

**Board of Directors Spring Retreat Minutes**  
**May 1, 2024, 5:30 pm – 8:30 pm (in-person)**

**Present:** Laura Weiss, Diane Krapf, Randy Rydel, Margaret Gerard, Heidi Beierle, Tony Vernon, Joseph Correa, Erin Grant

**Absent:** Hopper

**Facilitator:** Holly O’Neil **Administrator:** Annabelle Wesley

Topic	Key points	Outcome
Welcome, check-in, agenda review		--
Consent Agenda: <ul style="list-style-type: none"> <li>4/10 BOD Minutes</li> <li>4/18 SPC Minutes</li> <li>Board Union Questions Follow Up</li> </ul>	<ul style="list-style-type: none"> <li>All Directors present confirmed they read the Board packet. No unresolved concerns.</li> </ul>	Approved by consensus.
Getting to know the Board Team	<ul style="list-style-type: none"> <li>The Board shared responses to questions about themselves to get to know one another better.</li> </ul>	
Training: Strategic Plan within the Policy Governance and Monitoring Structure	<ul style="list-style-type: none"> <li>The goals are the Ends statements. New Ends statements will be adopted with the new Strategic Plan.</li> <li>The Strategic Plan strategies help inform the management’s operational annual business plan and budget.</li> <li>The strategies become the interpretation of the policies. It is left up to the GM to report how they accomplish the goals. The GM’s Ends monitoring looks back on progress toward the goals.</li> </ul>	
Approval of the new Ends Statements and the 2024-2028 Strategic Plan	<ul style="list-style-type: none"> <li>A proposal to approve the new Ends statements with the edit to Goal 2. Approved by consensus.</li> <li>A proposal to approve the new Strategic Plan. Approved by consensus.</li> </ul>	<p>The new Ends statements were approved by consensus.</p> <p>The new Strategic Plan was approved by consensus.</p>
Board Training and Discussions	<ul style="list-style-type: none"> <li>The Board discussed potential board training and discussion topics. The following had the most interest: <ul style="list-style-type: none"> <li>Financial training</li> <li>NCG Overview</li> <li>Overview of what other food co-ops are doing</li> <li>Farm Fund Overview</li> </ul> </li> </ul>	
Suggestions for Plan Implementation	<ul style="list-style-type: none"> <li>The Board reviewed the Strategic Plan’s suggestions for implementation and identified topics to elevate. The considerations were gathered from the Board, members, and staff during strategic planning process discussions. The ideas will be shared with the Interim GM, management team, and the new GM to provide insight into how the goals and strategies could be operationalized and measured.</li> </ul>	The new approved Ends and Strategic Plan with suggestions for implementation will be shared with management for implementation.
How the Board Does its Work	<ul style="list-style-type: none"> <li>The Board discussed articles shared around policy monitoring, how agendas are created, and dealing responsibly with operational concerns.</li> </ul>	
Closing & Evaluation		--
Adjourn	Meeting adjourned at 8:30 pm	

*These minutes have been approved by the Board of Directors.*