

Sno-Isle Food Co-op
Board of Trustee's Meeting
Date: May 02, 2022

Submitted by: Taryn Cooper

Attendance Log:

Present: B.O.T. Bruce MacCracken, Tye Ferrell, Christina Kilbourn, Steve Moore, Stevie Wallace, Kari Quaas, Doug Kimball

G.M.

Absent: Ana Gregory, Adasha Turner, Leah Scates

Confirmed Resignations: None

Guest: John Mostrom

Meeting Start: 6:08 pm, virtually on Teams.

Snacks and Education time

John Mostrom, chair of the Nominating Committee, spoke about the relationship of the Board to the Nominating Committee (Nom Com).

John spoke of struggling to create a communication channel between the Board and NomCom. He suggested having someone from NomCom come to Board Meetings to give status updates and check in.

To find potential candidates, it may be helpful to create a list of desired traits for potential task forces and adhoc committees. This may help us find general volunteers who may run for the board in the future.

It is asked if it may be a conflict of interest to have board members who are up for re-election on the Nominating Committee.

Nominating Committee asks to change term of NomCom to 2 years. In our Bylaws, it is now 1 year.

Action: Bruce will confer with John on whether or not Nom Com should send a rep to every other upcoming board meeting (July/Sep).

Action: Add Nom Com term to calendar review.

Board Member Photos and Card Signing (for our retiring Board Assistant.) -To be rescheduled

6:33pm **Call to order**
Agenda: Approved
Minutes: Approved

Committees & Reports

- Nominating Committee minutes in packet
- CEC minutes will be emailed
- Executive Committee minutes in packet

Policies for review: Bylaws.

Action: The board will review Bylaws at the retreat in June

B Monitoring Report: B.5 - Financial condition

In regards to 5.8, do we need more liability coverage for everything, or is only goal to keep insurance claims to minimum? We may need to expand on specifics rather than generalization.

Action: Add to future Agenda B.5.8 review with Leah

B Monitoring Report: B.7 – Emergency Management Succession

The Board would like to ensure that the other two members of the emergency succession plan (redacted) team to attend a board meeting. The board would like to involve more management in board meetings and wonders if we need additional incentive for management beside pay? It is mentioned that many current Leads would probably also like to attend.

Action: Board needs to invite management/leads, consult Leah.

GM Monthly Report: Included in packet, GM is not present to discuss.

Calendar Review and Discussion:

- May 10th, 4:45-5:15pm - Community Engagement Committee meeting at Snolsle
- May 10th, 3:00-3:30pm - Community Outreach Training at Snolsle
- May 11th – Nominating Committee meeting
- May 13th – June 1st – Steve Moore on vacation
- **May 16th, 6:00pm - The BOT evaluates the GM at a place TBD**
- May 30th - Finance and Executive Committee meeting, virtual
- June 6th, 6:00pm - Board of Trustees at Snolsle
- June 25th – Board Retreat, location to be determined

Finances:

March was the best month we've had in the past year, numbers moving into the black! Avg sales per day is over 18,000, customer count small, basket count up (theorize due to Covid, but not known for sure). Likely due to factors outside the store rather than within-keep an eye on when we look at April data. The GM's financial report coincides with that of the Treasurers observations.

Action: Investigate accuracy of customer and basket count

It is mentioned that slower increase of retail prices throughout inflation rather than major jump such as QFC, bigger shops less often due to mandates lifting.

- Labor still high, being pulled from Days Cash on Hand while we wait for things to normalize w/sales
- Equity continues slow continuous growth, increased income, but increased expenses
- Labor is lower than February, but still high (27 rather than 24). We may need to revisit our labor percentage benchmark.

DEI Discussion / Adhoc Committee:

It is time to formalize this new committee with staff members.

Action: Stevie to coordinate possible staff Q&A with Leah.

Business Continuity Initial Discussion: The Board discussed lessons learned from our pandemic experience.

Status of our Disaster Preparedness Plans: Bruce proposes that we table this discussion, seconded by Steve.

Parking Lot / Open forum:

- Overall, the Board was impressed with how high the staff satisfaction is according to the Staff Survey. Dissatisfaction with compensation is understandable with the current inflation in Washington. The board would like to see the safety number higher.
- The Board is encouraged to attend the CEC scheduled outreach trainings.
- Bruce will take care of Steve's Executive Committee duties in May.

Action: Bruce will see about adding a retreat date to July

Questions to ask at the end of the meeting:

Updates to communicate to the member-owners?

NomCom Tabling Dates and a broad statement encouraging owners to run for the board.

Anything for the Decision History Log? n/a

Website: n/a

Request for next month's agenda: n/a

How did we do and how can we do better? n/a

7:54 pm Meeting Adjourned