

Board of Directors Meeting Minutes
September 8, 2021, 6:00 pm (teleconference)

Present: Ceci Lopez, Ryan Peters, Margaret Gerard, Randy Rydel, Laura Weiss, TQ Nguyen, RJ Halloran, James Erb, Seth Mangold (People First Bellingham), Sage Jones (People First Bellingham), Amanda Grelock, Adrienne Renz, Jean Rogers

Absent: Terrance Morris (leave of absence)

Facilitator: Holly O’Neil

Topic	Key points	Outcome
Endorsement Request – People First Bellingham Initiatives	<p>A member-owner presented a request for endorsement of four initiatives from People First Bellingham (PFB). The request includes posters at Co-op entrances, a social media post after endorsement, and a social media post closer to the election.</p> <p>James Erb recused himself due to employment with the City of Bellingham.</p> <p><i>Considerations:</i></p> <ul style="list-style-type: none"> • The scope of the initiatives includes businesses with over 30 employees, for any declared state of emergency that affects the City of Bellingham. <p><i>Concerns:</i></p> <ul style="list-style-type: none"> • Inability to sustain an ongoing hazard pay of \$4 per hour in relation to loosely defined state of emergency, which could disincentivize pay scale increases. • The unknown timeframe of a declared state of emergency • Reliance on local municipal courts as the enforcement mechanism. • Using municipal court to initiate lawsuits with large corporations like Kroger, Amazon or Albertson regarding their practices puts burden on individuals and would shape local small business. • Some of the initiatives do not relate closely with the Co-op and are out of our scope of focus. • Conflicts with Board fiduciary responsibilities. • Ambiguous wording <p>A director noted that there are many positives in the initiatives and the Board welcomes individual directors to vote as they see fit.</p>	<p>The Board decided not to endorse the initiatives, approved by consensus with James Erb standing aside.</p>
Consent Agenda	<p>All directors present confirmed they read the Board packet.</p> <ul style="list-style-type: none"> • <i>Board minutes:</i> 8/8/2021 – no comments • <i>Committee reports:</i> <ul style="list-style-type: none"> ○ Finance 9/1/21 - no comments ○ Member Affairs (MAC) 9/1 - no comments ○ Board Development (BDC) 8/4 – no comments ○ Board Budget 2022 - no comments ○ Draft Fall Retreat Agenda and date - no comments 	<p>Approved by consensus</p>
GM Report	<p>There were no questions from the Board regarding the General Manager’s report. The group expressed appreciation for her work.</p>	<p>--</p>
Inter-Cultural Development Inventory (IDI)	<p>Consultant Amanda Grelock reviewed the outcomes of the Inter-cultural Development Inventory (IDI) for the full Board as a group. The IDI is a tool for reviewing and exploring how the Board engages with others from a cultural perspective, and for experiencing this with a greater level of complexity.</p> <p><i>Next Steps:</i></p> <ul style="list-style-type: none"> • Board Directors will schedule individual reviews with the consultant to discuss personal scoring. • October’s meeting discussion will cover Intercultural Conflict Styles. 	<p>--</p>
Closing & Evaluation	<p>Ryan is moving for a work opportunity, he will step down from the Board early (1 ½ year remaining). He will attend the October Board meeting. Directors congratulated Ryan while saying how much they will miss him. The group appreciated the IDI report and the many perspectives and points of view it provided.</p>	<p>--</p>

Adjournment	The meeting concluded at 7:05 pm	--
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These minutes have been approved by the Board

Next Meeting: Wednesday, October 13 at 6:00 pm (teleconference – “doors” open at 5:45 PM