

Meeting Minutes for Weaver Street Market's Board of Directors

June 14, 2023 Meeting

Board Business Meeting, June 14, 2023, Online Meeting, 6:00 to 9:00 pm

Directors present: Ruffin Slater (general manager), Allannah Hines (worker owner), Deborah Gibbs (consumer owner), and EmJ Jakubowics (worker owner). Not in attendance: Susan Singer (consumer owner), Amy Wares (consumer owner), and Anna Cates Williams (consumer owner).

Others attending: Mark Goehring (consultant), Brenda Camp (notes), Willow Dees (worker owner), Amy Lorang (worker owner), Jon McDonald (worker owner), and Tony Priess (worker owner).

1. Preliminaries

The Board determined that there was a quorum of Directors attending.

Introductions: Attendees introduced themselves.

Owner Input:

Amy Lorang noted the decline in the number of worker owners over the past few years, which she attributed to financial hardships during the pandemic and that there were no worker owner dividends. Amy suggested that active engagement with new employees and existing employees was necessary to promote ownership, what it means, as well as the benefits of ownership.

Willow Dees, from the Sustainability Committee, reported that she was working on a five-year plan that expanded the co-op's reusable containers for items throughout the stores, including grab-'n-go, pastries, coffee bar, and food bars. She also noted that future plans for partnering on a regional wash hub, providing vendor assistance with reusable packaging, and scaling up efforts by partnering with other food co-ops.

Agenda: Item 2a. General Manager's Report was removed from the agenda.

Minutes: Minutes from May 10, 2023 Board Business Meeting were approved.

Decision: Minutes from May 10, 2023 Board Business Meeting were approved.

2. General Manager Reports

b. DRAFT B2- Planning and Budgeting Monitoring Report

Ruffin Slater, General Manager, presented a draft of his B2 – Planning and Budgeting Monitoring Report. He noted that the Board would discuss the report again at the July retreat and that he would appreciate input on this draft for him to consider in the next version of the report.

The Directors provided the following feedback and questions about the report:

- Deborah Gibbs inquired about the data being gathered for the diverse workplace benchmark. She noted that getting reliable data on race/ethnicity is tough and asked if the GM was using data on demographics reflecting each store's community.

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Ruffin confirmed that the benchmark was based on employee demographics reflecting the demographics of the community. He noted that there was good data on both employees and the communities.

- Deborah also asked if there was an attempt to create a benchmark for sexual orientation/gender identity as part of a diverse workforce. Ruffin noted that it had not been attempted yet.
- Allannah Hines questioned whether the distance employees live from the stores is accurately reflected in the benchmark. Ruffin noted that he now has a tool through which he can increase the mileage range from the stores to see if there is a significant difference.
- For the next version of the report, Deborah asked to have more expanded definitions.
- Allannah expressed interest in seeing a traditional standard budget that the Board is used to reviewing. Ruffin noted that the budget is in the report and that they would review it with the next version of the report. Mark Goehring noted that the monitoring report takes the budget into account.

Task: Brenda will provide the meeting recording for the Directors who were not present at the meeting.

3. Elections Committee

a. 2023 Elections Procedure Manual

Allannah asked for feedback on the 2023 Elections Procedure Manual.

- Deborah noted that the calendar descriptions of the election activities needed to be more general to allow flexibility for the actual timing that occurs.

Amy Lorang, who is on the Elections Committee, explained that unlike the Elections Timeline which provides specific dates and deadlines, the calendar descriptions are guidelines to help the committee organize their work and to provide information for future committees. She noted that she would share the feedback with the committee chair so that the purpose of the calendar descriptions could be added in the next manual.

Decision: The Board approved the 2023 Elections Procedure Manual.

4. Closings

Decisions and Tasks

Meeting Evaluation

Review Board Calendar

5. Executive Session