

March 8, 2023

Weaver Street Market Board Meeting

Directors: Deborah Gibbs, EmJ Jakubowics, Susan Singer, Ruffin Slater (GM), Amy Wares, Anna Williams

Guests: Caroline Anders, Willow Dees, Jon McDonald, Mark Goehring (facilitator)

## **Preliminaries**

### *Owner Input*

- Caroline Anders, worker owner, addressed the Board about worker-owner engagement. She identified two areas for outreach to employees about worker ownership. First, at 90 days, when employees do their second orientation. Second, on an ongoing basis, focusing on making sure workers understand their power, understand how to reach out to their representative. She suggested we could audit these systems to make sure workers are getting the best information they can get about worker ownership.
- Willow Dees, worker owner, addressed the Board to update them about Weaver Street's position on reusables. Willow talked about how reusable efforts are becoming greater and more widespread. Willow sent more detailed updates to Allannah, who will share with the Board. Willow commended Weaver Street for its ability to pivot to reusables quickly and encouraged the Board to continue the effort, speaking to the many benefits to the co-op that come with the initiative.

### *Agenda and Minutes*

**Decision:** Board accepted the agenda as written, with the exception to Allannah's update about the appointed board member.

**Decision:** Board accepted Minutes from December meeting.

### *Board Budget*

Amy Wares, Board treasurer, reviewed the Board Budget for the board, noting a few surpluses. Deborah Gibbs noted an interest in using the budget for owner outreach and tabling in 2023.

## **Accountability**

### *GM Report*

- Ruffin Slater linked part of the GM report to the Financial Condition Monitoring Report, which the Board reviewed last month. Ruffin noted that the co-op needs to make \$1 million in sales a week. The Opportunities Report shows several different ways to make up the difference.
- Deborah Gibbs commented on the usefulness of the report. She also asked about where the data comes from in the Customer Experience bucket. Ruffin confirmed that it's from cashier surveys.
- Deborah Gibbs expressed interest in seeing information about the sample and response rate. Ruffin will report back with more information about the survey's sample size.
- Amy Wares asked if there were differences between the four stores' sales growth.

## *Monitoring Reports*

### B Global Executive Restraint

- Deborah Gibbs moved to accept the report. Amy Wares seconded.

**Decision:** Board accepted Report B1 Global Executive Restraint

### B4 Owner Rights and Responsibilities

- Deborah Gibbs communicated a sidenote about considering a different format for the Coop Fair.
- EmJ Jakubowics moved to accept the report. Anna Williams seconded.

**Decision:** Board accepted Report B4 Owner Rights and Responsibilities