

Directors: V. Birkbeck, Peter Frank, Mike Strode, Whytnee Bush, Troy Martin, Brock Auerbach-Lynn, Robert Montoya. **Owners:** Madi Kay, Rebecca Reynolds, David Nobel, Robert Curtis

6:06 **Opening, Check-in**

- V. Birkbeck: Now that things are reopening, where do we recommend that l'Talia visits in Chicago?
- V. Birkbeck: Art Institute, Architecture Center, Field Museum!
- M. Strode: Museum of Science and Industry! Jackson Park! Walk the field and see the Japanese Garden, Spirit of Music Garden. If Summer Dance returns this year, it is a must for the lover of dance!
- W. Bush: National Museum of Mexican Art! Puerto Rican Museum in Humboldt Park!
- D. Nobel: Planetarium and Aquarium!
- P. Frank: Wrigley Field! Montrose Beach! Bird Sanctuary!
- T. Martin: Millennium Park- events in the summer! Harrison Park!
- R. Montoya: Hanging out at the eagle in Logan Square!
- B. Auerbach-Lynn: The Arts Bank!
- M. Kay: Green Mill!

6:17 **Meeting Agenda**

- B. Auerbach-Lynn: I would like to add a minute to chat about Community Solar.
- R. Reynolds: If we have more time to talk about it, let's talk about it.
- V. Birkbeck moves to approve; all approve.

6:18 **Approvals**

- V. Birkbeck: We did not receive a formal resignation letter from Teresa. Although, is it necessary if there is no ambiguity to the situation?
- R. Reynolds: You will have to add this to upcoming items.
- M. Strode: With one of the committee meeting members gone, are we looking to fill the spot?
- P. Frank: We will be discussing the potential during our upcoming meeting.
- W. Bush: What is wrong with the COGS?
- P. Frank: We have huge issues with the POS system... We hope to get a new one sooner than later.
- Victoria moves to accept, all in favor.

6:22 **Owner Comments**

- NO OWNER COMMENTS

6:23 **Operations Report**

- [In GM's absence the Board gathered questions they would like GM to answer.]
 - P. Frank: I want to know more about the seedlings vendors that won't work with us anymore, and what other vendors are mad at us. If this is a trend, should we be concerned?
 - B. Auerbach-Lynn: Regarding Mercado- I know we've made the shift to next day deliveries... I'd like to see data and see if the program is becoming profitable?
 - M. Strode: I want to set parameters around the HOO program- what aspects is Owner Linkage taking on, and how is this going to be handled?
 - W. Bush: Regarding the Ownership hand off... What's happening with the Digital Welcome Packet?
 - P. Frank: The Controller- How is the project going? What is the timeline? Are they going to come to the interviews this coming week or should we go on without them? We'd like to know what's up?
- FEEDBACK:
- V. Birkbeck: Sending my condolences for how hard things have been.
 - B. Auerbach-Lynn: The union came up to us in relation to the bargaining table, I offered to be at the next meeting.

6:33 **C8 Governance Investment**

- M. Strobe: There was a thread started via slack. My comment was maybe we should be using external training opportunities as ways to monitor how we're doing.
- P. Frank: I was about to upload a budget of budget versus actuals. We did not overspend, we are actually under budget.
- V. Birkbeck: I was thinking maybe we should build some of the survey fee into the budget?
- T. Martin: I think that makes sense given that when I saw the numbers I had no idea it would be that expensive. A little pre-planning in the budget would be great.
- V. Birkbeck: I would like to, moving forward, talk about it on slack and then formalize it in the meeting.
- R. Reynolds: Perhaps if you talked about it on Slack maybe you delegate one person to wrap it all up.
- [R. Reynolds: Mike will write up a C8 monitor report and have it ready for the next meeting]
- Victoria motions to approve; all in favor.

6:35 **Check-in for GM's Annual Review**

QUESTION: Describe the best boss you've had.

