

**Board of Directors Meeting Minutes**  
**August 14, 2024 at 6:00 pm (In-person)**

**Present:** Laura Weiss, Diane Krapf, Heidi Beierle, Margaret Gerard, Tony Vernon, Erin Grant, Hopper, Josh Resnik

**Absent:** Randy Rydel

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

Topic	Key points	Outcome
Welcome, check-in, agenda review		--
Member Forum/ Board Announcements		
Consent Agenda: <ul style="list-style-type: none"> <li>• 6/5 Finance Minutes</li> <li>• Key Indicators for June</li> <li>• 6/12 BOD Minutes</li> <li>• 6/26 MAC Minutes</li> <li>• I-2117 Advocacy Request Proposal</li> <li>• 7/10 Finance Minutes</li> <li>• Key Indicators for July</li> <li>• 7/18 BDC Minutes</li> <li>• Message from a member</li> </ul>	<ul style="list-style-type: none"> <li>• The facilitator confirmed everyone had read the meeting packet.</li> <li>• There was a clarifying question about the message from a member.</li> </ul>	Approved by Consensus.
Board Chair Report	<ul style="list-style-type: none"> <li>• Community Shopping Days applications are due 8/30</li> <li>• The Annual Meeting is confirmed for March 27, 2025 at the Ferry Terminal Building</li> <li>• The Board staff rep will now be compensated for their Board time with their hourly rate based on tax laws</li> </ul>	
Thank you to Joseph for his service and filling Joseph’s Board Seat	<ul style="list-style-type: none"> <li>• The Board recently received a resignation letter from Board member Joseph Correa.</li> <li>• The Board discussed filling the Board seat and what the process would look like. It was determined there was interest in moving forward with filling the vacant Board seat. The Board Profile Grid will be shared to identify qualities and skill sets the Board is looking for. The BDC will discuss the recommendations and bring forward a proposal to the September Board meeting.</li> </ul>	The Board will fill the vacant Board seat.
GM Search Update and Job Title Change Proposal	<ul style="list-style-type: none"> <li>• The GM Search Committee provided an update on the GM search. Seven candidates have had an initial interview with only one advancing to the 2<sup>nd</sup> round of interviews.</li> <li>• The Board discussed the proposal to change the General Manager job title to CEO noting it would better reflect the responsibilities of the position, a shift in the sector, and the potential to broaden the talent pool to draw a higher caliber of candidates. A concern was mentioned that it could be too corporate sounding for members and staff. Josh shared that at the Wedge Food Co-op there was initial backlash but ultimately the Co-op and members found value in bringing in someone with the talent that matched the level of responsibilities. A strong social organization focuses</li> </ul>	The General Manager job title will be changed to CEO.

	<p>on business performance. It is an opportunity to be intentional and strategic to positively impact the community. The proposal was approved by consensus.</p>	
Strategic Plan Rollout	<ul style="list-style-type: none"> <li>Marketing &amp; Outreach Manager, Lydia Cox, presented a mockup of how the new 5-year Strategic Plan will be rolled out in the store and on the website. The plan includes an overhaul of the community wall area which will also have information about the Board of Directors, Community Shopping Days, and Co-op cooking classes. The Board provided feedback on the design.</li> </ul>	
Co-Interim General Manager Update	<ul style="list-style-type: none"> <li>Co-Interim General Manager, Josh Resnik, shared an update on FY'25 planning around customer service, marketing and storytelling, prepared foods, product selection and placement, and sustainability initiatives.</li> <li>Josh shared he can continue to provide Interim General Manager support until the Board finds a permanent replacement or he secures a new job.</li> </ul>	
Board Trainings and DEI Training Focus	<ul style="list-style-type: none"> <li>Diane shared an update on upcoming Board trainings and discussions which will include a presentation from the National Co-op Grocers, a financial training, an overview of Briar Patch's volunteer and sustainability program, the Provisions online ordering system, and a DEI training. It was recommended that Directors should tour other local co-ops.</li> </ul>	
Closing and Evaluation		
Adjourn	<ul style="list-style-type: none"> <li>Meeting adjourned at 8:00 pm</li> </ul>	

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