

**Board of Directors Meeting Minutes**  
**October 9, 2024 at 6:00 pm (In-person)**

**Present:** Laura Weiss, Diane Krapf, Margaret Gerard, Tony Vernon, Erin Grant, Josh Resnik, Jessica Gillis (guest), Alex McIntyre (guest)

**Absent:** Randy Rydel, Heidi Beierle

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

Topic	Key points	Outcome
Welcome, introductions, check-in, agenda review		--
Member Forum/ Board Announcements		
Consent Agenda: <ul style="list-style-type: none"> <li>• 8/28 Finance Minutes</li> <li>• 8/28 MAC Minutes</li> <li>• 9/11 Board Minutes</li> <li>• 9/25 Finance Minutes</li> <li>• 9/30 BDC Minutes</li> <li>• 10/1 MAC Minutes</li> <li>• Approval of CSD Slate</li> <li>• Key Indicators for September</li> <li>• Board Retreat Agenda DRAFT</li> </ul>	<ul style="list-style-type: none"> <li>• The facilitator confirmed everyone had read the meeting packet.</li> </ul>	Approved by Consensus.
Board Chair Report	<ul style="list-style-type: none"> <li>• Lisa Sedlar will start in the CEO role on November 1<sup>st</sup>. Josh and Lisa will overlap for a week and then on a limited basis afterward to support the transition.</li> <li>• A regional GM get-together is being organized.</li> </ul>	
Board Recruitment	<ul style="list-style-type: none"> <li>• The Board Development Committee Chair, Diane Krapf, provided an update on Board recruitment highlighting the candidate invitation letter and application which will be live on the website in November.</li> <li>• The Board was encouraged to review the current Board composition profile grid to identify gaps.</li> <li>• There are currently two vacant Board seats. The Board has the authority to appoint directors to fill in the seats. Jessica Gillis and Alex McIntyre are considering service.</li> </ul>	
CEO Onboarding	<ul style="list-style-type: none"> <li>• The Board reviewed the updated CEO Orientation and Evaluation Plan for the new CEO hire. Edits were shared for process clarity and expectations.</li> <li>• The Board Chair, Facilitator, and Board Administrator will meet with the new CEO to review the goals and expectations.</li> </ul>	

Co-Interim GM Report	<ul style="list-style-type: none"> <li>• The Union negotiation process is still going on.</li> <li>• An update on the National Co-op Grocers fall meeting was shared. Topics from the meeting included an overview of how food co-ops are doing across the country, the high GM transition rate, common systems being offered to support efficiencies, current challenges, trends and focuses for food co-ops.</li> <li>• Josh shared progress updates on customer service efforts.</li> <li>• The staff customer service reward program will be reintroduced as a way to encourage and celebrate the contributions of employees going above and beyond in delivering outstanding service.</li> <li>• The food access program with Western Washington University has been renewed.</li> </ul>	
Closing and Evaluation		
Adjourn	<ul style="list-style-type: none"> <li>• Meeting adjourned at 7:45 pm</li> </ul>	

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