

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

Board of Directors Meeting

Virtual, Zoom

April 28, 2025

### **Board Attendance:**

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

Shannon Kilpatrick (she/her), Board Member, Secretary

Kristina Sweet (she/her), Board Member

Brian Tobin (he/him), Board Member

Simon Bird (he/him), Board Member

Mariella Torres (she/her), Board Member, Vice President *Joined after the meeting started hence why some actions only have 5 total supporting votes (despite the 6 Board Members in attendance).*

### **Absent:**

Pamela Hunt (she/her), Board Member

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

### **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

Trish Redalieu (she/her), Director of People & Culture

Serrill Flash, Co-op Member

### **Preliminaries**

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

### Review Agenda

Agenda was reviewed and approved as written with 5 supporting votes, 0 abstentions, and 0 dissenting votes.

### Review Minutes

The Board reviewed the meeting minutes from March 24, 2025 meeting, and the meeting minutes were accepted with 5 supporting votes, 0 abstentions, and 0 dissenting votes.

### Review Action Items

The Board reviewed the Action Item list and 3 items were removed (3 items remain).

### **Open Member Time**

Serrill shared his gratitude for the work of the Board.

### **GM Reporting**

#### Monthly GM Update

John presented the GM Update to the Board, highlighting updates regarding a fully staffed security team and South End store changes (the Pine Street bus stop has been moved closer to the South End store which has resulted in a noticeable uptake in activity at that location; dedicated evening support manager

hired), and a special acknowledgement for Feeding Champlain Valley's work with City Market staff prepping and packing meals for them. Trish shared updates about the People and Culture team including wellness activities, the Joy Squad, and the employee cheese bracket in collaboration with vendors.

The Board shared personal observations and asked clarifying questions.

#### B10: Communication Support for the Board

John presented the B10: Communication Support for the Board.

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 5 supporting votes, 0 abstentions, and 0 dissenting votes.

### **Board Self-Monitoring**

#### D8: Cost of Governance

Shannon presented her review of D8: Cost of Governance and shared personal observations including the potential for increased outreach.

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

#### D7: Trusteeship & Relationship to Members

Simon presented his review of D7: Trusteeship & Relationship to Members and shared personal observations including some discussion about how the Board serves City Market Members.

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

### **Board Education and Training**

#### Columinate Events & Trainings

#### CCMA 2025

Consumer Cooperative Management Association (CCMA) will be held in Duluth, Minnesota from May 29, 2025 to May 31, 2025.

#### Spring Board Retreat (reflection)

Food was great. Board Members held their reflections for the Executive Session.

John shared a reminder of the Saturday May 24th DEI training event for Board Members and to GMs and Board Members of the 7 VT/NH working group.

### **Board Member Appointment Candidates**

Board Members did not have any candidates to share at this time.

### **Open Board Time**

Sam shared an issue about the sequence of "round-up" and bag purchase prompts at check-out raised. This is a known issue and unfortunately, a technical constraint that City Market continues to face.

In response to a question about the Co-op's organizational chart, Kristina referenced the Co-op's website which showed the Senior Team Members that reported directly to the GM and shared how this was helpful and relevant to her (and for new Board Members, too).

### **Future Planning**

#### Open Member Time Follow-up

N/A

#### Review Calendar

Kristina to take C3: Monitoring Manager Performance next month (June 2025 meeting).

### **Wrap Up**

#### Action Items

Emily presented 3 action items to the Board.

#### Meeting Evaluation

Shorter agenda length was beneficial. Potentially revisit this for future meetings.

*~ 10-minute break ~*

### **Executive Session**

The Board moved into Executive Session with the GM at 7:16 PM. The Executive Session covered confidential information discussed at the Spring Board Retreat. The Executive Board Session with the GM concluded at 8:14 PM.

### **Adjourn**

The meeting adjourned at 8:14 PM.

### **Action Items**

#### April 2025

**Sam** and **Mariella** to determine a process for revisiting the D.11 Board Self-Monitoring policy.

**Sam** to add the CCMA selection process to the work plan.

**Mariella** to add a discussion about the possibility of having a Board meeting at the Downtown location to the Board's parking lot list. (This is part of her greater work on the Board's parking lot list process.)