

## **Onion River Co-op/City Market**

Board of Directors Meeting

June 22, 2015

### **Board Attendance:**

Molly O'Brien, Board Member, President

Julia Curry, Board Member, Vice President

Brian Guy, Board Member

Joanna Grossman, Board Member

Rachel Jolly, Board Member

Allison Searson, Board Member

Wayne Warnken, Board Member (participating by phone briefly)

Charles Baldrige, Board Member, Treasurer

### **Absent:**

Faye Conte, Board Member, Secretary

### **Also in attendance:**

Michael Healy, Board Facilitator

Pat Burns, General Manager

Jennifer Kennelly, Director of Finance

Allison Weinhagen, Director of Community Engagement

Liz Dykes, Membership & Board of Directors Coordinator

John Tashiro, Member, incoming General Manager

Serrill Flash, Member

Julian Hackney, Member

Tessa Anderson, Member

Jay Catalano, Member

Elizabeth Nikazmerad, Member

Rachel Naumann, Member

Paulette Salfen, Member

Mickael Cham, Member

John Godfrey, Member

Jim Ramey, Member

John MacLean, Member

Amanda Sheppard, Member

Karen Porter, Member

Scott McCormick, Member

Steve Ramey, Member

Jess Fuller, Member

Amanda Calder, Member

Max Bronstein-Paritz, Member

Senowa Mize-Fox, Member

Olivia Jordan, Member

Dawn Dee Aiken, Member

Adrienne Lueders-Dumont, Member  
Nate Getzow, Member

A quorum was established and the meeting started at 6:00.

## **Preliminaries**

### Review Agenda

The Board adjusted the agenda to include a conversation about Board Officers and an Executive Session. The minutes of the June 15 were shared with the Board to approve during that section of the agenda. Open Member Time Feedback was added in under the “Future Planning” section.

### Review Minutes

The May 18 minutes were accepted as written.

### Review Follow-Up Items

Several completed items were removed from the May follow-up list.

## **Open Member Time**

Elizabeth Nikazmerad spoke to the Board about her work in the Co-op’s Produce Department and her views on the livable wage. She shared 1,049 petition signatures and over 60 photo petitions with the Board, as well as other stories and articles about livable wage. Liz asked the Board to support fair and equitable conditions of employment at the Co-op.

Tessa Anderson spoke to the Board about her work, also in the Co-op’s Produce Department. Tessa encouraged the Board to read through the stories in the newsletter that Liz shared. Tessa offered up a statement of union solidarity for the Board’s consideration.

Paulette Salfen shared with the Board her love of the Co-op and what she’s learned from the Co-op’s staff. Paulette indicated that she has talked to 45 Members in the last five days who, like her, would be willing to give up their Patronage Refund check toward Co-op wages.

Olivia Jordan, a cashier at the Co-op, shared her thoughts on employees at the Co-op who use EBT.

Mickael Cham, a Co-op Member, shared his thoughts on the Co-op’s wage rates with the Board.

Scott McCormick, a former Co-op Produce Department employee, shared with the Board his feelings on livable wage. He shared that he loved his work here and would like to come back after working at Stoney Loam Farm.

Senowa Mize-Fox, a head cashier at the Co-op, shared that it would be difficult to pay rent and student loans without assistance from her parents. She shared her enjoyment of her job and her interest in making a livable wage.

Amanda Calder, a Co-op Member, shared that she feels that City Market could play a leadership role in paying livable wage. She feels that Members would support it.

Amanda Sheppard, President of Local 4802, shared that she's here in solidarity with the Co-op's union in support of livable wage. She hopes to see City Market champion the livable wage and move it forward.

## **Board Education**

### CCMA Summary

Charles and Julia shared their experiences at CCMA in Boise. Charles attended a break out session on social media. Charles and Julia helped present on a session about hiring a General Manager. Charles said that he talked to people from a lot of Co-ops that have recently hired a new GM or expect to have a GM vacancy soon. Charles also talked to people from a few Co-ops who had also recently hired a GM who either didn't have Co-op or operational experience.

### Webinar: Starting off Right with the New GM

Molly asked the Board about what they noticed in reading or watching the webinar - what should the Board put into practice and what they already do.

Rachel talked about her interest in continuing the open process that was started with the hiring process. Joanna looks forward to meeting with the GM in smaller groups of Board Members. Brian feels like the overlap with John and Pat was helpful, but was not mentioned in the webinar. Board Members are looking forward to checking in with John to make sure he asks for feedback and assistance at each Board meeting, or as needed. The Board discussed making sure that they share clear expectations with John and that he has clear expectations of the Board.

