Executive Committee Meeting
4.8.2020
Present: Melinda, David (President), Alice (Incoming VP), Carol (Outgoing VP), Cheyne (Treasurer), Laurene (Secretary), Julie Massa, (Columinate Consultant) Thane Joyal (Columinate Consultant), Chloe (Board Admin)

Committee welcomed Alice to the Executive Committee in the role of Vice President.

Goals for Discussion:

- Continuing planning Spring Retreat
- Review of Executive Committee meeting set up with Thane and Julie

Spring Retreat:

Committee discussed the planning of the virtual Spring Retreat. Carol referenced an email she sent to some members of the committee with ideas and suggestions for Spring Retreat programming. Thane invited Alice and Carol to ideate on the Spring Retreat agenda.

Action: Alice will set a draft agenda, including who is responsible for presentation of which pieces. She will email to the Executive Committee by the end of day.

More topics of discussion for Spring Retreat *(may need reordering, Alice has ordered copy)*:

- Introductions/Ice Breaker (~20 minutes)
- Reading financial reports/financial education (~1 hour)
    - Opportunity to use reports provided by GM for financial education to facilitate learning in context
- Robert's Rules of Order (~45 minutes)
    - Interest in creating a game out of RRO education (potentially, Ken/Laurene)
- Personality/Work Style, like Myers-Briggs, StrengthsFinder (~20 min)
    - Thane has abridged version of this "quiz" and will share it
- Policy Governance/Scavenger Hunt (~30 minutes)
- Strategic Agenda Planning

Other topics may not have time for:

- Discussion on term "Owner" versus "Member" *(Could be continuing conversation that takes more time than Retreat allows)*
    - Bring Robert Eddy in to present

Thane shared with the Board that they could consider thinking of retreat topics with the goal in mind, which could be "what is our job as a board?" She recommended placing focus on framing, and which pieces of education could be best placed on the agenda through the frame of learning about how to be effective as a board member. Discussed how Robert's Rules of Order are focused on decision making, while Policy Governance is focused on deciding which decision to make to best support and lead the organization.

Shorter "WHY" resource provided by Thane:
https://www.youtube.com/watch?v=1ytFB8TrkTo
Michael Jr. Know Your Why (short comic version)

Action: Chloe will get a copy of the book "Start with Why" by Simon Sinek to Julia, along with links to the TedTalk, so she has it as a resource to inform later conversations regarding our WHY.

(Photos from Melinda's whiteboard illustrating the Co-op's WHY attached at the end of meeting notes)

Carol brought up the Liberating Structures model in development of this day of training for the retreat. (http://www.liberatingstructures.com/)

Committee discussed the importance of discussing diversity and inclusion (conversation sparked by Robert Eddy's discussion at the Board Meeting on April 6, 2020. Committee acknowledged this conversation (and bringing conversation to an outcome) may take more time than the Retreat allows, and this could be a topic for Study & Engagement or future groups.

Debrief of Board Meeting:
Committee discussed the virtual Board Meeting on Monday, April 6. Positive aspects of the meeting included using ZOOM to facilitate the meeting and using the chat box to support clear communication, and utilizing SurveyMonkey to vote for Executive Officers. Committee recommended the potential to use SurveyMonkey for Executive Officer votes in the future.

and healthful choices
#1: in the workplace
self help
• investing personal effort to meet your need
• each individual shares the responsibility for the success of the co-op (OBM)
self responsibility
• each individual is responsible for their own well-being and is responsible for the consequences of the choices they make
democracy
• free & open discussions, deliberation, & consultation (ideas come from the people)
• each individual has an opportunity to provide input
• each individual is entitled to have their thoughts voiced & heard
equality
• each person possesses an intrinsic value and thus as a human is of no greater or lesser value than anyone else
• each individual has a reasonable opportunity to participate in decision making

WHAT
HOW
WHY
WHY: Care for Community
HOW: Cooperatively
WHAT: Natural Foods Retailing