

**Sno-Isle Food Co-op**  
**Board of Trustee's Meeting**  
*Date: October 2, 2023*

**Submitted by:** Taryn Cooper

**Attendance Log:**

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

**G.M.** Leah Scates

**Absent:** Ana Gregory

**Confirmed Resignations:** None

**Guest:** Paul Seifert

Start 6:05 as hybrid meeting in Boardroom and via Teams

**Board Education - Land Acknowledgement**

Paul, the Chairperson of the Co-op's Diversity, Equity & Inclusion Committee came to help educate the Board about Land Acknowledgement statements. Companies tend to use Land Acknowledgement statements to absolve themselves of responsibility rather than helping indigenous people. Native Americans tend to struggle with access to affordable fresh food throughout the country, with only 26% of Native communities living within one mile of a super market compared to 59% of the rest of North America. The Board also learned that the leading causes of death amongst Native Americans are heart disease and diabetes, which they are 3 times more likely to be diagnosed with. The Board discussed creating a Land Acknowledgement Action Plan and discussed steps that can be taken to directly impact local indigenous people living in our area. The Board discussed making changes to the Land Acknowledgement for the Annual Meeting to mention their commitment to creating an action plan and asked DEI to bring forth a proposal for said action plan.

**ACTION: Leah will change the wording of the Land Acknowledgement and send it out to the Board.**

**Board Meeting**

6:31 pm      Call to order

- Agenda amended and approved – added executive session to the end of the meeting
- Minutes approved unanimously

FLOW CHART FOR THE FOLLOWING:

**Nominating Committee minutes have been read:**

In packet

**CEC Minutes have been read:**

In packet

**DEI Minutes have been read:**

In packet

**Exec Committee minutes have been read:**

**ACTION: Taryn correct Christina's last name in Executive minutes**

**Policies have been read:**

- No policy subject to review in October.

**Monitoring Report has been read:**

In packet

**GM Monthly Report has been read:**

In packet

**Calendar Review and Discussion**

- Board Meeting, October 2nd, 2023 – 6:00-8:00pm. Board Conference Room with virtual option.
- Annual Meeting of Owners, October 6<sup>th</sup>, 2023 – 6:00-9:00pm. Floral Hall, Forest Park, Everett.
- Community Engagement Committee, October 10<sup>th</sup>, 2023 – 4:45-5:15pm. Board Conference Room.
- Nominating Committee Meeting, October 11<sup>th</sup>, 2023 – 7:00-8:00pm. Online via Teams.
- DEI Committee, October 17<sup>th</sup>, 2023 – 4:00-5:00pm. Board Conference Room.
- Policy Governance Committee, October 17<sup>th</sup>, 2023 – 5:30-7:30
- Executive Committee, October 30<sup>th</sup>, 2023 – 6:00-7:00pm. Board Conference Room with virtual option.
- Special Board Meeting, November 1<sup>st</sup>, 2023 – 6:00-8:00pm, Board Conference Room with Teams option.
- Board Meeting November 6<sup>th</sup>, 2023 – Board Conference Room with virtual option

**ACTION: Taryn change any dates on calendar that may need it.**

**Member Outreach – Policy D7 “[Relations to the Members](#)”**

The relationship with the Owners is the Board's primary relationship. How should the Board educate themselves on the needs of the owners and act on those needs? The Board discussed taking an owner survey to see what their shopping experience is like. Discussed NCG's CX Survey which would give us access to data from our Co-op as well as national data; they also discussed getting a quote from a professional survey firm. Discussed updating Owners quarterly via an emailed newsletter and discussed who would write for the newsletter.

## **B-Corp Recertification Strategy**

- Situation: B-Corp recertification is requesting and suggested amendments to our Articles of Incorporation and Bylaws to complete the process. They realize that this takes time and requires approval of the owners.
- Target: Maintain our B-Corp Certification?
- Proposal: If we decide to maintain our certification, defined the actions required, develop a timeline and share our plan with the certification organization.

Every year B Lab works to make their standards more and more rigorous. Now that the Co-op is up for recertification, B Lab has asked us to change our Articles of Incorporation to mention that we are a purpose driven company. After discussing this with our Lawyer, they recommend that we change our Bylaws to state that we can alert our Owners to a special session via email rather than by USPS. To change our Articles of Incorporation, we would need to call a special session and have the change voted on by our Owners. While we need to recertify every three years, it was agreed that there needs to be a sustainability strategy in place to monitor our B Corp status.

## **Annual All Owner Meeting**

- Land Acknowledgment -discussed in education session
- Future Planning statement- discussed draft, will be adding to annual report
- Annual Report-
- Etc.

## **Finances**

The changes made in the store in February really impacted sales positively. The Co-op has a substantial amount of cash in the bank that needs to be invested and protected.

## **GM Report**

In September, Leah went to NCG's Business Meeting in Minnesota and Sno-Isle had the 17<sup>th</sup> highest sales growth out of 158 co-ops nation-wide.

## **Parking Lot Items**

Questions to ask at the end of the meeting:

## **Updates to communicate to the member-owners?**

**ACTION: Taryn change the template to say owners.**

- Considering the Value of B Corp
- Relationship to owners
- Improving daily operations to better serve indigenous people
- Land Acknowledgement

- Commitment to creating a quarterly report

**Anything for the Decision History Log?**

**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?**

7:58 pm

Meeting Adjourned for Executive Session