- V. Birkbeck: My boss listens to my ideas.
- T. Martin: My boss really embodied "servant leadership"- they served me, supported me, taught me, educated me, and empowered me.
- B. Auerbach-Lynn: The boss that didn't let me slide and held me to a high standard.
- R. Montoya: My boss that provides understanding and flexibility.
- W. Bush: A thing that I appreciated was when bosses answer my annoying questions and foster curiosity... someone who has your back!
- P. Frank: Setting and resetting the course with your team- having trust in your team to make it happen!
- V. Birkbeck: These are all great examples and qualities, let's think about how to do that on a board level.

6:47 **GM Annual Review**

- M. Strobe: We created this monitoring sheet, does anyone have questions?
- W. Bush: If there is not compliance, do we bring it up again in a year or do we set a date to have compliance by?
- V. Birkbeck: It is up to us- either way.
- M. Strobe: I would like to add that the board can ask to monitor something at any time.
- T. Martin: We have to decide what is necessary and when?
- V. Birkbeck: It's hard to capture every late thing, every noncompliant thing... Hopefully in the upcoming year we can work on using it a little more strategically.
- B. Auerbach-Lynn: It never seems to rise to the priority- hopefully the steps that we're taking will shift the equation back.
- W. Bush: Some of these compliance and noncompliance bleed into some of the issues we're dealing with. Maybe things that aren't compliant, we push on to the next quarter and revisit in the next quarter. As we're addressing these issues that are coming up at the moment, they overlap.
- P. Frank: Would it be different from not accepting a report and asking for a supplemental report in the next meeting?
- W. Bush: Was that a good process?
- P. Frank: It's frustrating I would say but I think it does connect the dots.
- M. Strobe: The other thing we may use moving forward is that at the end of each of our policy monitoring, just making sure that we include we accept something as noncompliant with xyz action report- in order to pull comments from the meeting right now, we need a phrase in the policy tracker- we accepted this or not, let's implement in future reporting conversations.
- W. Bush: Or we can have a standard check in about all noncompliant options- say "I have an update on this and this and those I don't".

7:00 **Upcoming Items, Next Agenda**

- M. Strobe: When do we want to talk about succession?
- V. Birkbeck: We're supposed to do BI in June, but I Talia needs time off.
- P. Frank: I think I can bring the conversation re: BI to the Finance meeting.
- T. Martin: What's going on with the Controller position?
- P. Frank: We have 2 candidates who are ready to be interviewed this week, and the job should have been posted last week, hopefully soon. I will connect with the team.
- V. Birkbeck: I think we should have an "extended ops report with extra financials including things about BI report..."
- M. Strobe: To clarify- we won't hear about BI again until September; also upcoming is Product Selection, C5, CCMA Conference
- V. Birkbeck: Succession is not important to me, I think we know- controller and training Rob
- B. Auerbach-Lynn: I would just like her to report something, just have it on paper!
- R. Reynolds: I will add all players in succession with explanations to the Operations report.
- V. Birkbeck: I move to move Community Responsibility to June- 3 seem like too many for June; All in favor.

7:15 **Community Solar Program**

- B. Auerbach-Lynn: Community Solar. Solar Power situation- you invest, but you are funding solar panels to be elsewhere in IL. It cuts down your power bill and with every sign up they would kick back \$100 to the Co-op.
- R. Reynolds: Maybe we kick it over to Owner Linkage?
- M. Kay: Is this an operation matter?
- B. Auerbach-Lynn: No it's not- it's merely connecting our community to a like-minded business.
- P. Frank: I disagree- it is operational and I think it should go to David.
- R. Reynolds: A pathway forward: Brock + David working on it together.

7:22 **Teresa Meza Conversation**

- R. Montoya: I would like context...
- V. Birkbeck: We had conversations in Policy meeting re: conflicts of interests and if employee leaves store they will leave the board as well, it's not technically in the policy yet but she was in the conversation. Agreed and understood that once she was termed she would leave the board.
- [Teresa Meza's verbal resignation is accepted.]

7:25 **Meeting Assessment (Rounds)**

Final thoughts?

- W. Bush: I miss Nancy and I Talia!
- V. Birkbeck: No negative feedback, I think we're doing well!
- M. Strobe: Let's keep on brining this pickle!
- P. Frank: We are being a flexible board trying to support our leader.

7:30 **[Executive Session]**