

Sno-Isle Food Co-op
Board of Trustee's Meeting
Date: December 4, 2023

Submitted by: Taryn Cooper

Attendance Log:

Present: B.O.T. Tye Ferrell (President), Bruce MacCracken (Vice President), Steve Moore (Secretary), Kari Quaas (Treasurer), Stevie Wallace, Christina Kilbourn, Richard Porter, Barbara Bengtsson, Linda Nelson, Tyler Chism

G.M. Leah Scates

Absent: Ana Gregory,

Confirmed Resignations: None

Start 6:03 as hybrid meeting in Boardroom and via Teams

Board Education

The Board had a gathering to thank outgoing Board members Bruce MacCracken and Stevie Wallace for their service.

Board Meeting

Call to order

- Agenda approved unanimously
- Minutes approved unanimously

FLOW CHART FOR THE FOLLOWING:

Nominating Committee minutes have been read:

Fix date

CEC Minutes have been read:

In packet

DEI Minutes have been read:

None

Exec Committee minutes have been read:

In Packet

Policies have been read:

- [B7 - Emergency Management](#) Succession
- [B8 - Customer Service and Value](#)

Monitoring Report has been read:

- B2 - Compensation and Benefits report compliance with policy

GM Monthly Report has been read:

In packet

Calendar Review and Discussion

- Policy Governance Meeting, December 6th, 2023 – 6:00-7:30pm. Board Conference Room.
- Nominating Committee Meeting, December 13th, 2023 – 7:00-8:00pm. Teams Meeting
- Community Engagement Committee, December 12th, 2023 – 4:45-5:15pm. Board Conference Room.
- DEI Committee, Postponed until 2024. Board Conference Room.
- Executive Committee, December 26th, 2023 – 6:00-7:00pm. Board Conference Room with virtual option.
- Board Meeting, January 3rd, 2024 – 6:00-8:00pm, Board Conference Room with Teams option.
- Winter Retreat, January 27th, February 10th as backup
- Proposed Bylaw Changes will be presented at the January Meeting

Review of Board Responsibilities including Executive Officers roles.

The Board read the Board and Executive Committee charters and discussed the roles and responsibilities of each member of the Board's Executive Committee in advance of the election of Executive Committee officers at the January Board meeting.

Review of Committees including their current charters.

The Board discussed committees that need Board members, including the Policy Governance Committee, Nominating Committee and Diversity Equity and Inclusion (DEI) Committee. The DEI Committee is involved more in learning than action, but is an important committee and is needed for the community. It was mentioned that the DEI Committee could use more involvement from the Board as well as the community and how they could go about reaching out to community organizations to get their involvement/input for DEI.

Store Investments

Leah discussed proposals for store improvements including new deli equipment, improvements to the registers, and exterior upgrades.

Future Prepping

The Board discussed the Co-op's future options, including the pros and cons of each option as well as the risks and opportunities.

Questions to ask at the end of the meeting:

Updates to communicate to the member-owners?

Anything for the Decision History Log?

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

Request for next month's agenda:

The Board would like to delve deeper into the way difficult decisions are made at the Board retreat.

How did we do and how can we do better?

BOT members were pleased with the treats and how closely the agenda was stuck to.

8:05pm

Adjourn meeting