

Durham Co-op Market Board of Directors Minutes

Event: Board Meeting

Date: Wednesday, March 9th, 2022

Location: Online via Zoom

In attendance: Summer Alston, Josh Collier, Elizabeth Figgie (BA), Kim Ionescu, Michael Rodgers, Varun Singh, Leila Wolfrum (GM), Raafe Purnsley, John Bonvechio

Absent: Lenore Hill, Kris Mailepors

Meeting called to order: 7:10pm

Agenda Review: No changes

Team Building Question: The Board completed this.

Review & approve minutes from February 9th, 2022 meeting: No concerns or edits.

Move: I move to approve the minutes from our February 2022 meeting: Kim

Second: Varun

Ayes: Summer, Josh, Michael, Raafe, John

Nays: None

Abstains: None

FYI Report Q&A:

Mask Policy – The recent change to optional masks indoors is going reasonably smoothly. About 95% of people are continuing to wear masks, including most staff. The GM has received feedback from both sides, and everyone seems to understand pros and cons. The store will adjust as circumstances change.

Audit – The store is receiving an audit conducted by Durham County. Tracy, the Finance Manager, is handling it. It is normal for these audits to be conducted around the county, and there is no particular issue triggering this. If the audit results with any issues, the store will pay the difference, but there are no serious concerns. The Board discussed further.

GM Monitoring Reports – B9: GM Succession: GM reviewed report. Janiqua, the operations manager, is still new and has been working with the GM specifically to ensure she has everything necessary to maintain continuity. Janiqua has a good handle on operations and is focusing primarily on business, mission, and goals of the Co-op.

Move: I move that we accept the B9 report as submitted for March 2022: Summer

Second: Kim

Ayes: Josh, Michael, Varun, Raafe, John

Nays: None

Abstains: None

Board Self-Monitoring Survey – C2: The Board’s Job: Board briefly discussed how to increase response rates. The survey touched on Board education, which will be addressed later this meeting.

Ends Discussion – Led by Kim: “Fostering a healthy workplace based on dignity, opportunity, and fair compensation.”

Board discussed End, identifying language that encapsulates the Co-op’s mission. The Board discussed “fair compensation,” discussing whether the Co-op is doing everything it can to be as successful as possible in this regard, making the store profitable enough to raise wages.

Commitment to high wages creates pressure in other areas. Board discussed balancing “fairness” in multiple different contexts and other factors which contribute to a great work environment, such as dignity, health, compassion, and experience.

The Board completed all Ends conversations for the time being. Board members found the discussions helpful and worthwhile.

Board Education Discussion: Board discussed education topics related to the Co-op, operations, community, and more. Michael and Kris are leading the Board education improvements, planning to implement into monthly agendas.

Education topic ideas include:

- Expansion, capital campaigns, fundraising (led by John)
- Sustainability, general vs. specific, coffee (led by Kim), marketing, dominant certifications, food waste
- Community outreach (led by Raafe), process, Board member involvement
- Branding (led by Elizabeth), personality of the Co-op
- Guests speakers
- Durham history, Durham community (especially related to expansion concerns/gentrification), Whistle Stop Tours by Aya Shabu (community member, owner), Noami Well Bletzo, My Community Stories neighborhood interviews from City of Durham Community Engagement, public art

Charter for Expansion Committee: Board reviewed charter, identifying a few edits, including wording, committee title, committee vs. Board decisions, and committee role. Board will approve charter next month.

Upcoming Events and Reminders - (<https://columinate.coop/events/>): Events on calendar.

Meeting Adjourned: 8:28pm

Attachments:

December Minutes

GM Report – B1: Financial Condition

Self-Monitoring Surveys – C1: Global Governance Commitment/Governing Style

Self-Monitoring Surveys – D1: Global Board Management Connection – Unity of Control

Ends Discussion #4

Committee Charter: Policy Register Review

Committee Charter: Board Education

Board Calendar 2022

Annual Reporting Calendar

Attendance Report