

People's Food Co-op Board of Directors Meeting									
Wednesday, April 17, 2019 at 6:30pm, Lamplighter Room - Downtown AADL									
Start	End	Item	Time	Item Title	POLICY	WHO ?	ACTION	MAT'LS	
6:30	6:32	A	2	Agenda Review	G4.1d/G7.4	All	Alignment	Agenda	
6:32	6:42	B	10	Member Comments	G9	Attendees	Listen	None	
6:42	6:48	C	6	Announcements/Future Scanning/President's Report	Board	All	Info share	None	
6:48	6:50	D	2	Consent Agenda: March Minutes, Absences, Committee Reports, L.1.	G.7.7	All	Approve	Minutes, Attendance, D1, D2, D3, D4, D5a, D5b	
6:50	7:00	E	10	Questions and Comments on GM Report, Treasury and Finance	G.2.2,M.4	Angie	Questions, Comments	E1a, E1b, E2	
7:00	7:05	F	5	L.4.1 Review		Angie	Questions, Approve	F1	
7:05	7:15	G	10	Ends Review	E	All	Discuss	None	
			10	BREAK					
7:25	7:40	H	15	Policy and Bylaws Committee		Jaime, All	Discuss, Approve	G1	
7:40	7:55	I	15	Expansion/Move Committee		All	Discuss	None	
7:55	8:00	J	5	Task List Review/Future Meeting Date		Rosie	Discuss	None	
8:00	8:05	K	5	Meeting Evaluation		All	Discuss	None	

**People's Food Co-op
Board of Directors Meeting Minutes – April 17, 2019**
Location: Downtown AADL, Lamplighter Room

Attendance

Board Members Present:

Jaime Magiera (President)
Ray Anderson (Vice President)
Leah Hagamen (Secretary)
Steve Rich
Gaia Kile
Amanda McCreless
Mary Rooney

Also attending:

Angie Voiles, General Manager
Paula Gilbertson, NCG

Members:

Michael Jenrich, Board Candidate
Sheila Bale
Hannah Davis, Board Candidate

Call to order – Jaime called the meeting to order at 6:35pm.

Agenda Review – No changes to agenda.

Member Comments – Michael went to the Board Candidate Meet and Greet and there was meaningful interaction.

Announcements, Info-Sharing, Future Scanning, President’s Remarks – Ray brought a sign-up sheet for volunteering at the annual meeting. Gaia had a meeting with the General Manager of the Student Co-op Housing (ICC). The ICC is looking to address the campus food desert. The ICC also has a lot of property equity. Jaime met with the group “Off the Diag,” who is looking to build student community in areas off-campus. The group is supportive of PFC. Jaime hopes to engage more neighborhood groups/organizations. He also suggested a potential partnership with White Lotus Farms. Jaime summarized two member comments received that were complaints about PFC carrying meat, believing that doing so does not align with co-op values.

Consent Agenda – **Mary moved, Ray seconded, to accept the consent agenda. All in favor (7/7), motion carried.**

Questions and Comments on GM Report, Treasury, Finance – Cross training is going well and this has enabled meaningful full-time employment positions rather than part-time. Mary asked about the costs of 1 full-time versus 2 part-time. Angie replied that yes, benefits are and additional cost, but there is also a cost associated with high staff turnover. Discussing the Workantile partnership, more staff still need to be trained on how to do it well. Steve asked how realistic the potential catering partnership with the Ann Arbor Hands On Museum was. Angie replied that a new arm of business (catering and wholesale) is not going to be formed in response, but there are options she will explore.

The Board discussed recent issues with the emails that went out for voting. Due to spreadsheet issues with the online voting host, incorrect log-in information was sent to some member-owners.

Mary asked about 14,000 number used to describe the amount of member-owners. Angie clarified that there are 8,500 member-owners currently active on the books, measured by those who have at least the original \$60 paid, but 5,500 of the 8,500 have shopped in the last year.

Some Board members were interested in why people leave the co-op. From emails Angie have received, people tend to say that they’ve moved away or the increase in member equity was too high. The Board would like to be able to track that information.

L.4.1 – **Steve moved, Leah seconded, to approve L.4.1 as written. Jaime initiated discussion.** While L.4.1 is still out of compliance, this month clearly shows positive change. **All in favor (7/7), motion carried.**

Ends Review – Jaime wanted to check in with dealing with equity and fighting institutional racism. Angie is waiting to discuss this with the Kalamazoo co-op, for operations. PFC staff is looking for volunteer opportunities that are actually helpful to the host.

Jaime wished to go on the record saying that selling meat at PFC concerns him as well, citing Board health policies. Paul asked the Board to consider if the concern was about the meat cooler specifically or all other meat-containing products, e.g. chicken soup at the hot bar, canned tuna. Discussion ensued about the co-op’s place and the Board’s place in health education and sustainability. Paula reminded the Board that the co-op should serve its community, not merely its member-owners or potential member-

owners, and should be inclusive thereof. Jaime summarized a similar discussion that occurred at the most recent Board retreat.

Jaime opened up member comment for this issue: Michael shops at the co-op because there is meat, but has made the distinction of the environmental impacts between chicken and red-meat animals. The co-op serves human-healthy meat that is hormone-free and other labels. Conversely, Sheila joined the co-op because she couldn't make an unhealthy choice at PFC, even if she wanted to. As an example, when she saw ham and smoothies at the co-op, she felt PFC had gone in the wrong direction.

Policies and Bylaws Committee Charter – Policies used to be monthly reviewed over email. They were stopped because a more in-depth reboot of the policies became the focus. The Board live edited the charter slightly, then read it aloud for meeting attendees. **Mary moved, Amanda seconded, to accept the committee charter. All in favor (7/7), motion carried.**

Expansion/Move Committee Charter – Jaime does not yet have a charter available due to ongoing discussions with Jade (PFC's consultant). It is Jade's suggestion that this committee ought to be led by the GM, not the Board, as it is operation-heavy. Paula believes that this should be a whole Board discussion at any time, with the GM reporting specifically on expansion. The Board could write a policy about how expansion should go: e.g. financial stability, certain geographic areas – a vision for the expansion/move. There was discussion about the distinction between "expansion" and "transition," both of which were being used by different Board members. Amanda asked what role the Board took the other instances PFC moved buildings. The present knowledge of Board action is just that they made the final vote to make the move. Paula emphasized the role of the Board with linkage and finances. Board members generally agree with Paula that the Board should take some policy action, instead of forming a Board committee. The newly created Policies and Bylaws Committee can begin searching for some example expansion policies.

Looking Ahead & Task List –

- Angie will report back on: online voting, SCRIPS program
- Policies and Bylaws Committee
- Jaime will send out Doodle poll for conference calling with the auditor
- Maybe start posting the agenda not just on the front page, but also on the PFC Board page of the website

Future Meetings— The next Board meeting is scheduled for May 15, 2019, back at St. Andrews Church. The annual meeting is April 30, 2019.

Meeting Evaluation –

- The occasional tangent was really meaningful and contained
- Short!
- Wonderful, great, decent
- Excited about community organization partnership opportunities
- Anecdotes could be supplemented with surveys
- Change in location was refreshing

Executive Session – **Jaime moved, Gaia seconded to move into executive session for legal and employee discussion. All in favor (7/7), motion carried.**

Adjournment – **Ray motioned, Amanda seconded to end the general session. All in favor (7/7), motion carried.** Meeting adjourned at 8:27pm.

Respectfully submitted,

Rosie Pahl Donaldson, Board Administrator acting as Board Secretary