

Board of Directors Meeting
Monday, March 18, 2019
6:04pm open | 7:59pm adjourn

Call to Order & Check-in

6:04pm, Discussion (GL)

Directors: George Langford, Sean Shatto, Norma Samame, Celeste Levitz-Jones, Ally Young, Rebecca Reynolds, Brian Perea. *Absent with notice:* *Sendy Soto, Suzanne Keers.* **Staff:** Miguel Silva, Interim GM.
Facilitator: Brian Solem // **Minutes:** Gretchen Johnson

Rounds question: in the spirit of Women's *Herstory* Month, who's an inspiring femme in your life?

Consent Agenda

6:18pm, Decision (GL)

C2.I on board-owner relations pulled for discussion. C4 report on board meetings from GL added. The following items passed with consensus:

- February meeting minutes and owner correspondence filed
- New owners and share repurchases approved
- Updated Board Annual Plan from GL adopted
- Finance committee report on capital campaign planning from SS accepted
- C2 report on Governance Style from NS accepted
- C3 report on Agenda Planning from SSo accepted
- C4 report on Board Meetings from GL
- Final BI report on Q2 Financial Condition from MS accepted

Meeting Agenda

6:19pm, Decision (GL)

Revised agenda adopted with consensus:

- Action items from C4 report moved to action item slot on agenda.
- C.2.I discussion on vacant owner liaison role will fill the 10 minute slot from C4 monitoring.

Owner Comments

6:20pm, Listening (GL)

- **George Langford:** Great new aisle signs!
- **Ally Young:** GM transition has sparked heightened awareness of organizational structure for many staff; idea of multistakeholder model gaining interest as a pathway to workplace democracy. Hope to add topic to future agenda or strategy session.

Operations Report

6:23pm, Listening (MS)

Working with Brittany Baird of CDS for advisory in interim role. Sales up in February, but still below plan. Working to address product gaps, issues with refrigeration system. Plan to increase passive sampling, responsiveness to customer feedback. 13 new owners last month, slightly short on equity goal. Concerns about the unbudgeted cost of auto-enrollment in staff 401K plan. Planning to decrease AP balance over 30 days with increase in weekly payments.

Monitoring Executive Limitations: B5, Treatment of Customers

6:58pm, Decision (BS)

B5.1-3: Interpretation accepted, data sufficient, compliance determined.

B5.4: Interpretation accepted. NS requests more specific data on customer safety: have any incidents occurred? MS responded that no incidents have occurred during this reporting period. Verbal data accepted, compliance determined. MS will also submit written statement for next consent agenda. Report accepted as demonstrating compliance with the global B5 policy.

Monitoring Executive Limitations: B10, Product Selection

7:01pm, Decision (BS)

B10: AY requested “strict” be struck from interpretation language on guidelines. Revised with consensus.

Report accepted as demonstrating compliance with the global B10 policy.

Monitoring Board Process: C2.1, The Board’s Job

7:14pm, Decision (AY)

Path to improvement for sustaining a meaningful relationship with owners in report from NS/SSo includes filling the recently vacated Owner Liaison position. AY proposes instead dissolving the Owner Liaison position and creating an Owner Linkage Committee. NS agrees, doesn’t think one-person role is sufficient. CLJ proposes folding this effort into the existing Election Committee with broadened scope. SS seconds. GL expresses concern about too many committees. RR noted updated charter will be needed. Proposal accepted with consensus.

GM Search Update

7:31pm, Discussion (CLJ)

- The GM Search Committee is continuing to work closely with Melanie Reid at CDS and search firm. 3 candidates currently under consideration. Will be using allocated funds to cover travel expenses for final interviews.
- Discussion opened on racial equity, current candidate pool, leadership in our diverse community. GL proposes formal recommendation that cultural competence element be added to the matrix as highly desired and that the committee act appropriately by taking that element into consideration. Proposal passed with consensus.
- Board agreed to hold dates for final GM interviews on site: 4/28-29, 5/8-9, 5/13-14
- AY will assist CLJ in creating recruit packet.

Action Items, March Agenda, Announcements

7:50pm, Decision (AY)

Board monitoring next steps:

- C2.5: ask about concerns with next month's reporting schedule during this piece of each agenda.
- C2.6: NS clarified improvement areas for making sure directors are on the same page. GL proposes re-commitment to Board Buddies program, improvement to onboarding process.

April Meeting Agenda:

- Board Monitoring: SS will report on C6, Officers' Roles.
- GM Monitoring: MS will report on B6, Staff Treatment & Compensation.
- Strategy session scheduling?

Committees:

- GMED: continuing hiring process.
- Policy: meeting first Monday of April. Will submit contextual data on living wage for next mtg.
- Election: AY will reach out to Hairpin to explore dates for Annual Meeting.

Announcements:

- Fri-Sat 3/22-23: Good Food EXPO @ UIC Forum
- Thu 4/4: Chicagoland Cooperative Ecosystem Coalition @ CTU
- Wed 4/10: Local Food Lobby Day @ Springfield
- Fri 4/26: I Love Logan Square Party (LSNA benefit) @ SRB Cultural Center

Meeting adjourned at 7:59pm, followed by group photo.