

People's Food Co-op Board of Directors Meeting

October 18, 2017 at 6:30pm, St. Andrew's Church, Division Street

Item Title

Agenda Review

Member Comments

Announcements/Future Scanning/President's Remarks

Consent Agenda: Minutes from August

Interim GM Report

L.9 Gifts to the PFC

GM Search Update

L.4.10., Treasurer's Report, Finance Committee, Financial Review

BREAK 5 minutes

Diversity Committee/Charter/Activity

Child Care

Audit Proposal

Board Budget

Annual Meeting Date

Looking Ahead for Next Month

Task List Review/Future Meeting Date

Meeting Evaluation

Board of Directors Meeting Minutes – October 18, 2017

Location: St. Andrew's Church, Division Street

Attendance

Board Members: Ann Sprunger (president), Bruce Curtis (treasurer), Leah Hagamen (board member), Persephone Hernandez-Vogt (board member), Gaia Kile (board member), Jaime Magiera (vice-president), Keegan Rodgers (secretary)

Angie Voiles, Grocery Manager and Interim GM

Susan Landauer, Human Resources Director

Kristina Weber, Bookkeeper

Christine Laing, Finance Manager

Steve Rich, Member, Board Nominee

Call to order – Ann called the meeting to order at 6:30pm.

Agenda Review – Time was added to the Diversity Committee issue. Child Care was removed.

Member Comments – None.

Announcements, Info-Sharing, Future Scanning, President's Remarks – Need to find a replacement Board Administrator. Angie mentioned that PFC in Kalamazoo was robbed last week. A co-op in Billings, Montana is bringing to its membership a vote to close the storefront. Bruce visited a co-op in Pennsylvania which used volunteers. A short discussion about our co-op's use of volunteers ensued. The most common reason for not using volunteers is liability issues and also a suit was once brought against a co-op for unfair labor practices. Gaia attended a meeting of Equitable Pioneers; that group is also looking to put together a workshop that works towards eliminating racism. He suggested sharing the cost with that group if we want to bring this to our co-op.

Ann announced that over \$200 was raised from the Bill's Beer Garden event; Angie said that we raised about \$274 total (at 50 cents per beer). There was discussion about how many members attended. The board members who tabled indicated that not many people came to the table to announce themselves. Ann will send a thank you letter to Mark Hodesh, the owner.

Consent Agenda – Persephone said that there was a discussion about having an executive session or working session after the end of each first half of the meeting but it was not voted on. To her, the minutes read that there was a vote to have executive sessions or working groups at meetings. Persephone read the minutes mention that the board will "use time after the break" to mean time after *every* break when it should have meant time *after that meeting's break only*. She would like the minutes to be

clarified to indicate that there was discussion about the potential to have working group or executive session and then specify that the motion applies only to that meeting, not to future meetings. Keegan suggested adding that the minutes should reflect that the meeting was adjourned after the meeting evaluation, not after the vote on the motion for executive session. These minutes will be voted on in November.

Interim GM Report – Jaime asked what the content of the video that was under discussion with labor relations. The video was taken down, Angie reported. It was a 30-minute video on the local union’s website available to the public (no password needed, etc.). The video was first person narrative by Phil Bianco and gave his statements of the path to the unionization at the co-op. There were factual inaccuracies that some felt painted PFC in an unfavorable light and were an inaccurate representation of the path to unionization. There pictures of people who did not necessarily give permission to have their photos used in this video and/or did not know the true purpose of why the picture was being taken at the time. The NCG report is forthcoming and is for internal use only, not to be shared publicly.

Angie reported that she is still working with Carol Collins, particularly on the budget and staffing issues.

L9 Gifts to the Co-Op—Ann explained the purpose of the report to Steve. Keegan pointed out that the \$800 gift reported in the report went to the Red Cross for hurricane relief efforts. The gift came from donations made by staff and that was matched by the co-op. The motion to accept the report was made and seconded, Keegan made a friendly amendment to include the specification about the Red Cross donation. The motion passed 7-0.

GM Search Update – Ann reported that the search is underway. Job has been posted and a phone interview is scheduled. Candidates are screened as they come in.

Treasurer’s Report/Financials/Finance Committee – Bruce reported on the Finance Committee’s meeting. The Finance Committee determined that year 2018 will be audited fully. Carol Collins attended the meeting and Christine reported that Carol suggested streamlining and merging of reports and financials. Christine and Angie explained that reports are being merged into a premade template.

Bruce summarized that sales have been flat since 2012. Nonetheless, cash flow remains positive as we have a lot of cash on hand. Jaime moved to accept the financial reports and the motion was seconded. It passed unanimously.

Board Budget – There is change to the board budget to account for the GM search. About \$1000 was added, bringing the total up to about \$14,000.

A new budget for next year also must be created. Each committee has to submit what, if anything, it wants for its budget; please meet and create your budget this month.

Diversity Activity – Persephone and Keegan created a Diversity and Inclusion subcommittee, which presented an activity for the board.

Looking Ahead & Task List – Ann will send thank you to Mark Hodesh, Linkage will work on annual meeting date, next month’s reports are L.10, L.10.1-10.9, L.3. Keegan will work with Patti to revise September meeting minutes, The Nominations Committee needs to put together info for candidates, ALL board members need to be contacting members to identify candidates and come prepared to discuss at the next meeting (since Jeremy resigned, we need at least one and preferably 2 new members on the nominations committee). The Board budget is due. If any of you want to suggest increases or decreases for any Board activities, please let Ann know prior to the meeting.

Future Meetings— Next meeting is November 15.

Meeting Evaluation—

- Did a good job sticking to timeline, enjoyed the diversity exercise
- More interested/engaged in the information
- Packet felt more prepared
- Got a little esoteric but managed to get back on track
- Disappointed that I can’t go to CDS event and that only Ann can go
- Overall we are getting better at focusing on things but still could improve
- Content to listen, things went well overall
- Liked hearing talk of developing a two and three year plan
- The future seems clearer
- Angie is doing a great job, thank you
- Delighted to have Steve aboard
- Wants to get to know the store better—would like to talk to workers

Adjournment – Ann adjourned the board meeting at 8:37.

Respectfully submitted,

Keegan Rodgers, Board Secretary