survey.
- Acknowledge that IMRs are due 14 days before board meeting and will do that in future.
- Note that bylaws@ email list exists but no one is on it currently.
- Anyone unprepared to act? No. Anyone find operational definitions unreasonable? No. Inadequate data? No.

DECISION: IMR 2.8 accepted as written, in compliance except for 2.8.1, with acceptable plan for compliance.

3) IMR 2.6 Emergency Link Succession

Sponsor: CM Link

Purpose: decide

- Huge gratitude to Rachel and Amina for continuing as CM Link successors.
- Anyone unprepared to act? No. Anyone find operational definitions unreasonable? No. Inadequate data? No.

DECISION: IMR 2.6 accepted as written, in full compliance.

4) Policy Reflections for 2.0, 2.8. 2.6

Sponsor: Board

Purpose: discuss

- New board members are welcome to contribute to this discussion.
- 2.0 change has been made, so it can be removed from the Policy Notes chart.
- It would be interesting to investigate more into various policies, and share ideas with other co-ops, to see if there are more things we'd like to include in our policies.
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Gayle will remove the note for 2.0 from the Policy Notes chart.

Gayle and Brion will add Bylaws and Policy Record (or shortcuts to them) to the new Board Drive.

5) Board Admin Contract

Sponsor: Brion

Purpose: decide

- Admin reports to the Board via the CM Link. Admin is a contractor.
- New work taken on recently includes creating and maintaining document management system for Board, managing calendar for Board.
- Pay rate: Currently making \$27 and receives 15% discount. Gayle has asked for \$35/hour to account for value of work, new responsibilities, and cost of living.
- Proposal: Raise to at least \$30 and discuss further the range from \$30 to \$35.
- Note: Would be nice to not have to meet like this every time someone asks for a raise.
- Proposal: Raise to \$35/hour [with discount removed?].
- Proposal: Continue conversation in next work session or a board meeting and, if a change is made, make it retroactive to date of request.
- Proposal: Raise to \$30/hour for now and revisit in next budget cycle.
- Proposal: Raise to \$33/hour for now and revisit in next budget cycle.

DECISION: Raise Admin hourly rate to \$33/hour for now and revisit in next budget cycle.

6) Shifting Board Meetings around Holidays and Holy Days

Sponsor: Eleanor

Purpose: decide

- Proposal: Move September meeting to Wednesday, Sept 28, so as not to conflict with Rosh Hashanah.

DECISION: Move September meeting to Wednesday, Sept 28, so as not to conflict with Rosh Hashanah.

DECISION: Discuss November and December dates in September.

7) Board Anti-Oppression Work Commitment Statement reflection

Sponsor: Sarabell

Purpose: discuss

- SB and Eleanor have been holding this work and want to reflect on what we've done so far and think about the future.
- Sarabell shared some examples from [Cooperative Gardens Commission](#), the [Olympia co-op](#), and the [Bozeman, Montana co-op](#) on what other co-ops have been doing around this issue. Sarabell also shared the registration page for an online training in [Uprooting White Supremacy in Organizations](#).
- In what ways is People's Co-op poised to do committed anti-oppression work together? What do we still need to bring ourselves into better readiness?
 - o Liked the Cooperative Gardens statement where they talked about how racism affected the food system.
 - o Liked when statements called out specific actions that are tracked.
 - o Liked idea of linked resources—make sure links are good.
 - o Liked educating public about actions Board/CM/GM are taking to address food justice.
 - o Looking at two levels: This is what we can do practically, and this is what we aspire for our community and world to look like.
 - o Looking for ways for Board to be both leaders and collaborators with CM.
 - o Acknowledgement and intention to work on anti-oppression practices because oppression is happening in our society. Work on oppression within ourselves and out in the world. Make it a touchstone when we make every decision. Get into a rhythm of reflecting on each decision to make sure it aligns with our anti-oppression goals and commitments.
 - o Let's make a Google doc to share more thoughts.
 - o Is there a way to make our anti-oppression statement not era-specific but rather more transcendent? Or maybe we should make a commitment to update it every few years.

- Create a policy around anti-oppression which CM would report on each year.
 - We do see some of it in IMRs, but I love the idea of having a specific policy about it.
 - Before we create a policy, let's actually do the work so what we write is informed by our work.
 - Perfectionism and order of operations can be things that get in the way or slow us down. Let's just come up with a statement for ourselves and revise it over time rather than being careful to get it exactly right. Appreciate the Bozeman freedom pledge which is tied to specific actions.
- Peer learning work for white folks? Focus on specific work we already do and are committing to do goes farther than big sweeping statements.
- Ask BIPOC folks in community what they want to see—not asking them to do the work or lead the work, but if they want to be involved, giving them the resources to do so.
 - Accept feedback from BIPOC community with grace and responsiveness.
- Since SB is leaving, who would like to pick up the torch on this?
 - Marc, Eleanor, Alysia.

Marc will convene with Eleanor and Alysia to move the anti-oppression discussion forward.

ANNOUNCEMENTS:

- According to Bylaws, we need to select our officers next month.
- Sept 10: Grand Reopening Street Party with DJ Anjali, 1-7 pm!!
- Doing cool stuff with book club—first meeting Aug 27, 6-7 pm.

Meeting ended at 8:32.