



6	10/25//22	Claire	11/22	Claire, as secretary, will organize grounding and reading meeting agreements.
7	10/25//22	Gayle	11/22	Gayle will put the Nov & Dec dates on the website.
8	2/22/22	Claire	12/22	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 December.</b>
9	8/23/22	Marc, Eleanor, Alysia	12/22	Marc will convene with Eleanor and Alysia to move the anti oppression discussion forward. Alysia took the AORTA class. UPDATE: Waiting to see what happens with the budget. <b>Next update will be at December meeting.</b>
10	10/25//22	Claire, Marc, Amanda, Brion, Alexis	12/22	Claire will follow up and figure out what would need to happen legally to change from discount to gift card. After that, Marc will convene with Amanda, Brion, and Alexis to discuss in-depth. Due in December.
11	10/25//22	Marc, Brion, Alysia	12/22	Marc, Brion, and Alysia will rework the budget line items after hearing back from CM on total budget allowance.

**DECISIONS:**

**DECISION: Don't enroll in Columinate. Have a budget subcommittee restructure the line items to better encapsulate the discussion here once we have information back from CM.**

**NEW COMMITMENTS:**

Claire, as secretary, will organize grounding and reading meeting agreements.

Gayle will put the Nov & Dec dates on the website.

Claire will follow up and figure out what would need to happen legally to change from discount to gift card. After that, Marc will convene with Amanda, Brion, and Alexis to discuss in-depth. Due in December.

Marc, Brion, and Alysia will rework the budget line items after hearing back from CM on total budget allowance.

**M-O FORUM:**

- None.

## **CONSENT AGENDA:**

### **\* Meeting dates:**

After hearing from all the board members, Links, facilitator, and minuter about their availability and preferences for the dates of the November and December meeting, the agenda planning team decided to bump both meetings forward one week. The proposed November meeting is Nov 29 (agenda planning Nov 22). The proposed December meeting is Jan 3 (agenda planning Dec 20).

### **\* NMEC retreat:**

The board consents to allow Claire to spend up to \$500 from the board budget to fund a Nominations and Member Engagement Committee Retreat in November or December. Any expenses above that amount must be brought back to the board

## **AGENDA REVIEW:**

No changes.

## **MINUTES APPROVAL:**

**September minutes will be reviewed next month.**

### **1) Board Stipend**

Sponsor: Claire

Purpose: decide

- Board has been talking about board compensation on and off for about a year and a half. Decision was to wait till new members were on board so they have a voice.
- The compensation for Board members currently is a percent discount. Columinate recommends stipend rather than percentage; about 50% of co-ops use stipends.
- **Proposal:** Remove the percentage discount and give board members a gift card that gets filled each quarter.
- Question: Did you find out if state guidelines allow BODs to set their own compensation?
  - o Still on a small to-do list to check.
  - o If it can't be done in Oregon, someone else (CM?) could probably do it.
  - o ORA 62.300 says only members can do this; maybe we need members to vote on it.
- Question: Is it taxable?
  - o Only if the amount is \$600 or more.
- Should we allow each director to choose gift card or discount?
  - o No, too complex.
- The reason for this proposal is to make serving on the board more enticing.
- Discount might help people prioritize People's for their grocery shopping.
- Gift card makes budgeting easier.
- Equality: Everyone gets the same \$ amount. Equity: Everyone gets the same percentage.
  - o No; Equity is giving people different amounts/percentages based on their needs. Both discount and gift card address equality but not equity.

- Temp check: 4 prefer gift card, 5 no preference (or prefer individual choice), none prefer discount.
- What would it look like to give each board member the choice?
  - o Operationally not an issue.
  - o Would need to discuss each year because gift card does not change with inflation.
  - o Legal possible issue: Does choice conflict with BOD not able to set their compensation?
  - o Interest in legal question but not in continuing to shepherd this issue.
- **Proposal:** Subcommittee to discuss the pros and cons in-depth, then bring it back. (Amanda, Brion, Marc, Alexis. Marc will convene the group.

Claire will follow up and figure out what would need to happen legally to change from discount to gift card. After that, Marc will convene with Amanda, Brion, and Alexis to discuss in-depth. Due in December.

## **2) Board Budget**

Sponsor: Brion

Purpose: decide

- Two proposals: “Two Events” and “Super-Study.” Similar on most budget line items; both assume we can have a 0.75% budget. Both include at least one large event and some training/study for board members. Main difference is that one prioritizes events and one prioritizes study.
- Super-Study: Return to membership in Columinate so we can take lots of classes. Also \$1500 for additional study and engagement, plus \$5000 for an event. We spent about \$2500 on the Grocery Story event, and it was a lot of work for CM. The higher budget for this would allow us to spend about \$2500 on the event itself and about \$2500 to hire a dedicated project manager for the event to make less work for CM, though they would still be involved. [Also, there is a “Board-boosting member engagement” item in both budgets that we can spend on ways to engage with MOs in specific ways (e.g., providing books for a book club).] About another \$900 left to decide how to allocate.
- Two Events: No Columinate membership, but set aside money to consult with Jade; \$500 for study in engagement, like a special person we might bring in to work on a specific topic, plus about \$250 per board member for conferences and training. Two rather than just one major member engagement event. Less money left over at the end than Super-Study.
- Board-boosting member engagement (in both budgets): Book Club, etc; let people see board members in action.
- We could choose Super-Study to get new board members extra training, then do Two Events next year.
- Or we could build on the excitement and momentum that the Book Club engagement has generated and choose Two Events now.
- Two Events pro: Build on momentum. Still quite a bit of money for training available.

(Outward-looking.) (Could coordinate training budget to take a class together.) More events can lead to more people wanting to run for the board.

- Super-Study pro: Engaging in conversations around anti-oppression and self-monitoring, and CBLD/Columinate leads workshops on these. And as part of package, we can take as many classes as we each want, and CM could take classes also. (Inward-looking.) We could do trainings as a group, such as CBL 101.
- How many classes do you think you would take? Range 0-2 from older members, 6-10 from newer members.
- <BREAK>
- Temp check: 4 for Two Event, 3 for Super-Study, 2 either way. Want to do outward work of MO engagement AND also make sure we can get inward training.
- This is not an either-or situation; BOTH budgets have line items for events AND study. Question is what to prioritize. A major difference is whether we re-enroll in CBLD or not.
- CBLD fee includes 15 hours of consulting, a retreat, participation in a lot of classes. It is a large spend that we haven't always taken advantage of.
- With Two Events, we could hire local people to do trainings, etc. Could even open those trainings up to non-board members.
- Can also shift monies later. It's all flexible aside from Columinate yes-or-no.
- Temp check re joining Columinate: 1 yes, 4 no, 3 not sure.
- **Proposal: Don't enroll in Columinate.** Have a budget subcommittee restructure the line items to better encapsulate the discussion here once we have information back from CM.

**DECISION: Don't enroll in Columinate. Have a budget subcommittee restructure the line items to better encapsulate the discussion here once we have information back from CM.**

Marc, Brion, and Alysia will rework the budget line items after hearing back from CM on total budget allowance.

### **3) IMR 2.2 Treatment of Co-op Workers**

Sponsor: CM Link

Purpose: decide

- Deferred till next month.

### **ANNOUNCEMENTS:**

- NMEC event will be Friday night 11/11: First hour NMEC only, then open to anyone who wants to join. Let Claire know if you want to join.
- Since Jen is leaving the co-op, Eleanor will facilitate the book club on 10/27

**Meeting ended at 8:31.**