11/20/2022

Justification for the Board of Directors of the Moscow Food Co-op to meet monthly

Background

The Moscow Food Co-op Board currently meets nine months out of the year, January through June, and September through November, and does not meet in July, August, or December.

There are two primary reasons why this is problematic. First, breaks in continuity can lead to lapses in attention to Board duties as well as gaps in attention to issues that come before the Board. This is especially problematic for new Board members that need to become familiar with Board issues and processes. Secondly, there are 30 policies, most with their own set of sub-policies, that are monitored each year. By spreading out policy monitoring over twelve months, we will have more time to monitor policies at each meeting and especially ones that are more in-depth and require more time. Conflicts with vacation time can be resolved using Zoom. However, being present is our job.

Goals

The overall goal is to have fewer policy items to monitor at each meeting so that we can do a better and more thoughtful job of monitoring. Also, by implementing a discussion-based approach for C and D policy monitoring (see Replacing Surveys with Discussion for C and D Policy Monitoring), we can have time to present explanations and information that can be used to reach a determination of compliance and non-compliance. This is especially important to help new Board members better understand these policies and the process of policy monitoring and to help us determine steps to resolve non-compliance issues.

Implementation

The policy monitoring calendar will be revised so that policies are monitored during the months of July, August, and December which are best-fits for these months. Policy monitoring timing should be in sync with either what the Board needs to learn, e.g. Board processes Governing Style, or what information or activities have preceded the monitoring, e.g. Monitoring GM Performance. The A and B policies may also need redistribution.

Desired Outcomes

By meeting each month, we can do a better job of monitoring while having a reduced workload each month. More in-depth discussions can help all Board members, especially new members understand the policies and the process. Better understanding and communication can help the Board function as a unit and reduce fragmentation and disenfranchisement.