

## **Durham Co-op Market Board of Directors Minutes**

**Event: Board Meeting**

**Date: Wednesday, April 13th, 2022**

**Location: Online via Zoom**

**In attendance:** Summer Alston, John Bonvechio, Josh Collier, Elizabeth Figgie (BA), Lenore Hill, Kim Ionescu, Varun Singh, Leila Wolfrum (GM)

**Absent:** Kris Mailepors, Raafe Purnsley, Michael Rodgers

**Meeting called to order:** 7:07pm

**Agenda Review:** No Board Education – Community Outreach with Raafe.

**Team Building Question:** Board completed this.

**Review & approve minutes from April 9<sup>th</sup>, 2021 meeting:** No concerns.

Move: I would like to approve the minutes from the March 2022 Board meeting: Kim

Second: John

Ayes: Summer, Josh, Varun

Nays: None

Abstains: Lenore

### **FYI Report Q&A:**

Northgate Update – for now, most of the mall will be kept with some renovations occurring in 18 months. GM reviewed different location sections and intended renovations per area and needs confirmation on all planned renovations prior to committing.

Turnover – Board discussed support for the Co-op during transition. GM is confident of current staff. GM explained current project to help Co-op's align operational systems to increase support and will be presenting concept to NCG soon. GM will give presentation later in the meeting.

**GM Monitoring Reports – B6: Staff Treatment and Compensation:** Board discussed report. GM expressed frustrations with aspects of the report which are limiting in conveying staff demographics accurately. Board discussed how staff might be better represented and shared workplace experiences of creating opportunities to share information and promote learning.

Board discussed vacant roles and expected hires this year. GM shared upcoming wage increases. Because living wage has increased, the Co-op's base wage must be updated as well. GM shared information regarding labor, which is already high. Board inquired about sales goals.

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

Second: John

Ayes: Josh, Kim, Varun, Lenore

Nays: None

Abstains: None

**Board Self-Monitoring Survey – C3: Agenda Planning:** The Board discussed calendars. The new Board consultant, Ben, may be able to assist in addressing a multi-year calendar.

**“Foundational Systems Alignment” – Presentation from Leila:** GM gave presentation which will be shared at upcoming NCG conference. NCG co-op categories, margins, and POS systems are all similar, but different enough that automating is not effective. One cohesive system would keep co-ops from needing to create and manage their own systems. Board discussed information. GM shared audience demographic and how NCG alignment efforts in the past formed a negative reputation. GM is confident that streamlining internal systems could be extremely beneficial.

**Vote on Final Version of Capital Committee Charter:** Board discussed charter changes.

Motion: I move to approve the Capital Committee Charter: Kim

Second: Summer

Ayes: John, Lenore, Josh, Varun

Nays: None

Abstains: None

**Upcoming Events and Reminders - (<https://columinate.coop/events/>):** Upcoming Policy Register workshop may be helpful for Policy Register Committee.

**Additional items:** Board discussed scheduling this year's retreat and will send poll soon. Board discussed preferences for dates, multiple retreat sessions, and in-person vs. virtual meeting.

**Meeting Adjourned:** 8:30pm

*Attachments:*

*March Minutes*

*GM Monitoring Report - B6 Staff Treatment and Compensation*

*Self Monitoring Survey - C3: Agenda Planning*

*Board Calendar 2022*

*Annual reporting calendar*

*Attendance Report*