

Date: 08/02/22 **Convene Time:** 6:30pm - 9:00pm **Location:** Online

Attendees

Lorelle Becton, Vera Foronda, Elaine Fultz, Aj Hess (Cooperative Executive Officer/CEO), LaToya Johnson (Treasurer), Jordan Rock, Salina Vinson, and Meaghan Washington (Convener), Tiernan Alexander

In Absentia: Ian Snyder (Secretary), Aaron Spence (Vice Convener)

Guests: Hether frayer (Columinate), Hynea Redd (Marketing Coordinator)

Meaghan moved to call to order at 6:40 Salina 2nd and all said yes

July meeting minutes review.

EF asks about notes from the CEO from last year's retreat, Aj did not send yet but offered to do it now. The notes state which policies were finalized at the retreat.

MFW moves to approve July 2022 minutes with the understanding that Aj will pass on the notes from the retreat regarding the C policies in August. Vera 2nd the motion and all approved except one who was not in attendance last month.

Hyena (she/her) marketing coordinator at the Coop in role for 3 months. Happy to be here.

Aj explained the simple IRA planned for the non-bargaining members of the staff. It is similar to a 401k but less expensive. Board approval is not required but Aj thought it would be prudent to read it into the minutes since it is a taxable item. (Very exciting.)

MFW asks Hether about how to write this item into the minutes - since it is just an FYI not a board vote. Hether advises how to add the wording into the consent agenda. Elaine says "noted without objection."

Let the record show that it is noted without objection that the CEO implemented a simple IRA for the non-bargaining staff of the coop.

C Policy monitoring - c policies have been shared with folks and MFW wants to create space for board to discuss, question, review. Then she will present a way for us to ensure as a board that we are monitoring ourselves as we attend these meetings.

The C Global was unchanged - MFW read the global policy and reviewed a survey that was created in order to help the board monitor itself. Hether mentioned that her board makes each policy into a word doc and folks could make comments on it. As a new board member, Elaine does not feel qualified to review the board in this way. MW replies that the comment about "I don't know what it means" or any other feedback that can help improve the policy or if we just need to revisit the policy.

Administering the survey is the job of the secretary - Our secretary Ian is experiencing a job conflict with this meeting for the time being so they may not be able to administer this survey, so MFW is asking if someone else could be responsible for sending out the survey monthly.

MFW can walk anyone through sending it out. Jordan volunteered to send out the survey but thinks it should be quarterly. MFW and Jordan will work together to segment the survey into equal sized chunks. Hether suggested using the board calendar for scheduling this.

Board Retreat - time to get together and review larger issues than we can handle in monthly meetings. Last year we reviewed the policies and reworked the ends. It is usually in the last quarter of the year and in person so we can spend time comfortably. And Hether came out and facilitated so we can get some work done. Hether works with us to figure out what kind of things we want to be working on and she designs the agenda with us and with Aj.

MFW is putting forward time for folks to think about ideas and to save the date.

EF suggested that owner outreach would be a great topic - could look at how this has been done in the past and with what effect, especially since we have gotten some feedback from owners.

JR says not 11/19 and maybe not 12/3, Aj says October might be better operationally, often there are fewer vacations. 10/15 works for some folks, Hether might already be here on the 8th. Tentatively scheduled for 10/15 and will ask others. JR offered to set up a doodle poll after talking to Hether.

Send any retreat ideas to Meaghan.

CEO - B9 report - succession planning. Aj assigned a team as they have in years past since it would be very difficult for a single person to take over that role in an emergency and still do their own job. In an emergency that team would be able to do a reduced version of the CEOs job. The new group would include Meg, Salina and Amira. The report also includes an explanation of why those folks were chosen. The board would be responsible to enact this plan if necessary for an interim period while looking for a new GM/CEO. Report is in compliance as all 3 have agreed to 60 days or more to be in that role.

EF asks who is in charge if the 3 are working as a team? Do they have to agree on a big decision? The board could name a specific person to be "in charge" but Aj sees it as each person would make

decisions on their own area of the coop and they would come together as a team for decisions that needed all of them.

MFW reviews the decision tree - the report has been accepted by the board as being in compliance!

Aj's FYI - update on the walkin cooler. Lost about \$20k but should get most if not all of that back from insurance. A cool thing - last week was first labor/union management meeting. This is a space to come together and talk about any issues that come up (not contract stuff) talked about security issues union rep and CEO chair together. It was very positive in terms of being something everyone has been working towards. Will continue to meet monthly for the time being and then quarterly or as needed.

Board transparency - we spoke this month in an extra meeting about sharing the meeting minutes in a more formal way and perhaps posting the meeting times somewhere at the coop or online or in social media. How can we be more present and available to the owners. Could send something out in the newsletter following a board meeting the newsletter could have a link back to the minutes. And in the newsletter prior to the meeting it could have a reminder of how to join. How could we have more of a presence? Used to have more tabling and other events. JR suggests that the board could also have our info on Instagram occasionally or link in the bio to the board meeting minutes. By having photos of us on the insta it personalizes us and makes folks maybe more likely to follow a link to more information. We could ask for the marketing director and owner services folks to include some of these ideas in a proposal from them back to the board for approval. Rather than a directive. EW, TA, and MFW all agreed with Ajs approach to asking for a plan from those staff members.

MFW makes a motion to go into executive session Salina 2nd and all agreed.