**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** |  |