

Onion River Co-op/City Market

Board of Directors Meeting

In Person, South End Community Room

March 25, 2024

Board Attendance:

Kristina Sweet (she/her), Board Member, President

Jody Landon (she/her), Board Member, Treasurer

Sam Werbel (he/him), Board Member, Vice President

Myle Barr (she/her), Board Member

Mitch Manacek (he/him), Board Member

Brian Tobin (he/him), Board Member

Jen Savas, Board Member

Shannon Kilpatrick (she/her), Board Member (*FYI: Arrived at 6:22 PM, so vote tally was 7 at the start of the meeting for early agenda items.*)

Absent:

Rubin Jennings (he/him), Board Member

Also in attendance:

Michael Healy (he/him), Member, Board Meeting Facilitator

Emily O'Hara (she/they/we), Member, Board Meeting Minutes-Taker

John Tashiro (he/him), General Manager

Lauren Jones (she/her), Membership Manager

Kerin E. Stackpole (she/her), PFC Director and CMORC Legal Counsel

Madelyn Cataford (she/her), Director of Finance & IT

Meaghan Diffenderfer (she/her), Co-Chair of Board Perpetuation Committee (Former Board Member, Secretary)

Phil Morin, Co-Chair of Board Perpetuation Committee

Pamela Hunt (she/her), Board Perpetuation Committee Member

Serrill Flash (he/him), Community Member

Preliminaries

A quorum was established, and the meeting started at 6:01 PM.

Review Agenda

Agenda was reviewed and approved as written with 7 supporting votes, 0 abstentions, and 0 dissenting votes. (Kerin Stackpole's section moved up first in the agenda.)

Review Minutes

The Board reviewed the meeting minutes from February 19, 2024 meeting, and the meeting minutes were accepted with the following change/update: Looking for [a] new "Member(s)" on the Board Perpetuation Committee, not "*as chair*".

with 7 supporting votes, 0 abstentions, and 0 dissenting votes.

Review Action Items

The Board reviewed the Action Item list and 3 items were removed (all tasks completed).

Open Member Time

Serrill encouraged more in-person Board meetings.

Understanding Contract Negotiations with Kerin Stackpole Part 2: Contract Details and Q&A

Contract Details:

- Current contract (expiring June 30, 2024) is a mature contract and based on past 20 years of content with various negotiated changes since its inception
- Anticipated focuses are typically the wage band increase/expansion and step progression
- Preparation and communication have been key with the negotiations between union members and management team(s)
- Adjustments have occurred based on learnings such as the shift with negotiations from the evening/night timing to daytime hours
- Logistically, the union and management teams take caucuses throughout the negotiations
- Overall, positive union negotiations history with no occasions requiring mediation and only one grievance case that went to arbitration (disciplinary)

Executive Session – Understanding Contract Negotiations with Kerin Stackpole

The Board moved into Executive Session with Kerin Stackpole at ~6:25 PM. The Executive Board Session with Kerin began at ~6:30 PM and came out of the Executive Session with Kerin at ~6:55 PM. The Board used the time to ask clarifying questions.

Board Perpetuation Committee Presentation

- Surveys of past and current Board Members provided insights about ways to improve the Board application and onboarding processes, including timing and resources
- Suggestions for goals and projects, including Board service demystification, events, etc.
- Recommendations centered on addressing barriers such as equity and accessibility
- Social media and collaboration could be a factor as could year-round vs. election time

~Half-time stretch~

GM Reporting

Monthly GM Update

John presented the GM Update to the Board, highlighting updates regarding February's strong sales figures (including exceeding the budget in the South End), improvements in public safety perception, and eclipse preparations.

The Board shared personal observations and asked clarifying questions.

B7: Customer Service & Value

John presented the B7: Customer Service & Value.

The Board shared personal observations and asked clarifying questions.

The Board found the definitions and interpretations reasonable, there was enough data to determine compliance, and the data demonstrated compliance with the policy. The Board approved the report as demonstrating compliance with the policy, with 8 supporting votes, 0 abstentions, and 0 dissenting votes.

Co-op Seedling Grant Celebration: South End Community Room on Friday, March 29 at 10am

Board Self-Monitoring

D9: Board Terms of Office

Mitch presented his review of D9: Board Terms of Office and shared personal observations.

Mitch found the Board in compliance with the policy, and it fairly and accurately reflects what the Board does, in action.

Annual GM Evaluation Process

Sam shared information on the annual GM Evaluation Process, highlighting an opportunity to create a more formalized charter and committee: Board leaned towards maintaining current informal group structure with the creation of a memo. Potential next step could be a “RACI” (responsible, accountable, consulted, and informed) chart to determine who steers this process.

Board Education and Training

Columinate Webinars & Events

Virtual CBLD 101 Webinar Series on April 20 [full details [here](#)]

CCMA 2024 Annual Meeting

John’s proposal (under the “Steering the Co-op Shift” theme) has been accepted by CCMA, which means that the Board can present and that two attendee registrations can be comped.

Spring Board Retreat

South End Community Room on April 21 [preparation materials will be sent in advance]

Open Board Time

Shannon shared an idea of collaboration with the YMCA as a potential solution to address the childcare barrier to entry raised by some Board Perpetuation Committee survey respondents.

Future Planning

Open Member Time Follow-up

Board will revisit the current balance of virtual and in-person meeting cadence and whether meetings should be recorded.

Review Calendar

Wrap Up

Action Items

Emily presented 4 action items to the Board.

Meeting Evaluation

Interesting dynamic with dual presenters.

Adjourn

The meeting adjourned at 8:51 PM.

Action Items

March 2024

Board Perpetuation Committee Members to prioritize a few items for testing and evaluating potential impact.

Sam will dig into freshening up the memo for the GM Evaluation process.

Kristina will follow up with folks who expressed interest in CCMA.

John will send the CCMA proposal for reference.