The Board discussed having communications twice in the yearly calendar, as mentioned in the webinar. Board Members discussed having genuine, candid conversations every month and/or informal out of Board meeting times, rather than only including twice annual policy discussions.

John shared three items of feedback: 1) explicit expectations both ways would be helpful especially with all of the changes we have planned, 2) giving consideration to the frequency of meetings--monthly Board meetings are preferable over once or twice/year check-ins. He would appreciate the space to do a check-in at Board meetings that's not just around specific Board reporting. 3) continuing with individual time; John has been meeting one on one with Board Members and has discussed the idea of having individual sessions with the Board President going forward. He's certainly open to meeting in smaller groups and tapping into Board Member's expertise. As things come up, this might be a good way to get a feel for what Board Members are thinking about and any changes that are coming up.

The Board decided to add some time to each monthly Board meeting agenda to have a check-in conversation with the GM, separate from the monthly reporting and updates.

### **Filling Board Vacancy**

Molly shared that during this month's Board agenda planning meeting, the group thought it might be best to leave her seat vacant and let it be filled during the normal Board election cycle. Julia added that since the Board hasn't gotten to the point where they have a pool of interested and qualified Board candidates, this seems like the best course of action. This appointment would also be for a very short period of time, about five months if the Board appointed a candidate in July, at a time when there are some significant transitions occurring.

After some discussion, the Board decided to support this approach.

### **Board Officers**

The Board decided to elect Julia as President, Faye as Vice President, and Rachel as Secretary, with Charles remaining as Treasurer.

### **GM Update**

John shared that his first three weeks have been going smoothly. He gave some specific examples of how things have been working and how he's been getting to know and interact with the leadership team, managers, staff and Members.

### **GM Reporting**

#### Monthly GM Update

Pat presented this report to the Board and reviewed some of the highlights. The Board noted some items of interest in the report.

#### B9: Membership

The Board reviewed the B9 report and asked several questions about details within the report. The Board discussed an interest in continuing to review and update B9.4 as it relates to diversity. The Board accepted the B9 report as demonstrating compliance with policy.

### **Board Monitoring**

#### C3: Monitoring Manager Performance

Charles reviewed C3 and reported compliance. The Board had some discussion about the policy and was in agreement with Charles's determination of compliance.

### **Future Planning**

#### Open Member Response

Molly expressed thanks for the union and community members attending the Board meeting. The Board discussed how best to summarize any requests from the visitors. Board Members heard a request to support a specific statement read by Tessa Anderson to support livable wage for Co-op employees as well as several visitors requesting that the Board support Burlington's livable wage ordinance. Board Members noted that Ms. Anderson's request for statement support did not specify the definition of livable wage.

The Board had a robust discussion about these requests and decided that they were operational in nature as they're part of the contract negotiations process that has been delegated to the General

Manager. Board Members expressed interest in acknowledging the well-organized and respectful presentation that staff and community members made during Open Member Time. Board Members also discussed interest in learning more about livable wages and the Burlington livable wage ordinance as a future agenda item. Julia will craft a response and share with Board members before it's sent.

#### Board Education Plan

The Board reviewed the draft plan included in the Board packet. Julia indicated that she will update the draft in a month or two and work with John to provide an updated draft to the Board.

#### Transitions

Molly and the Board expressed their gratitude for Pat and his leadership at the Co-op.

Julia and the Board shared gratitude for Molly's work on the Board and as Board President.

#### Review Board Calendar

The Board discussed changes to be made to the Board Calendar.

#### **Wrap Up**

Board Members shared what they liked or didn't like about the night's meeting.

#### **Executive Session**

The Board moved into Executive Session at 8:54pm to discuss contract, real estate and personnel matters. The Board came out of Executive Session at 9:54pm.

#### **Adjourn**

The Board adjourned at 9:54pm.

#### **Action Items**

**John** will update the Board calendar based on the Future Planning discussion.

**Julia** will work with **Faye** to place an item on another agenda to decide where in the Policy Register to specify the Board Election process.

**Faye, Wayne, Joanna, and Julia** will meet in July and bring a draft Board Election Committee Charter for the August Board Meeting.

**Julia** will add "parking lot review" to a future agenda.

**Julia** will add B9.4 discussion to a future agenda item.

**Julia** will add a strategic conversation about livable wage to a future agenda item.

**Julia** will create a draft Board Education Plan to share at a future Board meeting.

**Julia** will draft a response to tonight's Board visitors and Board Members will provide feedback to her in a timely fashion.