

Sno-Isle Food Co-op Board of Trustee's Meeting

Date: January 3 2023

Submitted by: Taryn Cooper

Attendance Log:

Present: B.O.T. Bruce MacCracken (President), Tye Ferrell (Vice President), Steve Moore (Secretary), Stevie Wallace, Kari Quaas, Diane Belote, Ana Gregory, Richard Porter

G.M. Leah Scates

Absent: Christina Kilbourn (Treasurer),

Confirmed Resignations: None

Meeting Start: 6:05 pm via Teams

Board Education - Board Election:

The Board considered issues identified by Adam and presented at December's meeting. The Board agreed that marketing should not be done for candidate recruitment, but rather for the elections themselves. The goal is, and has always been, free and fair elections.

FLOW CHART FOR THE FOLLOWING:

Nominating Committee minutes have been read:

N/A

CEC Minutes have been read:

N/A

DEI Minutes have been read:

N/A

Exec Committee minutes have been read:

In Packet

Policies have been read:

- [Global Ends](#)
- [C.1 – Unity of Control](#)

The Board discussed the possibility of discussing Global Ends and policy C.1 at the upcoming Board Retreat.

Monitoring Report has been read: [B.3-Budgeting and Financial Planning](#)

GM Monthly Report has been read:

In Packet

6:40 pm (5 min) **Calendar Review and Discussion**

- January 10th , 4:45-5:45pm – Community Engagement Committee meeting
- Not planned – Facilities Planning Committee
- January 17th, 4:00-5:00 pm – DEI Committee
- January 30th, 6:00-7:00pm- Finance & Executive Committee meeting
- January 3rd, 6:00-8:00 pm– BOT monthly meeting.
- March 18th, 10:00-4:00 pm – Board Winter Retreat (Location to be determined)
- January TBD, Policy Governance Committee- Set time and location.

Moment of appreciation for Paul Vexler, Founder and our long time consultant.

Paul was one of the key members in the founding of the Co-op, and helped frame the original store. He owned Quantum Windows and Doors, and worked closely with Housing Hope. Paul was a founding member of Temple Beth Or, Everett's Jewish Temple. Later in life, Paul became a sculptor and his work can be found across the country. <https://www.paulvexler.com/>

ACTION: Taryn will reach out to Tina to see if she would like to contribute to Paul's tribute.

Seating the New Board

- Nomination and election of Board Officers / ([Role Definitions](#))
 - President: Tye
 - VP: Steve
 - Secretary: Diane
 - Treasurer: Kari

Bruce Moves that the four suggested candidates comprise our new Executive Board

Approved Unanimously

- Committee Assignments
 - Nominating Committee Liaison: Stevie- approved unanimously
 - Community Engagement Committee (CEC): Steve & Kari
 - Finance Committee: Leah, Kari, Steve & Christina (nominated)
 - Facilities Planning Committee:
 - Policy Governance Committee: Steve, Ana, Stevie, Diane, Leah, First Meeting: Thursday February 9th 5:30-7
 - Diversity / Equity / Inclusion Committee Board Representative(s): Steve, Kari, open to more BOT members

ACTION: Stevie will decide if she is going to run again in the fall. If so, she will be unable to be Liaison to Nominating Committee, and a new Liaison will need to be selected.

GM Reports

- Monthly Report:
- B3- Compensation and Benefits- Monitoring Report: included budget timeline, March is when new budgeting process starts.

Finances

The Co-op had an excellent start to 2023's Fiscal Year. Gross profit has increased, but net income is still at a negative due to taking the slow route towards resilience while investing in our staff. December was the first full month with an interim Retail Manager, and there has already been a significant decrease in cost of goods. Implementation of top stock shelving and ordering lean will help keep gross profit at a steady increase. The Co-op received a grant from Organically Grown Company, and is waiting on an Employee Retention Credit from Washington State.

Changes to the [Bylaws](#)

First Policy Governance Committee Meeting scheduled for February 9th

Parking Lot Items

FPC Meeting: January 11th 6-7pm in person in Boardroom

ACTION: Taryn send out future packets in regular format as well as the Sharepoint folder.

Questions to ask at the end of the meeting:

Updates to communicate to the member-owners?

Anything for the Decision History Log?

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 - President: Tye
 - VP: Steve
 - Secretary: Diane
 - Treasurer: Kari

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Approved Unanimously

Website: Any request for changes, updates, etc. from the board?

Request for next month's agenda:

How did we do and how can we do better?

7:59pm

Meeting Adjourned