

MINUTES

This meeting was held in person at the Co-op, 9/19/2024

Meeting started at 5:30 pm and ended at 7:30 pm

Board members present: Terra Marshall (Co-President), Andrea Burkins (Co-President), Clare Schwartz (Treasurer), Christa Hamilton, Jerome Smith, Buffy Ford, Jamie Carson, Tricia Baehr.

Board members not present: Laura Ann Edmonds (Secretary), Marielle Angell.

Others present: Amy Zimmerman (Board Assistant), John Walker (Owner), Rusty Silvas (Owner).

Meeting Summary:

- Check-ins.
- Owner comments.
- 9/19/2024 Agenda, approved.
- 8/15/2024 Minutes, approved.
- New Board Member welcome/onboarding.
- Board Retreat discussion.
- Annual Meeting planning.
- October Board Meeting discussion.
- Misc. discussions.
- Attendance for next board meeting.

Check-ins

Owner Comments

- Rusty Silvas: He said he is grateful that the Co-op underwrites the radio program, democracy now, on our two local radio stations. He thinks it is a really smart move to underwrite this particular program. Rusty asked what the deadline is for his current petition. Tricia replied that it has to follow the bylaws and we are working with attorneys through Colluminate. Rusty would like to know the deadline for the petition. Rusty asked about voting for his petition, and how it will work. We explained that we are still researching whether or not it needs to be active members or all members. To go on the ballot for the Annual Meeting, the petition needs enough signatures by September 24rd (between 60 and 30 days before the Annual Meeting), otherwise it will need to be a vote online. Rusty asked who he should give the signatures to when he gets enough, and was told to touch base with Bobby.
- Rusty would like the owners to be able to vote by ballot box for people who don't have technology to vote.
- John Walker: What does active member mean? An active member is people who have shopped in the last year. A vested member means their Ownership is paid off. An Owner in good standing means that they are not behind on their Ownership payments.

Approve Agenda

- Christa motioned to approve, Jerome seconded. Motion approved.

Approve Minutes

- Terra motioned to approve, Christa seconded. Motion approved.

GM Reports

- There are no GM Reports this month.

New Board Member Onboarding

- Welcome to new Board Members, Jamie Carson, Buffy Ford, Tricia Baehr and Marielle Angell.
- Andrea explained the duties of the Board of Directors and other information.
 - Primary responsibilities of the Board of Directors covered.
 - Read the Bylaws (copies were passed out, along with policy manual).
 - Executive meeting happens the week before the board meeting. It is for the executive team and Bobby.
 - GM Reports: It is helpful to read the reports before the meetings (located in the shared folder directory under "Meetings") and bring questions.
 - Clare: we are able to change the reports.
 - Board meetings are every third Thursday each month.
 - Colluminate provides legal guidance and support to the board.
 - Look at Colluminate classes for training.
- Amy will create email addresses for new Board Meetings.
- New Board Members were informed about the Double Up Food Bucks funding.

Board Retreat Discussion

- November 2nd is the retreat.
- Rose Marie is our consultant at Colluminate and will be at the retreat.
- Meet first for breakfast/lunch at a restaurant. Chestnut, Laughing Seed, or La Bamba.
- We need a budget for the board retreat.
- Meet at the Co-op afterward.
- Conversation: Does Bobby and Amy go?
- What do we want to accomplish?
 - Welcome.
 - Get to know each other.
 - Food.
 - Team Building
 - Rose Marie
 - Something fun, maybe the Hood Hugger tour?
 - Wrap up session.

Annual Meeting Planning

- October 24, 6 PM - 7:30 PM, Zoom.
- **Pre-meeting**
 - Executive team will be there earlier at 5:30PM.
 - Board Members will enter BOD before their names.
 - Amy will pass hosting ability to Andrea or Terra.
 - Stack and timekeeper decided.
 - Before the meeting starts, have a text thread up.
 - Start recording at 5:55pm.
- **Meeting begins**
 - Show Staff Slideshow.
 - Talk about why we are having the meeting virtually.
 - Thank people for coming, thanks for support.
 - Opening remarks, Terra and Andrea will take turns.
 - Meet new board members.
 - Each Board Member introduces themselves.
 - Overview of Agenda.
 - Vote to approve the agenda.

- Check comments for questions in the chat and read them.
- Present 2023 Minutes.
- Vote to approve 2023 Minutes.
- Bobby will discuss expansion and positive growth in sales.
- Show Bylaws and show link.
- Best costume Poll, winner gift card.
- Honoring out-going Board members: Christa.

Misc. Discussion:

- Clare suggested that we write a statement to Rusty that references our bylaws and include Bobby in the discussion.
- New during each monthly Board Meeting: we are now taking attendance at the end of each meeting for the following meeting.
- Clare mentioned that we can review the GM Report schedule and request changes in their content to help the future of the Co-op, deciding if we want reporting on different topics. For more information, view the Policy Governance Schedule in the shared drive.
- Terra explained that we have been editing and updating the Policy Manual.
- Discussion on Petitions:
 - The BDS Petition. It is for the Co-op to publicly state that we have joined the BDS movement and remove all Israel products.
 - When this issue was first presented to us, we pulled the Sabra hummus in question, and declined the Boycott due to our concerns over staff safety and that it does not align with our bylaws and policy manual. However, it was next brought to petition to bypass that decision.
 - This might also conflict with the following section of the bylaws: Section 1.5 Nondiscrimination.
 - Rusty's Petition is to donate 1% of gross sales to charity. This petition also includes returning the borrowing library back to the Co-op, which was removed during construction.
 - In our business plan, we decided to get the staff up to a living wage, and donating 1% of gross sales would interfere with that.
 - We need to write a policy on petitions. All petitions must align with our direct values, bylaws and policy manual.
 - Jamie mentioned that she can help write policy.
 - If these issues go on the ballot, we need to state our case to accompany the issues.

October Board Meeting Discussion:

- Should we have the regular monthly Board Meeting the same month as the Annual Meeting?
- Christa mentioned that it might be a good idea to have one for planning the Annual Meeting, which requires a lot of planning.
- It was decided that we will be having a board meeting October 17, 2024.

Attendance for next meeting:

- The next meeting will be October 17, 2024.
- Amy will attend via Zoom and Jamie will not be present. Check with Marielle.

Moved to next meeting:

- Read through and understand: [Policy Manuals pgs 13-18 Read through as a group](#)

Next meeting will be 10/17/2024 at 5:30 pm.

Amy Zimmerman, Board Assistant