

Silver City Food Co-op
MEETING OF THE BOARD OF DIRECTORS
April 18, 2018 - The Volunteer Center (The Commons)
Version 2

Present: Mike Madigan, Assistant Manager and board member, board members Jean-Robert Beffort, Laurie Anderson, Karen Strelko by phone, and Jennifer Johnston. Also present were board candidate Dan Herbison, co-op member Louise Hummingbird, Fantasy Festival representatives Lucien Shepherd, Bex Sasich, and Jasmine Flores, co-op member Sharon Bookwalter, and scribe Jo Lutz.

Call to order 4:41

A. Welcome

1. Check in – February minutes are in board packet, Jennifer handed out March minutes
2. Board approves the agenda by consensus
3. Board approve February minutes by consensus with minor corrections: “it WAS generally agreed” to replace “it generally agreed,” inconsistent font in C4 and E2.
4. March minutes approved by consensus.
5. Member Comments: Louise voiced general opposition to what she describes as the direction of the co-op, citing the increasing inclusion of non-organic options (including uncertified organic local producers), canola oil in any form, and some GMO-containing products, along with the lack of glass packaging for mustard, and General Manager Joe Zwiebach’s August newsletter column about a lab-grown burger. Bex chimed in to suggest we weigh the demand for stringent health and environmental standards against accessibility for more shoppers, which in turn also has positive health and environmental impacts. Louise ascribed this role to Walmart, with whom she says the co-op should not compete. Then Bex thanked the Co-op for its help with Fantasy festival and summarized some of its successes and snafus.
6. Kudos.
7. Directors Announcements: Jean congratulates management on getting vote out, saying that 135 ballots were cast so far, half of which were from the Garbanzo Gazette. Board asks Mike to pass on thanks to staff, particularly cashiers.

B. Committees

- a. Member Connect – The committee would like to see an accessible, visually fluent, short version of the annual report to run in the Garbanzo Gazette, while the full report will be made available to interested members, including at the GMM. It was concluded that the reporting obligation is for the financials, and any narrative point of view is up to the Board. The committee laments the lack of an EMO, opinions vary on when the position should be filled, management has no specific plans.

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- b. Recruitment, Orientation, Development: A Board retreat will be held Wednesday afternoon June 6 for team-building. A provisional agenda is approved by consensus, with the understanding that it may change: team-building, strategic planning (in light of current opportunities), and finance training are planned. Although new board members will not be seated before May's finance meeting, they will be strongly encouraged to attend. ROD proposed that the board president be sent to Cooperative Consumer Management Association conference. Laurie pointed out as treasurer, that the money is already budgeted and the co-op spend less than 1% on board development. The Board agrees this is important and approves by consensus sending President to CCMA conference in June.
 - c. BME – no meeting
 - d. Finance Committee – no meeting
 - e. Bylaws Review Committee – There was no meeting, but Laurie did bring the original recommended areas for review, recommended by-laws changes to date and lawyer's answers to legal questions asked. There is appears to be no way around the requirement of a 2/3 approval by the entire membership for the sale of our current building. It would require a huge campaign to achieve this. The committee is on hold for now.
 - f. Feasibility Committee Meeting – There was no meeting and the committee is suspended. A possibility was discussed for reforming it with a mandate to examine real estate decisions, it was tabled for later discussion.
- C. GMM Discussion – The Board discusses having a program facilitated over a P.A. system beginning at 11am that would welcome and orient attendees, introduce board members, and direct picnickers to the membership meeting as well as to a table where the board will make itself available throughout the picnic to interact with members. Sharon reiterates concern that combining the meeting and picnic will be a distraction; Board reiterates that the intention was to attract more people to be involved and acknowledges the need to craft the program in a way that will accomplish this and avoid Sharon's fears.
- D. Break.
- E. Monitoring Reports
- a. Acknowledge B9 (Membership) –Acknowledged by consensus.
 - b. B6 (Communication and Counsel to the Board) - Acknowledged by consensus.
- F. Grievance Policy: Current policy is discussed, which involves first a communication form with a mandated response, and then a grievance process that goes through mediation and then involves the Board. Concerns are raised about staff who engage the board first, and how they should be

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directed back to grievance policy. Tabled with acknowledgement that policies are being revised by management for greater clarity.

- G. Task list reviewed.
- H. Meeting adjourned at 7:30pm
Executive session to follow