

BRIARPATCH FOOD CO-OP, INC.
Board of Directors Regular Meeting
MINUTES April 27, 2021

Directors Present (via Zoom): Rachel Berry, Kwong Chew, Jonathan Collier, Richard Drace, Kali Feiereisel, Mark Fenton, Katie Ivy, Alana Lucia, Alan Weisberg

Absent:

Staff Present (via Zoom): Andrea Echegaray, Finance Manager, Mark Goehring, Columinate Consultant/Meeting Facilitator, Mary Hunter, Administrative Assistant, Chris Maher, General Manager, Dave Thomas, Facilities Manager, Rebecca Torpie, Marketing Manager

Guests Present: Tracy Pepper, Color Me Human, Daniela Fernandez, Color Me Human, Ana Mendez Mora, Color Me Human, Larry Brucia, Sutti & Associates

1.0 Preliminaries

1.1 Call to Order: The meeting was called to order at 4:15pm

1.2 Opening Quotes: Presented by Rachel Berry:

“The biggest gift you can give is to be absolutely present, and when you're worrying about whether you're hopeful or hopeless or pessimistic or optimistic, who cares? The main thing is that you're showing up, that you're here and that you're finding more capacity to love this world because it will not be healed without that. That is what is going to unleash our intelligence and our ingenuity and our solidarity for the healing of our world.”

- Joanna Macy

1.3 Check-in and Reminders:

May: BOD Candidate Campaign (Apr. 1-May 17); BOD Election (May 3-17); Seat New Board/Board Installation (May 25); Exiting Directors Interviews & Thank Yous; Elect Board Leadership Positions (May 25); Annual Owner Meeting (May 25); Board Performance Monitoring Survey Group 3: C Policies (C:5-8) to Board (Due June 30)

June: 2021 CCMA – Online (June 7-11); BOD Committees to Review Charters; Update on Committee Membership; New BOD Member Committee Orientation; Confidentiality Agreement & Code of Conduct – All BOD Members Sign

July: Board Performance Monitoring Survey Group 3: C Policies (C:5-8) Review; California WorldFest Day (July 17); New BOD Member Orientation – Policy Governance (TBD); Invite New Directors to July BDC Meeting; Confidentiality Agreements & Code of Conduct – All Committee Members Sign

1.4 Owner Forum: Public Comment/Communications to the Board

Tracy Pepper commended the staff in the store, as she is always met with smiles and assistance. Daniela Fernandez noted that everyone is always in a good mood.

2.0 Consent Agenda

1. Approve April 2021 Agenda
2. Approve March 2021 Minutes
3. Approval of Monitoring Report: B7 – Communication to the Board

MOTION: Richard Drace moved to approve the 2021-04-27 Consent Agenda, Katie Ivy seconded, and the motion passed unanimously.

3.0 Study & Engagement

3.1 Guest Presentation: Color Me Human, DEI Community Topics

Director Tracy Pepper, Program Director Daniela Fernandez and Youth Development Coordinator Ana Mendez Mora offered a presentation on the mission, direction and outlook of their organization.

Board Director comments and answers to questions from the presentation:

- Appreciation was expressed by the entire board for the informative, positive presentation.
- The Youth Rise program is currently geared toward youth ages 14-19. In the future, the program may expand to focus on a track for younger children.
- Board directors appreciated the cooperative spirit of CMH working with different community organizations and excitement for Grandmommy's Garden.
- Regarding the ELIA (Equity Leadership Inclusion Alliance) goal to be a more equitable place by 2022, the focus will first be on participant consensus of key issues, followed by steps toward working on more of the diverse issues of members. Community forums will also be a source of input to help determine focus topics. This will be an on-going process.
- Color Me Human's focus is working toward dismantling systems of oppression and racism. The Love Walk and Creating Communities Beyond Bias may have other areas of focus, and they are community partners in this important work.
- BriarPatch has always felt accessible as an affordable, healthy place to eat. They have taken a leadership role in the community, in support of social justice. Is there a way to reach out to low-income community members to counter the perception of a cost barrier?
- It's expected there may be some pushback from those in the community that do not support the Color Me Human mission. However, the biggest challenge is equity in funding/grants, as it is a new organization. The focus now is building relationships and educate funders.
- Despite being one of the whitest counties in California, Tracy is confident that Nevada County can be an example of successful social justice work in helping BIPOC and LGBTQ+ residents feel safe and supported in the community.
- "Voices from the Shadows" conversation series will start on May 25th at 6pm

4.0 Board Business

4.1 Board Strategic Discussion / Focused Topic: DEI

The time and minutes for this agenda item were covered above, as part of the Color Me Human guest presentation.

BREAK

4.2 Zoom Polling Function – Preview

Board Directors participated in a practice test session of using the Zoom polling feature, in advance of the Board Leadership Election process in May. The test was successful, and Mary (Admin) will advise the Board Leadership vote results verbally, storing vote counts privately.

4.3 Board Leadership Discussion

Board composition and leadership were discussed, with some directors strategically indicating they will not re-run when their term has ended, or that they would consider resigning early if qualified candidates from Auburn show interest.

Developing the diversity of the board can also be a driving factor in composition change. With the increased number of owners from Auburn, we can anticipate a more diverse pool of individuals who may be interested in governance and board service. Mark Goehring suggests that nine is an ideal board member size.

Alana expressed intention to run for the President leadership role. Alan confirmed he also intends to run for President.

5.0 Accountability - GM:

5.1 FYI Report

The refrigerator case door installation is delayed. Also, there is NID activity near our water main that may affect store operations on or around May 13th.

Answers to director questions from the FYI report:

- Appreciation was expressed for Chris' contributions as the NCG Board Chair, noting his efforts supporting the larger grocery co-op community, as well as BriarPatch.
- Katie would like to see a sample of the staff total compensation letter.
- The refrigerator door installation is expected to contribute an estimated at 50K kwh/yr. toward our sustainability goals
- Congratulations for the informative and engaging sustainability video.
- In a purposeful effort to expand our DEI work, Planting Justice is our first non-local CAUSE recipient.

6.0 Development Planning (Open Session):

6.1 Development Progress Update

Larry Brucia of Sutti and Associates presented to the board a current schematic for the new Auburn store. A final schematic, including walls, refrigeration, plumbing, and final deli design by Allen Seidner's team is expected to be delivered soon.

7.0 Meeting Adjournment: Board Meeting was adjourned at 6:55 p.m.

SUMMARY OF DECISIONS:

1. Approve April 2021 Consent Agenda Items P. 2, lines 11-12.

Announcements, Reminders & Dates: See **Date Reminders** at bottom of Agenda page.

NEXT REGULAR MEETING WILL BE HELD Tuesday May 25, 2021 at 4:15p.m., via Zoom teleconferencing.

Minutes prepared by Mary Hunter on April 30, 2021.

APPROVED BY: 

DATE: 6/3/21

(These minutes were approved by the Board of Directors on May 25, 2021. The official signed copy is on file.)