

Board of Directors Meeting
Monday, November 15th, 2021

Opening

- Attendance: Brock Auerbach-Lynn, Peter Frank, Mike Strode, Troy Martin, Whytnee Bush, Christine Bucheit, Agela Abdullah, Suzanne Keers, Victoria Birkbeck
- Owners: Brekke, Melissa
- Staff: l'Talia McCarthy (GM), Robert Curtis, David Nobel, Jessico Dickerson, Alexis Figueroa

Meeting Agenda

- 2 minutes were added to board seating
- Mike suggested striking owner linkage until next month
- Brock wants to add a minute or two on a potential partnership

Board approves new board members and officers

- Board members organize terms of service.
- Brock and Victoria tied exactly for number of votes—Victoria volunteers to take a 2 year term.
- Board member terms:

Victoria Birkbeck	2020-23 seat
Peter Frank	2019-22 seat
Mike Strode	2019-22 seat
Brock Auerbach-Lynn	2021-24 seat
Troy Martin	2020-23 seat
Whytnee Bush	2020-23 seat
Agela Abdullah	2021-24 seat
Suzanne Keers	2021-24 seat
Christine Bucheit	2019-22 seat

- Officers for 2021-22 board governance year approved unanimously by board:
 - Victoria Birkbeck (President)
 - Brock Auerbach-Lynn (Vice President)
 - Peter Frank (Treasurer)
 - Mike Strode (Secretary)

Owner comments

- Brekee- the last meeting I was sent an agenda and this time I wasn't .Also the minutes haven't been posted since July.
Mike- We lost our board assistant Madi, so we are currently training a new assistant.
- Melissa- How have things been going since the settlement?
Italia- We are working through issues with the union. We have our response to all of the issues. We fixed all the things the NLRB has said. (Italia went over the respect policy.) There are still quite a few policies we have to bargain over. Sharif (HR Manager) left last Friday. Alexis and Chuck will be helping.
- Rebecca- Dill Pickle alcohol!!? Are the profit margins better if made in the store?
Rob- We don't actually make it in store, but the profit margins are good!
- Mike received an email stating that some of the customers weren't able to vote in the election.

November operations

- Brock asked for a union update: resolution reached over union security clause issue. Chuck will be invited to the next meeting if needed.
- Troy: We had some rain issues, might this happen again?
Rob- The leaks found are small. The roof needs to be resealed in a few spots. We get a good discount. It should only take a morning to knock out. The leaks are small and its preventative.
Italia- Our landlord will NOT be covering the cost of repairs. This is not a popular thing but it was done before our current staff began. No one is happy about it.
- Peter: Our produce cooler is down. What is the issue?
Rob- We haven't lost any product. That is the first thing on the list tomorrow. This should be fixed and the cooler will be filled tomorrow evening. Produce clerks have been fetching stuff from the back for the time being.
- We will be releasing weekly reports on Wednesday.
- Who is responsible for submitting the NCG reports?
Italia- we are working on moving Brad to take care of the NCG reports.
- Troy: How is HR working? Is delegation working?
Italia- There is no HR manager, no Produce manager, a new board/admin assistant. I am swamped right now. Delegating is difficult when the store is so short staffed. Everyone is working to help out.
- There's been a huge sales incline from October. We are getting there slowly but surely.

Board Monitoring: C5 Directors Code of Conduct

Brock: Feel generally good about it

Mike: Strong Policy

Was everyone able to fill out the conflict of interest form?

Suzanne is a lender, is there an issue with that?-- No, because there are a few members who have loans as well.

Board Year End Self-Evaluation

Victoria- we work together as a board well but how can we improve?

Brock- moving from anarchy to resuming normal board activities.

Victoria- we need more owner presence in the owner linkage. This is most likely the committee that needs the most attention. Owner linkage needs more people if board members are available.

Suzanne- Hats off to all you've accomplished this year. We need to learn how to ASK for help.

Italia- Good job everyone we appreciate you.

Mike Strode suggests items from self-eval be noted for board retreat

Approvals

- Items passed:
 - List items from agenda page.
November edition of The Brine
Finance Committee minutes
2021-22 Board calendar
- Items pulled for discussion:
 - October Meeting minutes, Annual Meeting minutes not yet complete/need corrections.
Moved to Dec.

December Agenda, Upcoming Items

- Board agrees to move Dec meeting up one week to 12/13/21 to best accommodate holiday schedules. The regular board meeting and finance committee meeting will be combined into one.

Meeting Evaluation, Check-out

- Mike- Values the self assessment
- Peter- Likes that there are new faces in the chat. Also feels kind of bad for being a buzzkill when it came to finance.
- Troy- Liked the intro and ops report. They dislike that everyone was so hard on themselves for self evaluations.
- Angela- Interesting to see this side of the coop
- Victoria- Likes like to see the new board members.
- Brock-
- Whytnee- Appreciates the group. Dislikes that there aren't enough hours in a day.
- Suzanne- Appreciates Peter and finance.

Meeting adjourned.