

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

**Date: Wednesday, April 12, 2023**

**Location: Online via Zoom**

**In attendance:** Summer Alston, Zoey Best, Matt Colley (Interim GM), Josh Collier, Elizabeth Figgie (BA), Lenore Hill, Kim Ionescu, Raafe Purnsley

**Absent:** John Bonvechio, Nina Drumgoole, Donna Frederick,

**Meeting called to order:** 7:05pm

**Agenda Review:** No changes

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

**Review and approve minutes from March 8<sup>th</sup>, 2023 meeting:** No edits.

Motion: I'll move to approve the March meeting minutes of 2023: Josh

Second: Kim

Ayes: Summer, Lenore, Zoey

Nays: None

Abstain: None

**FYI Report Q&A:** The Board appreciates knowing what is going on in the store.

### **GM Monitoring Report: B6: GM Staff Treatment and Compensation:**

The Board discussed the report, inquiring about PTO structures, the 90 day probationary period, and adjustments that have improved retention. The Board discussed core criteria for staff treatment and compensation.

The Board inquired about staff input for report interpretations. The GM clarified interpretations, sharing metrics used to form report data.

The Board highlighted changes to this report since the recent Policy Register review, discussing the possibility of including year-over-year report comparisons and utilizing comparative data from other co-ops.

Motion: I move that we accept the April 2023 B6 report: Summer

Second: Kim

Ayes: Summer, John, Nina, Donna, Lenore, Kim, Josh, Raafe (remove absences)

Nays: None

Abstain: None

### **Board Self-Monitoring Survey - C3: Agenda Planning:**

The Board discussed agendas, reminding directors that the agenda is open for changes at the beginning of Board meetings.

### **Update on the GM Search:**

The search committee provided an update. Preliminary interviews are underway. Overall, the process is going well. Melanie, the NCG consultant has been helpful in facilitating the search.

### **Vote on Committee Charters:**

The Board voted on two committee charters. Committee members shared charter updates. The GM Compensation committee will remain dormant for this year. The Nominations & Elections committee is working on onboarding packets.

Nominations & Elections:

Motion: I move to approve the Nominations & Elections committee charter 2023: Kim

Second: Summer

Aye: Lenore, Josh, Zoey

Nays: None

Abstain: Raafe

GM Compensation:

Motion: I would like to move to approve the GM compensation committee charter: Josh

Second: Summer

Aye: Lenore, Kim, Zoey

Nays: None

Abstain: Raafe

### **Board Education - Survey Results:**

The Board reviewed the survey Board education. Topics of interest included learning from other co-ops and co-op finance. The Board discussed preferred learning formats, plans to bring in guest speakers, and funds for offering honorariums. The Board plans to discuss the budget at the next meeting.

### **Vote on growing the Board by two seats to fill cohort:**

The Board discussed adding two seats to the Board, identifying concerns and benefits of growing the Board. In the interest of protecting Board continuity, institutional knowledge, and the ease of filling committees, the Board does not foresee reducing the number of seats again. The Board discussed additional related matters, such as the number of worker owner seats, the possibility for Board-elected directors, upcoming elections, and documentation for future Board generations.

Motion: I move that we vote to increase the number of board members such that Group 1 to be elected or reelected is restored to having three seats: Summer

Seconded: Zoey

Ayes: Lenore, Kim, Josh, Raafe

Nays: None

Abstains: None

**Upcoming Events, Reminders, and Action Items** (<https://columinate.coop/events/>): Board members should send in completed Code of Conduct forms for this year.

**Meeting Adjourned:** 8:22pm

**Attachments**

- *Attachment A: March Board Minutes*
- *Attachment B: FYI Report*
- *Attachment C: GM Monitoring Report – B6: Staff Treatment and Compensation*
- *Attachment D: Self-Monitoring Survey – C3: Agenda Planning*
- *Attachment E: GM Compensation Charter*
- *Attachment F: Nominations & Elections Charter*
- *Attachment G: Excerpt from the DCM Bylaws*
- *Attachment H: DCM Board Consumer Director Cohorts*
- *Attachment I: Board Calendar 2023*
- *Attachment J: Annual Reporting Calendar*
- *Attachment K: Attendance Report*