**Mariposa Board Meeting August 6, 2018 - 6:30 PM to 9:00 PM
Location**: The Cedar Works, 4919 Pentridge St, Philadelphia, PA 19143

**In Attendance:**
Nidhi Krishen, Convener

Rachelle Faroul, Vice Convener

Kaila Pedersen, Secretary

Hannah Jo King, Treasurer

Clayton Ruley, At-Large Delegate

Liz Gross, Staff At-Large Delegate

Meg Carrol, Staff Delegate

Michaela Holmes, At-Large Delegate

Nancy Geryk, At-Large Delegate

Aj Hess, Transitional General Manager

Tyneisha Bowens, Wellness Manager

Elise Greenberg, Owner Services Coordinator

Meaghan Washington, Marketing Manager

Zack Connor, Administrative Assistant to the General Manager

**Absent:**

Shanice Solomon, FJAR Delegate

Alison Miner, At-Large Delegate

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| **Action Items** |
| * The Board accepted B6 monitoring report with acknowledgment of noncompliance
* The Board approved the Strategic Planning Committee’s proposal
	+ The committee will put together a proposed calendar of priorities
	+ The committee will plan a half day retreat for the purpose of discussing priorities of strategic plan, so they can take these ideas & develop a strategic plan on their own
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| **Item** | **Discussion** | **Actions** |
| **1.** | **Check-in -** |  |
| **2.**  | **Retreat feedback**-Michaela brought up the lack of time spent on specific subjects (strategy); brought up the idea of doing 2 half days in future?-Kaila appreciated a focus on past, present, future-AJ made a point that having Ari facilitate as a former Board member puts them in an awkward position-Michaela noted good pacing & conversational tone |  |
| **3.** | **CCMA**-Hannah Jo, Meg, Tyneisha, AJ attended-Hannah Jo shared google drive of materials used at the conference-Hannah Jo attended a workshop on board compensation---11% of coops do not do board compensation (Mariposa being one of them)---this could come in the form of a stipend, paying Board members every month, giving discount, childcare, meals during meetings---noted the value associated with having the time to be a Board member without compensation is excluding of those who have to work & have no extra time to be a Board member ---Board members would be more committed & appreciated---increase diversity on the Board, selling point for Board recruitment-Meg seconds Board compensation as a recruitment piece-Meg attended a study on Seattle’s Central Coop---impact survey/study on benefits of shopping at coop & how it was connected to benefitting Washington state as a whole (ex. How much they paid farmers & its impact)-AJ attended workshops on strategic planning & board diversity---Mariposa is very different than other coops in the sense that other coops don’t uphold their values---Mariposa can provide leadership in national coop movement-Tyneisha (Wellness Manager) agreed with filling in a leadership role ---Most Boards (including NCG’s Board) consists of older, white men - not diverse---Workshops not geared towards living cooperative principles of addressing racism, gentrification, lgtbq rights---Mariposa should also be trying to be planning these events, not just participating---Use our knowledge & power more to help other coops---Bring the coop movement back to more radical, more community-oriented-Nidhi asked a clarifying question if Mariposa was an outlier in terms of being in a diverse, urban community-AJ, Tyneisha, Meg - not the only urban coop & not only coop in diverse communities-Hannah Jo noted the story of PCC Seattle - a lot of money there, no consciousness around it, promoting gentrification-Tyneisha pointed out the agenda of pushing people to shop at the coop, but not pushing people to be members |  |
| **4.** | **B6 Monitoring - Staff Treatment & Compensation**-Kaila - concerning operational definitions & data, things that can be brought to HR manager - what is happening now with no HR manager?-AJ is filling in as HR manager---there’s been 6 or 7 phone interviews, 1 strong candidate ---noted divide of candidates having strong alignment with values without the experience or really strong experience without that alignment---in interviews, there’s been an emphasis on white privilege---PCOMM is handling grievances---Nidhi asks if there is a timeline for hiring---AJ noted when we feel good about, most likely going to offer to one strong candidate---Interview team (PCOMM & Meg) reached consensus on hiring this person-Kaila inquired about B6.2 specifically within regards to an attendance policy ---one single policy will be written or supervisors will write policy & approve?---an attendance policy was created by SCDC, but not approved by staff---not consistent throughout all staff---since each department differs in its needs, it is up to supervisors to implement a policy that works for their department---supervisors will write attendance policy & use consensus to approve-Regarding the all staff survey, Hannah Jo asks about questions that are out of compliance-AJ notes survey was done at a specific time (staff members organized petition for GM hiring process)-AJ believes we should do it more frequently with smaller amount of questions-Michaela asks now having done it for 3 years, are there some areas of noncompliant that are more important?---AJ notes inconsistencies---wants more development with committees (how they communicate & how they engage with staff)---the section on diversity improved---compensation is higher than most coops---important to further strengthen Personnel committee & SCDC---regarding the question on communication on policy changes, that response has dropped-AJ - B+ is what we’re shooting for, not so much 95% satisfaction because that’s unrealistic-CDS aims for 70% satisfaction; AJ wants to aim for 75% - 80% satisfaction-Michaela asks if there are any other struggles & if thinking has evolved in scope of workplace democracy?-AJ notes most things take a bit longer, doesn’t mean things should change in terms of structure---clearly define what people’s jobs are - supervisors & attendance policy---communication should be better (ex. Rebranding - staff wanted input)---more face-to-face, all staff meeting on security (so much input - best staff meeting we had)-Hannah Jo - emphasized that out of 42 staff members, response rate for this year’s 28 - not all staff members are represented-AJ does not want to make the survey mandatory, but communicate the importance survey-Tyneisha discussed supervisors setting time aside in schedules for checking email -Nidhi asks if there is a plan for compliance in terms of attendance policy; likely to have attendance policy by end of the year?-AJ notes the Board cannot force operational policies, but can request reports from GM-AJ will report back in 2 months on progress of attendance policy-The Board went through the decision tree for acting on internal monitoring reports from transitional general manager-The Board accepted B6 monitoring report with acknowledgment of noncompliance | The Board accepted B6 monitoring report with acknowledgment of noncompliance |
| **5.** | **NCG Membership Executive Session**Michaela makes motions to go into an executive session regarding NCG membership, Meg seconds, unanimously approved |  |
| **6.** | **Committees**-Michaela wants clear expectation for hiring committee - looking for recommendation, time frame-Hannah Jo puts forth a proposal from Strategic Planning Committee:---Can this committee put together a proposed calendar of priorities?---Can this committee plan a half day retreat for the purpose of discussing priorities of strategic plan, so they can take these ideas & develop a strategic plan on their own?-The Board approves both parts of the proposal | The Board approved the Strategic Planning Committee’s proposal |
| **7.** | **GM Hiring Executive Session**The Board went into an executive session without AJ |  |
| **8.** | **Check-out** |  |