



Board of Delegates Meeting Minutes

Date: 02.07.2023

Time: 6:30pm - 9:00pm

Location: Online

Board Attendees: Meaghan (Convener), Lorelle, Torrie, Tiernan, Elaine, Jordan, Salina and Vera

In Absentia: Aaron (Vice Convener)

Staff Members: Aj (CEO) and Meg (HR)

Total member-owners: 30

Meaghan made a motion to call a meeting to order. 2nd By Elaine. 6:36pm

Welcome & Check-ins (requested via chat) 10 Minutes 6:30 PM - 6:40 PM

Meeting Norms (Read by Meaghan) 3 Minutes 6:40 PM - 6:43 PM

- Meeting Norms
 - Listen actively and communicate respectfully
 - Be considerate of people's time
 - Practice board holism
 - Leave space and create space
 - We care for one another; we are all connected
- [Plus, while meeting virtually...]
- Cameras on for accessibility when possible and when speaking
 - Keep muted unless you are talking

Read Mariposa Ends Statement (Read by Meaghan) 2 Minutes 6:43 PM - 6:45 PM

Mariposa Food Co-op is a consumer-owned cooperative that provides a balance of intentionally sourced and affordably priced food, and other products. Mariposa Food Co-op cultivates an abundant food system that nourishes a healthy community through a thriving, equitable economy while fostering the health of the earth.

Review of Agenda by Meaghan

Meeting Minutes - Approval 15 Minutes 6:45 PM - 7:00 PM
January 2023 Minutes
December 2022 Minutes (Review)

- **Review of edits to January Meeting minutes by Meaghan**
- **Meaghan Motioned to approve January Meeting Minutes. 2nd By Salina. All approved**

- **December Meeting Minutes was brought up. AJ request language be changed to reflect “AJ reviewed financial statements” to instead read “AJ presented B1 – Q3 report, Board approved report and it was in compliance.”**
- **Meaghan Motioned to amend December Meeting Minutes. 2nd By Tiernan. All approved.**
- **AJ brought up “In person” candidates meeting. Meaghan suggested that she and Elaine coordinate this as the Member Meeting committee. Elaine agreed.**

2023 Board Elections

20 Minutes

7:00 PM - 7:20 PM

How can the Board support Owner Services Coordinator

- 4 Vacant Seats (including 1 Staff seat)
- Marcus explained that the timeline is only a little behind for the election process. He agreed to get out first elections email this week that outlines the election process timeline.

Board Request: B6 - Staff Treatment & Compensation Report.

- Board wants to get a survey out to the staff for supportive quantitative data on staff treatment.
- Meg Introduces herself as HR manager. States that she started planning survey for this year already. Says it currently at 68 questions and she's trying to take it down to 50 so that it's not so time consuming for employees and not a deterrent.
 - 70-80% participation in the past
 - It's not mandatory for employees.
 - Staff is compensated for time. It should take about 30 minutes.
 - Hopes to announce the survey between Feb 15-16th.
 - Staff will have from Feb. 24th to March 13th to complete. Final Deadline will be March 15th.
- Discussion regarding updating staff survey policy (B6)
- Request put in for AJ to give B6-report at the next Board meeting.

CEO Reports

20 Minutes

7:20 PM - 7:40 PM

B7 - Communications to the Board – Review and presented by AJ.

- Discussion of how information is disseminated to the board.
- Meaghan reviews the decision tree as it pertains to the B7 report.
 - **Report has been accepted as IN COMPLIANCE.**

B8 - Board Logistical Support - Reviewed and presented by AJ.

- Discussion of board binder at the front desk containing meeting minutes and by-laws
- Meaghan reviews the decision tree as it pertains to the B8 report.
 - **Report has been accepted as IN COMPLIANCE.**

BREAK: Meaghan asked Board to forgo break due to time restraints; board members concurred

Community Engagement Committee Update

10 Minutes

7:50 PM - 8:00 PM

Updates

- Thank you to Salina and Marcus for support.
- Question raised regarding hiring a new marketing coordinator.

- Salina mentioned we are not currently for that position and in fact she will be absorbing some of their responsibilities. Will get back to the committee after speaking with AJ this week.
- Meaghan motions to go into executive session at 8:01pm. 2nd From Tiernan. All approved.

Executive Session
Personnel Matters

60 Minutes

8:00 PM - 9:00 PM