

Onion River Co-op/City Market

Board of Directors Meeting
Remote Teams Conference*
February 15, 2020

Board Attendance:

Faye Mack (she/her), Board Member, President
Eric Boehm (he/him), Board Member, Vice President
Jim Rudolph (he/him), Treasurer
Rubin Jennings (he/him), Board Member
Meaghan Diffenderfer (she/her), Board Member
Joanna Grossman (she/her), Board Member
Jody Landon (she/her), Board Member
Kristina Sweet (she/her), Board Member
Caroline Keller (she/her), Board Member

Absent:

None.

Also in attendance:

Michael Healy (he/him), Board Facilitator
Kiersten Hallquist (she/her), Member & Board Minutes-Taker
John Tashiro (he/him), General Manager
Madelyn Cataford (she/her), Director of Finance & IT
Mae Quilty (she/her), Assistant Director of Community Engagement
Theo Kovaleff (he/him), Assistant Director of IT
Caroline Aubry (she/her), Membership Manager
Eric Jacobson, Hunger Mt Co-op Rep
Sophie Cassel, Member
Lydia Kern, Member
Serrill Flash, Member
Caitlin Halpert, Member
Estefania Puerta, Member
Daniel Kirk, Member

A quorum was established, and the meeting started at 6:02 pm.

Preliminaries

Review Agenda

The agenda was accepted as written.

Review Minutes

The January 25th minutes were accepted as written.

Review Action Items

The Board reviewed the Action Items list, and the four action items were removed.

Open Member Time

Caitlin Halpert shared potential interest in running for the Board.

Dan Kirk, a member, shared their support for Hazard Pay and requested a follow-up from the Board on the amount of PPE City Market Coop is ordering and how it is being distributed. Dan also suggested hosting a Rally for Change (or a similar model) for members to “tip” employees and/or show their support to employees for working during the pandemic with small financial gestures/compensation.

Eric Jacobson, President of the Hunger Mountain Food Co-op, in Montpelier, is in attendance to watch, listen, and learn.

Estefania Puerta also attended to support UE203 hazard pay and adequate PTO for employees who need to quarantine once they have been exposed. Estefania also asked for more transparency in communications. Estefania cited an incident where an Instagram post regarding a weekend closure received a number of comments in support of hazard pay; comments were turned off the following day and removed.

Lydia Kern also called in support of the Union’s requests: hazard pay, adequate PTO, and lowering capacity in the stores to further limit exposure. Lydia suggested salary cuts across the board, to include leadership.

Serrill Flash, long-time member, he/him pronouns and has attended Board meetings for the past 15 years. He shared his ongoing appreciation for the Board’s work.

Sophie Cassel, paid-in-full member, and former City Market employee, called in to support the Union requests for hazard pay for the City Market employees. Sophie shared City Market has taken many great steps to keep people safe but shared more could be done to support workers – “more worker-focused in addition to being member-focused.”

Elect Board Officers

Faye presented an overview of Board Officer roles and the election process.

Board Members considered if they would like to run and came prepared to vote. Eric shared interest in running as Board President. Joanna shared interest in running for Board Vice President. Kristina and Rubin both shared interest in Board Secretary. Caroline K. shared interest in Board Treasurer.

The Board voted to approve Eric as President, Joanna as Vice President, and Caroline K. as Treasurer for the next year.

Rubin and Kristina both shared why they are personally interested in the Board Secretary position and skills they would bring to the position. The Board made their final votes for Board Secretary via email vote to John.

The Board voted to approve Rubin as the Board Secretary for the next year.

Discussion about Board Perpetuation Committee Charter Development

Joanna presented an update regarding the next steps of the Board Perpetuation work and the committee plan under development. Joanna, Eric, John, Michael, and Faye had questions arise during their first attempts to draft a committee charter and brought the questions to the Board for further discussion. Discussion topics included but were not limited to length of committee term, charter term, and the committee's decision-making process and structure.

GM Reporting

Monthly GM Update

John presented the GM Monthly Update report to the Board. John provided a brief follow-up regarding the recent positive COVID-19 case in the Downtown store and the decision to close Saturday/13th and Sunday/14th due to customer service concerns and not by safety concerns. Driven by the impacts of the close contact tracing and protocols, the Downtown store wanted to ensure sufficient customer service was available for opening to the public.

John invited Mae to provide the Board with some updates regarding the Seedling Grant Ceremony. The Ceremony will be hosted virtually, Friday March 26. Mae will provide additional details and updates at the March Board Meeting.

The Board shared personal observations and asked clarifying questions.

B6: Emergency General Manager Succession

John Shared the B6: Emergency General Manager Succession Report with the Board.

The Board shared personal observations and asked clarifying questions. John had noted noncompliance in the report; however, this was confirmed simply as a typo in the report; the report stated compliance.

The Board reached consensus that the interpretation and the data were sufficient and demonstrated compliance with the policy. The Board accepted the report demonstrating compliance with the policy.

- Half-time Stretch -

Board Photo

Spring Retreat Planning

Faye presented a memo regarding options for a Spring retreat. The Board then discussed the provided options and discussed next steps. The majority of the Board preferred a half-day retreat.

The Board also shared possible valuable discussion topics including Board norms, supporting staff, and team building.

Future Planning

Open Board Time

Meaghan echoed concerns regarding comments recently being shut down on social media, exploring how trust can be maintained with the community and the importance of continuing to listen to the members.

John shared appreciation for Faye's three years of service as Board President, especially during the recent uniquely challenging past year. John also shared appreciation for Jim's service as the Treasurer.

Member Comment

Faye plans to follow-up with Members who attended the meeting today. Faye also shared they've also fielded some emails regarding similar thoughts and concerns shared during Open Member Time.

Faye also invited Eric to provide any feedback he might have after sitting in on the meeting, and invited Caitlin to reach out with any questions, as Caitlin explores Board work and potentially running in the future.

Review Board Calendar

The Board did not have any calendar updates.

NFCA Annual Meeting

Faye shared the Neighboring Food Coop Association (NFCA) annual meeting will occur on March 20th. Faye encouraged Board Members to attend, if they are able as it's a great way to connect with other cooperative folks in the Northeast and New York region. Faye currently serves as the NFCA Board President.

Wrap Up/Meeting Evaluation

The Board shared appreciation for how they are starting to really grasp the remote meeting process and features.

Executive Session

The Board moved into Executive Session at 8:09 PM to discuss financial statements. The Board came out of Executive Session at 8:46 PM.

Adjourn

The Board adjourned at 8:50 PM.

Action Items

February 2020

Faye will follow-up with the Members who attended in support of the Union requests with a formal Board response.

January 2021

Joanna will draft a Board Perpetuation Committee charter to bring to the Board for review at a future Board meeting (to revisit each meeting until project close).