



Mariposa Food Co-op

# BOARD MEETING 08.03

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03 August 2021 / 6:30 PM / ZOOM

## ATTENDEES

**Board Members:** Tiernan Alexander (Convener), Lorelle Becton, Vera Foronda, LaToya Johnson (Secretary), Rachel Reed, Aaron Spence, and Meaghan Washington

**Staff:** Aj Hess (General Manager/GM) and Majal Logan (Admin Assistant/AA)

**Guests:** Hether Frayer (Columinate consultant)

**Absent:** Rodney Sheppard (Treasurer), Emily Casey, and Dondi Henderson

## NOTES

**The meeting began with a check-in about requirements for the meeting space.**

**The July minutes were approved.**

**Emily Casey was voted in as a board member.**

### **Ends Statements:**

There was a review of the votes for the ends statements. The GM questioned the attainability of those ends. The Convener opened the floor for discussion. The Convener recalled that the CBLD model left space for the GM to provide the interpretation. For example, there is already a policy for providing a democratic workplace so the response for the end would just refer back to the policy. **Thus, Aj suggested bringing HF back into the conversation to address synthesis and MFW, VF, and the Convener are to work on another round of edits to resend to the board.**

### **GM Evaluation:**

The board has prepared feedback on the GM's performance to be discussed at the next executive session. **A Request for Proposal regarding compensation is to be submitted by the next meeting for which HF is to provide an example.**

### **B4 Policy Subsets:**

The Convener moved to remove B4.3 from the policy register, which was seconded by LB and resulted in 6 approvals and 1 opposition by MFW.

The Convener moved to modify B4.4 and all sub-policies to read: Fail to engage the cooperative's membership by encouraging, responding to, and being supportive of member ideas, innovations, and initiatives to the extent practicable. The motion was seconded by MFW and approved unanimously.

### **B5 Policies**

The decreased customer count has resulted in non-compliance. The B5 policies were accepted with an acknowledgement of non-compliance.

### **B6**

As the GM reported that there is an equity audit underway as well as union negotiations that impact policy, they suggested that the survey be placed on hold and that the board contrast policy governance with other co-ops that have a union for comparisons. Aj is to report back when there is more information to update B6. In future, short surveys are to be conducted more regularly for purposes of accuracy. Also, turnover is currently at 43% versus the subsector's 56% range.

MFW motioned to remove B6.8, which was seconded by the Convener and resulted in a unanimous approval.

### **Final Announcements:**

On September 30th, there will be an open house to be combined with a member meeting and EG is to be in contact. There will also be photos taken at the next board meeting.

The next executive session will take place on August 17th at 6:30 pm.

The next board meeting is to take place on September 14th at 6:30pm in observance of Rosh Hashanah and the Convener is to update the board on the change of schedule.

The Convener moved to have DH removed from the board and the motion was seconded by MFW and approved unanimously.