

**Board of Directors Meeting Minutes**  
**January 8, 2025 at 6:00 pm (In-person)**

**Present:** Laura Weiss, Diane Krapf, Margaret Gerard, Tony Vernon, Erin Grant, Randy Rydel, Jessica Gillis, Alex McIntyre, Lisa Sedlar, Nikki Oleson (guest), Anna Mariz (guest)

**Absent:** Heidi Beierle

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

Topic	Key points	Outcome
Welcome, introductions, check-in, agenda review		--
Member Forum/ Board Announcements	<ul style="list-style-type: none"> <li>• The Eat Local First Trade Meeting will be on February 4.</li> <li>• The Whatcom Peace &amp; Justice Center is holding a training on January 25.</li> </ul>	
Consent Agenda: <ul style="list-style-type: none"> <li>• 12/11 BOD Minutes</li> <li>• 12/18 BDC Minutes</li> <li>• 12/18 Finance Minutes</li> <li>• Key Indicators for December</li> <li>• 2025 Business Plan</li> </ul>	<ul style="list-style-type: none"> <li>• The facilitator confirmed everyone had read the meeting packet.</li> <li>• A clarification was made in the Board Development Committee minutes that the Board’s approval practice is through consensus not a vote.</li> </ul>	Approved by Consensus.
Board Chair Report	<ul style="list-style-type: none"> <li>• The February 12 Board meeting will be virtual.</li> <li>• Board Candidate Application deadline is January 17.</li> <li>• The Farm Fund Application deadline is February 28.</li> </ul>	
Local Definition	<ul style="list-style-type: none"> <li>• Directors reviewed the Strategic Plan Local Food Systems goal and shared their assumptions around the definition of local for the Co-op and the impact we would have.</li> <li>• The Co-op has a long commitment supporting local producers and makers. Local can be seen with a tiered approach from more hyper local to a more statewide region where products are grown naturally. It is an opportunity for consumers to learn more and make informed choices. The Co-op is looking to do more storytelling to highlight our local producers. Buying local not only supports the local economy but also sustainability and carbon emissions.</li> <li>• Supporting local also means preserving the local land and farms.</li> </ul>	
Monthly CEO Report	<ul style="list-style-type: none"> <li>• Lisa provided a monthly update and shared progress on her onboarding goals.</li> <li>• Lisa has been connecting with National Co-op Grocers for support around our margin targets and our UNFI contract. We are looking at where we can collaborate with other PNW General Managers to get better pricing.</li> </ul>	

	<ul style="list-style-type: none"> <li>• There has been a strong applicant response to open positions at the Co-op. The performance review process has been updated.</li> <li>• Lisa has been meeting with staff and members. She is looking forward to engaging them around the new strategic plan and sharing our progress toward the goals.</li> </ul>	
Executive Session: Union Negotiation Update	<ul style="list-style-type: none"> <li>• Executive Session started at 7:37.</li> <li>• Lisa provided an update on the union negotiation.</li> </ul>	
Closing and Evaluation		
Adjourn	<ul style="list-style-type: none"> <li>• Meeting adjourned at 7:59 pm</li> </ul>	

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