



Board Meeting Agenda

January 8, 2025

6:00 p.m.

Zoom Meeting Link:

<https://zoom.us/j/95238416631?pwd=bEVXSy9jNCtOUVl1R2Z1NEZTWlJqdz09>

Meeting ID: 952 3841 6631. Passcode 475483. Mobile 1-253-215-8782

Directors expected to attend: Mark Gibbs, Joanna Wnorowski, Erica Thompson, Jennifer Gibbs, Bob Kaplan, Ernesto Soto and Kathryn Kavanagh. **Others expected to attend:** Nick Hardee, General Manager, Abby Lazerow, Board Administrator.

Facilitator: Erica Thompson Timekeeper: Ernesto Soto

ITEM #	MIN	ITEM DESCRIPTION	PERSON	TYPE
1.	3	Land Acknowledgement	Joanna Wnorowski	Info
2.	3	Positive Affirmation	Ernesto Soto	Info
3.	10	Owners Forum	Erica Thompson	Discussion
4.	5	Announcements and Opportunities: January Employee Holiday Party at ScienceWorks	Erica Thompson	Discussion
5.	3	Agenda Review	Erica Thompson	Action
6.	3	Consent Agenda: <ul style="list-style-type: none"> • Board Meeting Minutes, 11-13-24 • Board Finance Report, 10-24 	Erica Thompson	Action

		<ul style="list-style-type: none"> Board Attendance and Participation Policy, 1-2025 		
7.	30	2025 Board Short-Term and Long- Term Goals	Joanna Wnorowski	Discussion/Action
8.	10	Review of Board Retreat Agreements	Ernesto Soto	Discussion/Action
9.	10	Meeting Break		
10.	5	Review of Upcoming GM Evaluation Process	Abby Lazerow	Discussion
11.	5	EDI Committee Report	Erica Thompson	Discussion
12.	5	AFC Gives Report	Bob Kaplan	Discussion
13.	15	Treasurer's Report; Approval of Board, AFC and Store CapEx Budgets; Board Resolution for 401k Switch	Mark Gibbs	Discussion/Action
14.	10	GM Report	Nick Hardee	Discussion
15.	5	Action Items	Abby Lazerow	Discussion
		Total Minutes 132		

Expected running time for the meeting is two hours and 22 minutes