

Silver City Food Co-op – Board Meeting Minutes
Wednesday, September 27, 2023 – 5:30-7:30 pm
Meeting at Little Toad Brewery (Meeting Room)

Attendees: Paul Slattery, Shanti Cean, Tuan Tran, Kevin Waters, David Burr, Sandy Lang

1. Welcome, Introductions and Membership/Board Discussion
 - a. Agenda approved by consensus
 - b. Director announcements:
 - c. Country of origin labeling – proposal from Jim Cain. He would like the board to support a resolution for all products sold by our Co-op to have a country of origin labeling. Laws already require produce to have country of origin signage. Kevin feels that we are 90% there already for produce. Kevin agreed to reach out to Jim to talk about his concerns.
2. Old Business
 - a. Kevin transferred \$200,000 to Western Bank to reduce the amount of cash at First New Mexico Savings Bank to ensure we were covered by FDIC insurance.
 - b. August board meeting minutes approved
 - c. Concern coordinator update. An email from Linda regarding bulk rice order at the Co-op. Kevin will check out email and copy David and Shanti on how to respond.
 - d. pdf of Board Book – how do board members access? Shanti will provide a link to Tuan and he will share the Board Book with the group.
 - e. Draft Ends Policy –
 - i. Dissemination of Draft Policy for Member Comment. Committee took the draft policy from the retreat and shortened them per Joshua’s recommendation down to six Ends. Sandy asked about the use of the word Outstanding in the workplace Ends and we agreed to take out the word Outstanding. Team agreed this was a reasonable draft. The next step is to provide a draft document to members and solicit comments. We will need to explain the process so they understand that the strategic plan is the next phase. Sandy will draft an article for the GG and David will polish and personalize and send out on behalf of the board, possibly November but no later than December. Work on the strategic plan will continue with the committee while awaiting feedback. David will reach out to Joshua to give us an update on our progress to date. Tuan suggested that we set aside time during our board meetings to reflect on progress to date. **APPROVED draft Ends statements.**
3. Committee Decisions and Announcements
 1. Member Connect (MC). Some concern about how to present a board party for new members without alienating people who have been a member for years. The board decided to table the party for now and work on a plan for next year, possibly in the new building where we have room to host.
 - a. Election Committee. Reminder email sent out in September and another reminder will be sent in October.
 - b. Board and Management Evaluation (0 minutes)

- c. Finance Committee (0 minutes)
- 4. Monitoring Reports
 - a. Asset Protection policy B3 - David asked if employees purchasing products for the Co-op might want to sign a document that ensures that there is no conflict of interest. Kevin will ask around to other Co-ops to see how it's handled. **Accepted**
 - b. Communications to the Board (B7). Kevin is making progress on 401k retirement benefits for employees, with plans to start very soon. Co-op did sign a contract with RES Construction and will start in October. Contractor anticipates finishing faster than the July 31, 2024 date. **Approved**
- 5. Board meeting closure:
 - a. Task list:
 - i. BME – review board evaluation plan and tools for 2023 self-evaluation
 - ii. Elections:
 - 1. Propose board development plans and submit proposed 2024 budget to Treasurer for review
 - 2. Make recommendations on co-op subscriptions to the CBLD program (Columinate)
 - 3. With VP, Count ballots and verify election results by 10/24
 - iii. MCC:
 - 1. Develop details and budget for member appreciation/reception
 - 2. Propose committee budget for 2024
 - 3. With management, determine date for 2024 GMM-picnic
 - 4. Submit proposed 2024 budget to Treasurer for review
 - iv. Other
 - 1. GG article by Sandy and David
 - 2. David to send Ends to Joshua
 - 3. Shanti - Board book sent to Tuan
 - 4. Ends committee to start on strategic planning process
 - 5. Tuan to look into setting up next board meeting at Miller Library
 - b. Tabled items
 - i. New member reception discussion
 - c. Board Member Unavailable Dates:
 - i. David: Oct. 9-17, Oct. 27-30th; Tuan Oct. 12-14th; Sandy Oct. 13-14th;
 - d. Next Board Meeting October 25, 5:30 PM at Little Toad Creek or Library?