

Durham Co-op Market Board of Directors Minutes

Event: Board Meeting

Date: Wednesday, April 14th, 2020

Location: Online via Zoom

In attendance: Summer Alston, Josh Collier, Elizabeth Figgie (BA), Amelia Freeman-Lynde, Lenore Hill, Davis Hodge (Operations Manager), Kim Ionescu, Varun Singh, Leila Wolfrum (GM), Julian Xie

Absent: Michael Rogers

Meeting called to order: 7:03pm

Agenda Review: No changes.

Team Building Question: Board completed this.

Review & approve minutes from March 10thth, 2021 meeting: No questions or edits.

Motion: I motion to approve the March minutes: Kim

Second: Summer

Ayes: Lenore, Varun, Josh, Julian, Amelia

Nays: None

Abstains: None

FYI Report Q&A: Davis presented the report.

New Hours - The store is preparing to change daily hours next week, and this feels like a turning point. Davis reviewed motivations for the hours changing, including sales, labor, and high-risk hours no longer being necessary. Vaccine access has been pivotal in this change. There are currently no plans to return to a 7am opening time.

New Managers - Davis shared about new managers in the produce and grocery departments, highlighting previous experience and qualifications pertaining to their work at the Co-op. The produce staff are the longer tenured staff in the store, so things are running smoothly. Davis reviewed criteria during hires, especially store values.

Board members discussed areas of interest and concern, including sales comparisons with previous years, shifts in pandemic purchasing trends, the potential for future NPR promos, approaches to sales and promotions within the store throughout the year, and additional details.

Board discussed online ordering for the deli. GM reviewed lack of infrastructure for curbside pickup and feels it would not be advantageous. The deli has been open for just over a month since the remodel, and staff are prioritizing visibility and user-friendliness.

GM Monitoring Report - B6: Staff Treatment and Compensation: Davis presented the report, reviewing support provided to staff this year, including full salaries throughout the pandemic, hazard pay, extra PTO, and more. Board discussed associated costs with compensation changes. Staff response has been positive, and management is pleased with compensation methods and benefits achieved during the pandemic. Board discussed current benefits and whether the employee benefits package, without pandemic additions, is sufficient long term. Adequate benefits are an ongoing conversation at the Co-op, though opportunities for improvement remain. Board reviewed additional report information.

Motion: I move that we accept the B6 report: Summer

Second: Varun

Ayes: Lenore, Amelia, Josh, Julian, Kim

Nays: None

Abstains: None

Board Self-Monitoring Survey – C3: Agenda Planning: Board discussed concerns and interests addressed in survey responses, such as a multi-year plan, educational goals, self-monitoring timeline, and best options for Board calendar. Nominations and elections deadlines should be added to the current calendar.

Bylaws Review Discussion: Kim provided an update, reviewing primary changes, including details that will be moved to the Policy Register and other Bylaws edits. Board discussed items in need of further review, such as special elections and public review processes, cohort structures, worker owner seats, and more. Board expressed any concerns and preferences, reviewing intentions behind Bylaws review.

Nominations & Elections Committee Changes: Committee reviewed proposal developed at recent meeting, reviewing hopes to leverage the same resources for consumer owners and worker owners. Committee plans to host an informal event in June or July to increase Board visibility and offer Q&A. Board reviewed term details for worker owners.

Upcoming Events and Reminders - (<https://columinate.coop/events/>): Columinate events are always available. Co-op Cafe events are available now. Lenore resent poll with new dates for Board retreat.

Review Action Items:

Lenore - Add elections timeline to the Board calendar.

Kim - Finalize bylaw revision to vote on by next month.

Nominations & Elections Committee - meet before next Board meeting.

Meeting Adjourned: 8:42pm

Attachments:

March Minutes

Self Monitoring Survey – C3: Agenda Planning

Notes on amended Bylaws

New Version of Bylaws for Review

Board Calendar

Annual reporting calendar

Attendance Report