



Board of Directors Monthly Meeting

March 18, 2025 5:45 pm

Virtual via Zoom

<https://us02web.zoom.us/j/88185995076?pwd=ZddvXCAu0Gm7gqX3lbWb0RMpbrlXSq.1>

La Montañita Food Co-op (LMFC) Business

LMFC Board Policy Manual - E1 – Ends Statement

La Montañita is a thriving cooperatively owned business where people can buy great food, knowing their purchases make a difference. We will:

- Make healthy food and goods accessible.
- Promote environmental sustainability in our practices and products.
- Champion local food systems.
- Create a workplace based on dignity, opportunity, and fair compensation
- Welcome and celebrate our whole community.

LMFC Board Policy Manual - B1 - Our Cooperative Governance Commitment

The Board of Directors will govern in a way that

1. emphasizes future vision,
2. emphasizes initiative and strategic leadership,
3. provides clear distinctions of BOD and General Management roles,
4. empowers and holds accountable General Management, and
5. deliberates in many voices but governs in one voice.

MUTUAL AGREEMENTS

1. I use “I” statements when speaking.
2. I use verbal and nonverbal communications to make others feel safe to express themselves.
3. I come to the meeting prepared or be prepared to abstain from voting.
4. I see and respect others’ skills and the value they bring.
5. I maintain a willingness to learn from others.
6. Step up, step back. (Share what you have to say and yield the floor.)
7. I realize what I share is my perception and every person has a right to their own perception that is valid to them.
8. I will support the decisions once made and not speak against them outside the process.
9. Be conscious of intent vs. impact - no matter your intention, you’re responsible for your impact.
10. From the CODE OF CONDUCT: We conduct ourselves ethically, responsibly, and in a business-like manner, including the proper use of authority and appropriate decorum.



Time	Description	Documents	Outcome	Responsibility
5:45-5:55	Open Meeting <ul style="list-style-type: none"> • Check in • Approve agenda • Approve minutes 	Agenda Feb. Minutes	Ready to work Vote	Board President
5:55-6:05	Member comments		Listen/Understand/Discuss	Board President
6:05-6:15	GM Update		Listen/Understand/Discuss	GM
6:15-6:35	GM Monitoring: Staff Treatment (L2)	GM Report	Listen/Understand/Discuss	GM
6:35-6:45	Acceptance of GM Report		Vote	Board President
6:45-6:50	Break			
6:50-7:00	Report from Finance Committee Annual Financial Review and Patronage Dividend	Annual Financial Review	Listen/Understand/Discuss Vote	Finance Committee Vice-Chair
7:00-7:20	Avanyu Plaza Investment Package	Avanyu Plaza Investment Package	Listen/Understand/Discuss	GM
7:20-7:30	Report from Membership Engagement Committee		Listen/Understand/Discuss	ME Committee Chair
7:30-7:40	Report from Board Elections, Nominations, and Development Committee		Listen/Understand/Discuss	BEND Committee Chair
7:40-7:45	A Look Ahead: <ul style="list-style-type: none"> - CCMA Attendance - Review tasks/assignments - Mtg schedule for next month - Agenda items for next month 	Board Calendar	Plan	Board President
7:45	Adjourn Meeting			Board President