

TPSS Board of Representatives Meeting

Open Session (public part of meeting)¹ Minutes

Date/Location/Time: November 18, 2021 meeting (held remotely, on-line) 6:30 pm
Board present: Diane Curran (DC), Bob Gibson (BG), Susan Cho (SC), Adam Frank (AF), Esteban de Dobrzynski (ED), Fred Feinstein (FF), Elizabeth Teuwen (ET), Katherine Tsantiris (KT), Katea Stitt (KS)
Staff present: Mike Houston (MH), General Manager (GM)
Members present: Da'Vel Johnson (DJ)
Minutes submitted by: Solveig Mortensen (SM), Board Administrator
Meeting held by zoom and telephone connection.

Board ACTION:

- The Board approved the October 21, 2021 minutes, as amended, through email as of the end of December 2, 2021.
- The Board certified the results of the 2021 Board election.
- The Board voted to continue retaining patronage rebates for investment in store operations and community services.

Agenda Check: DC encouraged the Board, prior to the end of 2021, to spend some time thinking about what the Board learned over the past year, specifically reflecting upon the Board retreat goals. DC noted that a retreat update and Diversity Equity and Inclusion Committee update were added to this agenda. DC also reminded Board members to consider their Board committee choices and be ready to identify which committees they will be on at the next meeting.

Open Member Forum: SM discussed her concerns re: making COVID-19 vaccines mandatory for Co-op staff. MH clarified that there were vaccine exemptions with a testing requirement for Co-op staff. DC expressed solid support for the GM's policy on COVID-19 vaccination requirements for staff at the Co-op

DJ gave the feedback that the Co-op looks good and runs a nice ship; described his background as a meteorologist; and expressed interest in becoming more involved with the Co-op, possibly in the area of product data. The Board Treasurer, AF suggested if DJI had experience with data analytics, he might have an interest in reviewing financial statements and joining the FAC. A Board member mentioned looking for a particular produce item in the store and asked how the Co-op determines what non-season produce it stocks and the price for it. MH explained that

¹ Monthly Co-op Board meetings have open and closed portions. Members are welcome at the open portion of meetings. The closed part of Board meetings is reserved for discussion of finances, personnel, and legal issues.

produce items sometimes sell out, supply chain issues can affect product availability, and the Co-op orders whatever produce is selling.

MH confirmed the Co-op will have turkeys available at 9:00am on November 21st for Thanksgiving. After a Board member noted that the Co-op is now carrying the gelato and ice cream brand Dolcetta, MH shared that they are a local brand and he will be meeting with the founders.

GM Report: Several Board members gave the feedback that the Co-op's recent October newsletter was well done and included a variety of topics. MH gave more details about the mock interviews he did with students of Project Search, a non-profit program that helps people with disabilities find permanent work and collaborates with SEEC (a program that also supports people with disabilities). MH reported that they hold the mock interviews a couple of times a year, and it is rewarding to see the students improve over the course of the year.

Membership and Community Activities Committee (MCAC) Meeting Report: FF reported that the MCAC met and listed a variety of ideas about how to engage with, activate, and educate the membership. FF shared that the MCAC members gave themselves the homework of reviewing their brainstormed list and giving feedback to one another via email. FF stated that it is not a fixed list and invited other Board members to add to it, if they liked.

Nominations Committee, Certify Board Elections Results: All three candidates running for a new Board term, Bob Gibson, Esteban de Dobrzynski, and Katea Stitt, were re-elected, each for a term of three years. Furthermore, fifty-two ballots were cast and counted, and a notice of the results will be sent to the membership. The Board certified the results of the election.

Establish Slate of Officers for new Board year: DC shared that the Board had determined the slate of officers entering into the new Board year. BG: President, DC: Vice President, ET: Secretary, and AF: Treasurer. The Board planned to send an announcement re: this update as well.

New 2021 Board transition step:

Renewal of liquor license: The Board clarified that as the Board officers will remain the same for the new Board year, the Board does not need to take any action prior to December 1st to renew the liquor license.

Diversity Equity and Inclusion (DEI) Committee update: KS summarized that she sent the Board and GM a copy of the proposal from the DEI facilitation and training group and the revised, proposed dates for training in May 2022. KS, Leah Kedar (LK), BG, and MH met, worked on revising the schedule, and planned to kick off the DEI work in February. KS pointed out that the second page of the proposal allotted time for the various steps of the training. KS and LK were to

Stitt	Ex	Ex	Ex	*	Ex	*	Ex	Ex	*	*	*	*
Teuwen	*	*	*	*	*	*	Ex	*	*	*	*	*
Tsantiris	*	*	*	Ex	*	*	*	*	*	*	*	*