

Board of Directors Meeting Minutes
August 11, 2021, 6:00 pm (teleconference)

Present: Ceci Lopez, Ryan Peters RJ Halloran, TQ Nguyen, James Erb, Randy Rydel, Adrienne Renz, Jean Rogers

Absent: Margaret Gerard, Terrance Morris, Laura Weiss, Holly O’Neil

Facilitator: Ceci Lopez

Topic	Key points	Outcome
Board Chair	Thanks to directors for taking the Intercultural Development (IDI) Directors can ask for an individual meet up with the IDI consultant. Directors who re-took the IDI can have a brief meeting to review changes	--
Consent Agenda	<p>All directors present confirmed they read the Board packet.</p> <ul style="list-style-type: none"> • 6/9/2021 Board minutes - • Committee Reports: <ul style="list-style-type: none"> ○ Board Development (June & July) – ○ Member Affairs (June) – ○ Finance (June & July) - • Operational monitoring: B1.1 – 1.12.1 (Financial Condition/Investment report) - • Finance Committee monitoring: B1.1 – 1.12.1, P1.3 (both are for Financial condition) - 	Approved by consensus
GM Report	<ul style="list-style-type: none"> • We are hosting staff dinners outside at both stores this week • We strongly encourage masks for staff and shoppers. Stores are indoor public spaces, and we are now in a high transmission area. We might see a state mandate at some point. • Our financial resilience is looking good. We’ve never experienced such a tight hiring market but are receiving applications • The hot bar, salad bar and signature sandwich menu are up and running which is great. • We are reaching strong productivity numbers • Management is considering how to approach multi-year reinvestment of cash into the Co-op <ul style="list-style-type: none"> ○ New tables for the produce department are already in the budget and will be in place by the holidays. • Management is also reviewing the wage scale for 2022 and starting the budgeting process: <ul style="list-style-type: none"> ○ A director noted that it may be good to budget with City of Bellingham Initiative No. 2021-04 as a possibility. ○ Other provisions in the initiative are more standard in our organization so will not require budgeting at this time. ○ A director posed the question of how we remain leaders and what this means for our strategic goal of an exemplary work place. • Price comparisons have resumed. <ul style="list-style-type: none"> ○ “Shrinkflation,” products that cost the same but for a smaller size, makes it tough to do comparisons with some stores. We are seeing some increasing prices, and will work with this going forward • As we look to re-open the Holly Bakery Café space the GM would like to hear the Board’s vision of what we can best provide for the community 	--

	while generating economic resilience and keeping future potential competition or opportunities in mind. This will be a conversation at the fall retreat, framed around what aspects of the strategic plan goals are foundational for the future success of the Co-op and this space.	
Intercultural Development Inventory (IDI)	Postponed for when more directors can attend.	--
Closing	The meeting closed with directors sharing ways they are staying optimistic	--

These minutes have been approved by the Board of Directors.

Next Meeting – Wednesday, September 8 at 6:00 pm (teleconference – “doors” open at 5:45 PM)