



**Nominating Committee Meeting Minutes
Ten Pin Building Conference Room
July 13, 2017**

Present

Board: Ed Smith, James Kloor, Mary Ella Anderson

Staff: Nicole Chase, Emily Walter

Members:

Meeting commenced at 6:01 pm by Ed Smith.

1. Welcome and Review

The group reviewed and approved the agenda.

2. Approve Minutes

The May minutes will be amended to show that Robert Donovan joined meeting by phone at ~6:20pm.

MOTION: Approve the May minutes as amended.

Approved by Ed and James, (Mary Ella abstained), the minutes are approved as amended.

3. Employee Election

Review Employee Applications:

- Cheri Strong is the only employee to apply.

MOTION: Approve Cheri Strong as an employee candidate.

Approved by consensus. Motion passes.

- The group discussed that there can be write-in candidates for the employee election. Write-in candidates can submit a candidate statement to the nominating committee for approval if they would like their statement included on the election table.
- It was noted that the Board Policy Manual (BPM) includes policy regarding write-in candidates for the general election but not for the employee election.
- The committee recommends that the Policies & Procedures Committee review BPM Section 5 and discuss adding a policy about write-in candidates for the employee elections and delete the last bullet on page 18 under General Election Publicity (no video statements).
- James mentioned advertising on KHSU as a “day sponsor” specifically to generate interest in general election candidates

ACTION: Nic will discuss the idea of advertising on KHSU with Laurie/Rebekah

ACTION: Nic will work with Zev to create employee ballots to include Cheri Strong and two lines for write-ins.

ACTION: Nic will run a report for eligible voting employee members (must be an employee on Aug. 24)

ACTION: Ed will contact Cheri to notify her that she is an official candidate.

ACTION: Nic will do an FAQ about employee elections that will include information about being a write-in candidate.

4. Candidate Qualifications

The group discussed possible changes to elections and candidate qualifications for future election cycles.

- Nic read input on this agenda item from Melanie who could not attend the meeting.
 - o Melanie suggests not having a separate employee election. Instead, all candidates (employees or not) should go through the same application, review and election process on the same timeline.
 - o Melanie would like to see the Nominating Committee focus on developing rigorous policy/guidelines to ensure that candidates are qualified. It is important that the livelihoods of more than 200

employees, as well as their work environment, be protected from unqualified/wayward board members.

- o Melanie suggests removing bylaw section 5.03b. If an employee seat is open, it should be filled just as any other.
- The group was curious what the process would be if it was decided to move forward with any of these changes and what would the timeline for doing so look like?
- Mary Ella - It is important to speak with both the employees and members about possible changes to the election process.
 - Mary Ella - Adding qualifications could limit good applicants. We've been running elections for many years fine without detailed qualifications.
 - Ed – Because the board is governing a 35 million business, candidates with adequate qualifications are important.
 - James – Keep the minimum qualifications as they are and add a preferred qualifications section.
 - Nic – Suggested adding a section to the application that would request the applicant to write about their experience in categories provided by us (i.e. Please tell us about your experience: We are looking for someone who has experience on other board of directors, financial background, working at a Co-op, working at a grocery store, etc..).
 - James – Perhaps rework the application to look more like a job application with minimum qualifications (general) and preferred qualifications (i.e. been a member of the co-op for 3 years).
 - Nic - Likes James idea about revising the application to look like a job description with min. qualifications as stated in BPM and bylaws and then update the bylaws with any preferred qualifications that are created.
 - Mary Ella - Interested in reviewing/updating the application to keep the board diverse.
 - Mary Ella – Wants to include members in this decision process.

The group decided to hold an additional meeting on November 9, 6-7:30pm at the Ten Pin Building.

- Agenda Items for the November 9 meeting will include:
 - o How many employees have seats?
 - o Do employees have their own election or run with the general election?
 - o Application revamp/preferred qualifications

ACTION: Emily will distribute a copy of the application to the board and managers prior to the Nov. 9 meeting for review and to assist with brainstorming possible changes/updates.

5. Movie Night Election Kick-off

- Nic reported that the Member Action Committee met this week and was interested in showing the film, Grazers, at the October 2 movie night. The group discussed other movie options and decided to instead show the film, Ingredients.

ACTION: Nic will preview Ingredients to confirm that it is appropriate to show.

6. Next Agenda Items - Next meeting is August 24, 2017 6-7:30pm

- Counting employee votes
- Reviewing general election ballots
- Discuss board orientation
- Movie Night preparation

7. Meeting Adjourns

Meeting adjourned at 7:33pm by consensus

Minutes by Emily Walter