

Board of Directors Meeting
Monday, April 15, 2019
6:05pm open | 8:08pm adjourn

Call to Order & Check-in

6:05pm, Discussion (CLJ)

Directors: Sean Shatto, Norma Samame, Celeste Levitz-Jones, Suzanne Keers, Ally Young. *Absent with notice: Sedy Soto, George Langford, Brian Perea. Absent without notice: Rebecca Reynolds.*

Staff: Miguel Silva, Interim GM.

Consent Agenda

6:07pm, Decision ((CLJ))

- March meeting minutes filed
- GM Search committee report from CLJ accepted
- Finance committee report from SS accepted
- Re-report on B5.2 on shopper safety from MS accepted
- New owners and share repurchases approved (*total revised to \$670*)

Meeting Agenda

6:10pm, Decision (CLJ)

- 10min dropped from Owner Comments item; no owners present.
- 10min added to discuss proposal by AY to endorse Emmett St development proposal.

Emmett St Proposal

6:13pm, Decision (AY)

SS opens discussion on process for organizational endorsements. Agreement reached that guidelines are necessary moving forward. AY will submit advocacy guidelines for board review. Future endorsement decisions will likely be made at the operational level. Policy committee will review where this ought to be codified. Strong link to B I I policy noted.

Operations Report

6:25pm, Listening (MS)

Update provided on NLRB case and union story, will continue to monitor. March sales up, though still only 20% to owners. Bank balance took a slight dip, but still well above benchmark. Continuing to work on lowering AP balance.

Monitoring Executive Limitations: B6, Staff Treatment & Compensation

6:55pm, Decision (CLJ)

- B6.1-5 accepted as demonstrating compliance.
- B6.6 accepted as demonstrating compliance with follow-up needed on protocol for active shooter scenarios and exterior police presence / disruptions added to staff Emergency binders.
- B6.7 accepted as demonstrating compliance.
- B6.8 not accepted due to inadequate data to determine compliance. Request had been made of prior GM to include demographic information to help determine racial/gender equity across pay grades. MS will ask Brittany Baird for example reporting on internal equity.
- B6.9-10 accepted as demonstrating compliance.
- B6.11 accepted as demonstrating compliance, with correction to read *60-day* intro period.

7:15pm agenda amendment: 10min added to this item, C6 item dropped to 5min.

- B6.11 not accepted due to unreasonable interpretation. Board would also like to see timeline expedited. Great potential noted to work with values-aligned orgs and policy experts to add context to future reporting on this topic.

Global B6 report not accepted with no consequences for the IGM. Note that this is the strongest report yet received on this policy with refreshing clarity and the first outlined path to a \$15/hr starting wage.

Monitoring Board Process: C6, Officer Roles

7:25pm, Decision (SS)

- C6.6,7,8 flagged for policy committee review.

Global C6 policy accepted as demonstrating compliance.

GM Search Update

7:30pm, Discussion (CLJ)

- Committee will narrow down to two finalists to schedule final interviews, share by week of 4/22.
- Full board should hold dates of 4/28-29, 5/8-9, 5/13-14 for final interviews on site. Finalists will meet with lead team and staff, board will take that input into account. Aiming for final hiring decision during next board meeting, 5/20.
- AY will help CLJ compile recruit packet.
- CLJ will send everyone whole candidate packet for both finalists and schedule a conference call to get everyone up to speed (ie Drake results).
- Follow-up convo on diversity: currently no local candidates, no candidates of color. Search firm will re-approach the local search with a 10mi radius, hoping for more leads this week.
- Board authorizes committee to communicate its next update to the ownership on Wed 4/17.

Action Items, May Agenda, Announcements

8:00pm, Decision (AY)

Annual calendar:

- Updated version includes communications and owner linkage events, sets capital campaign launch in September. Approved.
- Quarterly strategy session: SK proposes striking for May as board is overstretched currently and needs more lead time in scheduling. Passed.

May Meeting Agenda:

- GM Monitoring: MS will report on BI, Financial Condition for Q3.
- Board Monitoring: AY/BP will report on C7, Board Committee Principles.
- Scheduled item: decision on Annual Meeting date + (approved at Hairpin) early Oct.

Committees:

- GMED: continue hiring process.
- Policy: AY and GL will connect.
- Owner Linkage: GM search update eblast, charter.
- Executive: monthly CBLD call 5/13, 5pm.
- Finance: meet to review BI report. Propose FY19-20 board budget.

Announcements:

- Wed 4/24: Emmett St community mtg
- Fri 4/26: I Love Logan Square Party (LSNA benefit) @ SRB Cultural Center
- Thu 5/2: CCEC convening.
- CCMA conference 5/6-8, Durham NC.

8:08pm, meeting adjourned.