

## **Board of Directors Meeting Minutes**

**Monday, June 19, 2023 6-7:30pm**

**Facilitator: Minutes: Victoria Birkbeck Location: Dill Pickle (in-person)**

Present: Brock Auerbach-Lynn, Victoria Birkbeck, Whytnee Bush, Nora Byrne, Christine Bucheit, David Culpepper, I'Talia McCarthy

### **6:00 Opening, Check-in**

Check-in: Directors share why they are excited to be back in person

### **6:08 Meeting Agenda**

Board votes to proceed with agenda as planned

### **6:12 Owner Comments**

No owners present

### **6:20 Turnaround: Mid-point Check-in (JQ & Kaye via Zoom)**

- JQ & Kaye said that they do feel that our goals are still attainable, but progress is not as far along as we would like to see.
- Current staffing level is a real problem.
- Not enough ownership by staff members, lack of hustle, damage to workplace culture seems to linger from union issues. People seem afraid to make mistakes. No lack of interest, but not jumping in. Good attitude, competence. Reaching out a little more.
- There are good reasons—but things aren't being ordered on time etc
- Kaye and JQ are doing all the Marketing work, which was not expected. I'Talia think Drew in produce might be interested
- Lack of systems for promotional planning etc
- Board offers support on photos, admin work, marketing copy . Loop into board tabling.
- Where to send photos—[turnaround@dillpickle.coop](mailto:turnaround@dillpickle.coop)
- Targeting large apartment buildings, holidays are slow
- Board discusses idea of new name for co-op—agrees this should probably happen soon, and the need to have “grocery” in it.

### **7:10 Operations Report (Discussion, I'Talia)**

- Produce: new vendors back. Our produce department will be mostly organic post turnaround
- Center Store: Discontinuing many products, some were donated to Food Not Bombs. Jimmy Bean and Hexe coffee, Local Food, LFKsauces/herbs etc.
- More local vendors want to come in, but I'Talia is being cautious
- Meat and Cheese category management is done, reset to come
- Wages will go up starting next month
- Floors will be cleaned, Ace Sushi estimated the 27th

### **7: Policy Committee Meeting Follow Up (Discussion, Board)**

*Review and discuss Draft Crisis Management Policy*

*Review and discuss Exec Committee Charter—is this missing language about crisis management?  
Discussion to be moved to July 3rd.*

*What does ‘Operational’ mean to our board?: Moved to Policy Committee meeting July 3rd. Assign board members to share thoughts.*

7: ~~**Board Monitoring: C6 Officer Roles**~~ (Decision, Board) ~~5~~

*Defer to next month because the board was having too much fun talking*

7: 40 **Approvals** Board Approves

- [Finance Committee Meeting Minutes](#)
- Approve FY23-24 board budget
- May Board Meeting Minutes

7: **Upcoming Items, Next Agenda** (Decision)

Review [Annual Board Calendar](#)

7: **Adjourn** (Decision, Board)