



EFC Board of Directors Meeting

July 12, 2021, 6:00-8:00pm

Eastside Food Co-op Community Room

Directors Present: Desiree Olson, Michelle Spangler, Sue Jaeger, Amanda Degener, Brenda Burmeister, Jennifer Anderson, Seth Kuhl-Stennes, Therese Genis, Autumn Brennan

Directors Absent: None

Staff Present: John Lacaria

Guests: Sadie Paschke

Call to Order:

Sue called the meeting to order at 6:05 pm.

Brenda acknowledged Juneteenth being recognized as a national holiday.

Owner Listening Period:

The Board welcomed guests to the meeting. There were no additional owner comments.

Preliminaries:

Amanda moved to approve the agenda. Michelle seconded the motion. Upon voting, the motion carried 9:0.

Brenda moved to approve the May minutes. Therese seconded the motion. Upon voting, the motion carried 9:0.

General Manager Time:

John Lacaria, General Manager, provided updates from the store.

- Payroll Protection Program (PPP) loan – The Small Business Administration approved full forgiveness of Eastside Food Co-op's PPP loan.
- On June 30, 2021, Eastside installed the sixth register that was removed at the beginning of the pandemic, set up the customer seating area and removed the plexiglass from the store. Feedback has mostly been positive about these changes.
- Sarah Budenske began her independent financial audit by observing the store's inventory counting process at the end of June. She will be in the store to conduct the rest of the audit in

late July. Sarah plans to have the audit report for the Board by the September Finance Committee Meeting and will attend the September Board Meeting to discuss the results.

- The finance team at the Co-op has started to work on the year-end closing process.
- The hot bar and salad bar are back open. Shoppers and staff are happy to have these prepared food offerings again.

Executive Limitation Monitoring:

- John Lacaria, General Manager, provided Executive Limitation Monitoring on policies B4 – Owner Relations, B5 – Customer Relations, B7 – Owner and Community Education, and B9 – Community Values. John shared information about the Customer Experience Program Eastside participates in. This program allows the Co-op to obtain immediate customer feedback from shoppers through a satisfaction survey.

Seth moved to accept the Executive Limitation Monitoring reports. Brenda seconded the motion. Upon voting, the motion carried 9:0

Board Monitoring Report:

Michelle Spangler, Board Policy Governance Committee Chair, reported on D1- Unity of Control.

Michelle shared that the Governance Committee discussed changing the title of policy D1 to Unity of Governance.

Michelle moved to change policy D1 to Unity of Governance. Jennifer seconded the motion. Upon voting the motion carried 9:0.

Michelle reported compliance with this policy and made a motion to accept the results of the monitoring report. Sue seconded the motion. Upon voting, the motion carried 9:0.

Committee Reports:

Owner Engagement:

Autumn, Owner Engagement Chair, shared information about content management software that could be used for interactive, digital customer engagement.

Policy & Governance:

Michelle, Policy Governance Chair, shared that she has added a Diversity, Equity and Inclusivity (DEI) question to the Board monitoring process. Board members should note any DEI recommended changes when they answer this question.

The Policy Governance Committee also discussed solar energy. Solar projects often offer a return on investment after several years. The Board is interested in exploring if a minority owned business could be involved in a solar project.

Finance:

Jennifer, Finance Committee Chair, shared the draft of the Board budget for FY2022. There was discussion about if Board members can be reimbursed for childcare expenses.

Jennifer made a motion to approve the Board Budget with an additional \$500 added for Board member childcare expenses. Brenda seconded the motion. Upon voting, the motion passed 9:0.

Board Development:

Brenda, Board Development Committee Chair, shared that the Development Committee has remained focused on Board of Director recruitment. Two owners have submitted applications and the Board expects to receive additional applications before the deadline at midnight on Tuesday, July 13. There is a Board Candidate Meet and Greet scheduled for Monday, September 27. New Board member orientation is scheduled for Monday, October 25 at 6:00 pm.

Strategic Planning:

Seth, Strategic Planning Committee Chair, shared that a guest speaker, Stewart Herman, attended the last committee meeting to talk about the solar installation happening at University Lutheran Church of Hope. Since this meeting, Seth, John (General Manager) and Alicia (Facilities Manager) met with Solar United Neighbors (SUN) to learn more about solar installations. SUN will be providing additional information about solar energy soon.

Board Education - Diversity, Equity, and Inclusivity work:

Amanda shared the work that the Board has done to review and update the Board policies to make them more diverse, equitable and inclusive. Board members shared feedback about the proposed changes. The Board will share their proposed updated policy language with their Diversity, Equity and Inclusivity consultant, LaDonna Sanders-Redmond. The next meeting with LaDonna is scheduled for September 26.

Adjourn:

Jennifer moved to adjourn the meeting at 8:10 pm. Autumn seconded the motion. Upon voting, the motion carried 9:0.