

Date: September 9, 2026.

Location

Virtual via Zoom. The meeting began using a different Zoom account from the one originally scheduled because of sign-in difficulties.

The Zoom meeting ended at approximately 7:47 p.m., and the Board reconvened at 8:00 p.m. using another Zoom connection.

Attendance/Quorum

Board members present: John Bonvechio (President), Donna Frederick (Vice President), Debby Warren (Treasurer), Diane Standaert (Secretary), Summer Alston, Neisha Reynolds, Steph Carter, Amy Cao, and Kim Ionescu.

Board members not present: Cindy Scarborough

Others Present: some Co-op owners and guests were present.

A quorum was present.

Call to Order:

President John Bonvechio called the meeting to order at 7:08 PM.

Agenda Review

Added to agenda: check-in on GM review process, update from Executive Committee on Erin Shelby proposal.

No formal vote on the amended agenda was recorded.

Approval of July and August 2026 Minutes

Vote: Kim Ionescu moved to approve the July and August 2026 Board meeting minutes. Donna Frederick seconded the motion. The motion passed without objection. Both sets of minutes were approved.

GM FYI Report – Jason Bowers (GM)

General Manager Jason Bowers presented his FYI report. The report was placed on file.

Board members noted that a data table in the report appeared to be missing columns.

Diane Standaert asked about recent staff departures, including two departures and others that had not been addressed in the report. The discussion acknowledged that confidential human resources information could not be shared. However, the General Manager provided aggregate employee turnover information from the Ends monitoring report.

The Board noted that the Durham Co-op Market's employee turnover rate was lower than both the national grocery industry average and averages for grocery co-operatives.

No formal Board action was required or taken.

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Monitoring Reports - Jason Bowers (GM)

A. Global Ends Report

The Board reviewed the A. Global Ends monitoring report, which had been prepared in June 2026 and originally scheduled for consideration at the July meeting.

Board members expressed appreciation for Jason Bowers's work in preparing the report and acknowledged that evaluating the Co-op's progress toward its broad Ends policies is a challenging undertaking. The discussion emphasized the importance of considering the Co-op's overall direction and long-term progress toward its mission.

Kim Ionescu asked Jason which Ends he considered the Co-op's strongest and which areas needed the most collective attention.

Jason identified the Co-op's staff as an organizational strength, including both recently hired employees and experienced staff members who continued to make significant contributions.

Jason also raised questions about how the Co-op could better communicate its progress and accomplishments to the surrounding community. He discussed the challenge of helping the community recognize the Co-op's employment practices and the fact that some employees had departed for other opportunities. He also identified continued development of local supplier relationships and recruitment of new vendors as important areas of work.

The discussion identified community engagement as an area needing further improvement, particularly the question of how stronger community relationships could also support increased sales. Diane mentioned her past suggestion to have a Community Engagement Committee “that would help the community engagement coordinator and the staff, really figure out what it means to build community, as opposed to having just events?” Diane volunteered to bring this proposal to the board’s October meeting. Jason voiced his support for such a committee.

Kim emphasized the significance of the Co-op paying employees \$20 per hour, while acknowledging that the Co-op did not always have enough work available to provide employees with their desired number of hours.

Debby Warren emphasized the need to strengthen the data used to evaluate the Co-op's progress toward its Ends policies. She observed that the Board had substantial financial data but comparatively limited information for measuring progress toward a healthy workplace and an open, inclusive, and welcoming community.

Kim expressed interest in improving the data used to measure the Co-op's environmental sustainability practices.

Debby suggested that identifying appropriate data and performance indicators was not solely the General Manager's responsibility. She encouraged interested Board members to work collaboratively with Jason to develop more meaningful measurements, noting that the General Manager had limited time available for this kind of broader organizational analysis.

Debby further observed that, under the Co-op's policy governance framework, Ends monitoring was one of the Board's principal tools for evaluating the organization's long-term progress and direction.

Summer Alston expressed a different perspective regarding responsibility for Ends monitoring. She maintained that preparing and presenting the monitoring reports was the General Manager's

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responsibility, with the Board responsible for reviewing and responding to them. She stated that the General Manager could request assistance from the Board if needed.

Summer also expressed appreciation for the report and noted that the Co-op had never achieved complete compliance with all Ends expectations. She emphasized the importance of establishing clear expectations for the General Manager at the beginning of each evaluation period and avoiding changes to those expectations midway through the year.

Neisha Reynolds noted that the interpretation and measurement of Ends policies were closely connected to the General Manager's performance evaluation. She suggested that the Board establish a timeframe and benchmarks for determining what should be measured under the Ends policies.

Vote: Donna moved to approve the A. Global Ends Policy. John seconded the motion. There were no objections. The Global Ends Policy report was approved.

BI Financial Condition

The Board reviewed the BI Financial Condition monitoring report, which had been carried forward from the August 2026 meeting.

Kim Ionescu described the financial results as "not a pretty picture but also a vast improvement over last year." The Board acknowledged that the Co-op continued to face financial challenges but that its financial performance was trending in a more positive direction.

The discussion considered the relationship between the Co-op's financial stability and its broader community mission. Kim noted that a strong emphasis on profitability and financial sustainability could come at the expense of community engagement.

As an example, Kim referenced the Co-op's former \$3 dinners, which continued to be remembered and discussed within the community. She described these activities as having a multiplier effect by building community relationships and goodwill beyond their immediate financial contribution.

Proposal for a Community Engagement Committee

Diane Standaert revisited her earlier proposal to establish a Community Engagement Committee. She suggested that such a committee could work with the community engagement coordinator and other staff to develop a more intentional approach to building community, rather than focusing solely on organizing events.

Diane volunteered to bring a proposal for the committee to the October 2026 Board meeting.

Jason Bowers expressed support for establishing the committee.

The discussion also noted that many grocery co-operatives do not organize substantial community events and that those maintaining such programming often rely on Board leadership and participation rather than staff resources alone.

Summer Alston observed that the Co-op was in the financial and organizational position the Board had anticipated before hiring the General Manager. She emphasized the need to support the General Manager through the first two years and reiterated the Board's obligation to conduct a performance evaluation.

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Vote: A motion was made to accept the BI Financial Condition monitoring report. Kim Ionescu seconded the motion. The BI Financial Condition report was approved without objection.

Executive Session

Donna made a motion to enter executive session. Summer seconded the motion. The motion was approved without objection.

The Board entered executive session to discuss confidential matters.

Adjournment

The meeting adjourned at 9:30 PM.

Moved to Next Meeting

The B4 Membership monitoring report was included on the agenda for consideration.

The report was deferred to the next Board meeting.

Next Meeting

The next DCM meeting is scheduled for October 14, 2026.