

Meeting Minutes for Weaver Street Market's Board of Directors

September 10, 2025 Meeting

Board Business Meeting, September 10, 2025, online, 6:00 pm to 8:00 pm

Directors attending: James Watts (general manager), Theo Feaster (consumer owner), EmJ Jakubowics (worker owner), Jon McDonald (worker owner), and Roland Tilley (worker owner). Not present: Deborah Gibbs (consumer owner) and Carole Hoffman (consumer owner).

Others attending: Mark Goehring (consultant), Brenda Camp (notes), Willow Dees (worker owner), Darin Knapp (consumer owner), Amy Lorang (worker owner), Makeda Ma'at (consumer owner), and John Nicholson (consumer owner).

1. Preliminaries

1a. Owner Input:

Amy Lorang, worker owner, expressed her appreciation for the HR department's responsiveness to her feedback on Teams, and she noted her excitement about the GM's presentation.

Willow Dees, worker owner, provided an update on food donations, noting over 117,600 pounds donated since 2022 and 16,400 pounds in compost diversion. She shared that a group of UNC students are working with Weaver Street Market and various UNC dining facilities to salvage food waste.

1b. Agenda: There were no changes to the agenda.

1c. Minutes and Decisions: Minutes from the August 13, 2025 Board Business Meeting were approved.

Decisions: Minutes from the August 13, 2025 Board Business Meeting were approved.

2. General Manager Accountability Report

a. General Manager Report

James Watts, General Manager, presented his 2025 September General Manager Report. Watts noted his excitement about the number of new owners since the beginning of the fiscal year.

3. Monitoring Reports

a. Policy A-Ends Monitoring Report

James Watts presented his Policy A-Ends Monitoring Report. He reported making reasonable progress toward the Ends. Directors expressed their appreciation for the co-op's efforts in community engagement and sustainability. They also expressed their excitement for the co-op's future plans and the importance of continuous improvement. Directors accepted the Ends Report.

Jon McDonald moved to accept the report / Roland Tilley seconded the motion.

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Decision: The Board accepted Policy A-Ends Monitoring Report. The report provides evidence that the General Manager has made reasonable progress towards the Ends.

4. Board Process

a. Board Approval of NCG Member Agreement

The Board approved NCG's new Member Agreement and authorized Jon McDonald, Board Chair, and James Watts, General Manager, to sign the agreement.

Roland Tilley moved to approve the motion / Theo Feaster seconded the motion.

Decision: The Board of Directors approved the NCG Member Agreement and authorized Jon McDonald, Board Chair, and James Watts, General Manager, to sign the agreement.

b. Request for Proposal for GM Compensation Plan

Jon McDonald, Chair, asked the directors to accept the Request for Proposal for GM Compensation. The Board approved the RFP, which will be given to the GM for preparing his proposal.

Roland Tilley moved to approve the motion / Theo Feaster seconded the motion.

Decision: The Board of Directors accepted the Request for Proposal for GM Compensation and will be given to James Watts for his proposal.

c. Election Updates

Jon McDonald reported to the Board that Theo Feaster agreed to be the Board Liaison for the Elections Committee. The Directors made the appointment.

Jon McDonald moved to approve the motion / Roland Tilley seconded the motion.

Decision: The Board of Directors appointed Theo Feaster as Board liaison to the Elections Committee.

d. Board Events: Reminders

Brenda Camp reminded the Board of upcoming meeting dates and events.

5. Closings

Decisions and Tasks

Meeting Evaluation