

TPSS Board of Representatives Meeting

April 21, 2022

Open Session Minutes

Board present: Bob Gibson (BG), Elizabeth Teuwen (ET), Adam Frank (AF), Susan Cho (SC), Fred Feinstein (FF), Kathy Tsantiris (KT)

Board members absent: Diane Curran (DC), Esteban de Dobrzynski (ED), Katea Stitt (KS)

Staff present: Mike Houston (MH), General Manager (GM)

Minutes submitted by: Solveig Mortensen (SM), Board Administrator

Meeting held by zoom and called to order at 6:30 pm

Board ACTION:

- The Board approved the March 24, 2022 Open Session Board meeting minutes.
- The Board approved the April 2022 Ends and Indicators monitoring report, as submitted by the GM.

Open Member Forum: DC invited people to contact her about gardening on the Co-op's grounds, as she and FF had done in previous spring seasons. A Board member encouraged the Co-op to replenish Passover food items throughout the holiday.

GM Report: In a cost saving move, the Co-op is moving its credit card processing under the contract with National Cooperative Grocer. MH shared that the Co-op's union has ratified its new three-year contract with TPSS.

MH confirmed that the Co-op is maintaining adherence to the protocol of indoor masking for customers and staff and maintains signage to that effect. MH also confirmed that there is no COVID testing requirement for staff, but rapid COVID tests are available.

Ends and Indicators Update: A Board member described the report as very thorough and noted that it referred back to the Co-op's principles and provided metrics for how the Co-op meets its ends and goals. In regards to addressing the aim of inclusivity noted in the first end, MH explained that that metric was more definitively covered in the analysis of the fifth end statement, which identified event sponsorship and participation, utilization of local producers, and in-store contribution opportunities. A Board member noted that Co-op involvement in programs such as the SNAP double-up program, also creates inclusivity.

A Board member pointed out that this report linked land management and sustainability to food systems and suggested including another marker for the Co-op's supporting sustainability, which is that it provides a variety of vegan options.

In response to a question re: if the margin stated in this Ends and Indicators report were high, MH explained that the reported margin was figured after subtracting the cost of goods sold and member discounts. MH elaborated that a margin near 40% is very strong, near 25% is poor, and near 30% is typical of natural foods stores, so the Co-op is in line with the industry.

A Board member shared his observation that, in general, the ends statements is another policy/guiding document that could more explicitly address how the Co-op is engaging the membership, in as far as, seeing members actively participate with the Co-op as members.

BOARD BUSINESS:

Earth Day Plans: BG thanked Board members for signing up to table the event. DC informed the Board that KS will announce the Co-op's Earth Day event on station WPFW. Co-op staff and Board members will share a tent. Co-op staff will pass out informational postcards about membership and encourage existing members to sign up for paperless receipts, which enters them into an Earth Day raffle. Board members will have a sign up sheet and invite people to attend the Spring membership meeting. Board members will also remind members that they can run for the Board.

MH confirmed that members and non-member shoppers can be on the Co-op's mailing list and receive the Co-op's updates.

In anticipation of questions the Board may receive at the Earth Day celebration, MH and the Board acknowledged that the topic of the Junction will be discussed in detail at the Spring Membership meeting. In the most recent Co-op email, MH outlined the current status of the Junction.

Diversity, Equity and Inclusion training recap and discussion: KS agreed to write a blog on the DEI training from a Board member's perspective. ET sent a follow up survey re: the training. There were various responses—from exceeding expectations to its being well done, but requiring more time.

The majority of survey respondents conveyed that it was valuable to receive the training and thought it was generally beneficial to have it as a combined staff and Board training. There was some concern that the training only scratched the surface of the topic, and suggestions that future DEI training provide separate sessions for Board and staff to explore topics relevant to each group.

BG recounted the Board's previously discussed plan to take DEI principles and training insights and integrate them into the Co-op's ends statements and policies. In a recent Columinate event

that BG attended, participants shared ends statements that effectively incorporated DEI principles.

Ends Statements and Policy Review Proposal: The Board will spend several hours reviewing the Co-op’s ends statements over the next two months and then in September, hold a full day policy blitz which will primarily focus on the “L” policies.

There was recognition that a periodic examination of how effectively policies align with organizational goals is an important part of the Board’s work. There is interest in using this exercise to address the issue of member engagement. A suggestion was made to include a Board self evaluation as part of the process.

8pm meeting adjourned

Board Representatives’ Committee Memberships:

Membership and Community Affairs Committee: (FF Chair) FF, DC, KT, ET, ED

Finance and Audit Committee: (AF Chair) AF, SC, BG, KT, ET (DC, as ex-officios)

Personnel Committee: (BG Chair) DC, KS

Policy Committee: (SC Chair) SC, AF, KT

Nominations Committee: (BG Chair) , AF, DC

Junction Committee: (FF Chair) FF, DC, BG, KS, ET, ED

Diversity, Equity, and Inclusion KS (Chair), SC, BG, AF, KT

Expansion Committee: (AF Chair) AF, SC, BG, ED

Board Development Committee: DC, AF (chair position shared)

Term 2021-2022 Meeting Attendance:

Board member	Dec. 2021	Jan. 2022	Feb. 2022	March 2022	April 2022
Cho	*		*	*	*
Curran	*	*	*	ex	*
de Dobrzynski	*	*	*	ex	*
Feinstein	*	*	*	*	*
Frank	*	*	*	*	*
Gibson	*	*	*	*	*

Stitt	*	ex	ex		
Teuwen	*	*	*	*	*
Tsantiris	*	ex	*		*