

Board of Directors Minutes – November 2025

Date: November 12, 2025

Location: Online via Zoom

Time: 7:00 PM – 8:40 PM

Attendance

Present: John Bonvechio (President), Donna Frederick (Vice-President), Debby Warren (Treasurer), Diane Standaert (Secretary), Summer Alston, Kim Ionescu, Steph Carter, Anwar Simon, Thomas Beckett, Frank Stasio, Neisha Reynolds.

Others Present: Amy Zimmerman (Board Assistant).

Absent: Jason Bowers (General Manager).

Call to Order: The meeting was called to order at 7:00 PM.

Agenda Review: No changes needed. Keep as is.

Approval of October 2025 Minutes

Vote to approve the October 2025 Minutes

- Motion to Approve: Debby Warren
- Seconded: Kim Ionescu
- Objections: None
- Motion passed without objection.

GM FYI Report – Jason Bowers (GM)

The report was informational and required no action from the board. The full report is on file.

There was an event at the store and the general manager used de-escalation practices that he was trained in.

It was suggested that the Board investigate best practices when confronting shop-lifters and share their finding with the general manager regarding direct confrontations.

The board discussed calling 911, and speaking with the dispatcher. It was recommended that the caller be firm about what they are asking for, whether they are requesting police presence or the HEART team.

It was suggested the staff receive training about calling the police.

BI Financial Condition Monitoring Report- Jason Bowers (GM)

The report BI Financial Condition report was received and filed, as included in the board packet.

It was suggested that the graphs should be improved to provide clarity on what the colors represent.

The board requested clarification on the margin minus labor and debt to equity ratio.

Vote to approve BI Financial Condition:

- Moved by: Thomas
- Seconded by: Frank
- Aye: Debby Warren, John Bonvechio, Summer Alston, Donna Frederick, Diane Standaert, Anwar Simon, Kim Ionescu, Thomas Beckett, Steph Carter
- Nay: None
- Motion passed without objection

Committee Updates

Education Committee, Chair: Debby Warren

The committee's first meeting was held with Debby, Frank and Anwar.

Revision of Charter: Proposed language in the board packet is attached. It clarifies that the committee develops education plans for the Board, owners, and employees. These plans cover onboarding, cooperative education, engagement and communication. The committee also proposes a six month plan that introduces short cooperative education segments at each Board meeting, a half day Policy Governance session in January 2026 and a formalized onboarding process with written materials and activities for new Board members.

- These changes will be put to a vote via email.

Nominations and Elections Committee, Chair: Kim Ionescu

Steph was invited to serve as the worker owner on the committee.

The Annual Meeting requires we give owners 60 days notice, follow up by email.

At the Annual Meeting, provide information about elections and open nominations for new board members who will be seated in March.

Roles will need to be clarified. The board will need staff support on adding information to social media, the website, and counting votes.

Other Business

Self-Monitoring Survey

The Self-Monitoring Survey is a tool to track board effectiveness and capture feedback.

This month's survey: D4 Monitoring GM Performance.

The monitoring survey prompted a discussion on an informal six-month review for the General Manager, where the board can share feedback.

Events & Board Education

Turkey Orders are underway now.

NCG is donating to NATIFS for every Field Day products sold.

Meeting adjourned: 8:45 PM