

# Meeting Minutes for Weaver Street Market's Board of Directors

*September 2020 Meeting*

*Monthly Board Meeting, September 9, 2020, Online, 6:30 pm to 8:30 pm*

**Directors present:** Ruffin Slater (general manager), Alice Ammerman (consumer owner, treasurer), David Bright (consumer owner), Glenda Clare (consumer owner, secretary), Jon McDonald (worker owner, chair), Linda Stier (consumer owner), and Charles Traitor (worker owner).

**Others attending:** Mark Goehring (facilitator), Brenda Camp (notes), and Amy Lorang (worker owner).

## 1. Preliminaries

**Owner Input:** Amy Lorang, worker owner and member of the Elections Committee, shared her feelings about not having an annual unit meeting for the Food House for FY2019. Amy reported that she had talked to multiple levels of management and noted that she was upset that she hadn't earned interest on her savings account and was not told about it. She also observed that she missed the fun of gathering with her co-workers. Amy emphasized the importance of the Food House having an annual meeting during the pandemic and suggested that the meeting needed to be more than a virtual session, that it needed to have simultaneous translations with Spanish and Burmese, and that workers needed the option to attend onsite at the Food House or virtually. She admitted that her suggestion was complicated and urged the Board to act early.

Jon McDonald, Board Chair, reported that plans were being made for the annual meeting for consumers and that the operational suggestions Amy sent to him and Ruffin were being reviewed. Amy volunteered to help with planning the unit meetings.

**Agenda:** An update on candidate applications was added to the Board section.

**Minutes:** Review of the decisions at the August 26, 2020 meeting was moved to the October business meeting.

## 2. Accountability-General Manager

### A1-FY2020 Ends Report (draft)

Ruffin Slater, General Manager, presented a draft of the FY2020 Ends Report. The GM noted that the purpose of the Ends Report is to report on the activities over the last year that worked toward achieving the Ends. He noted that the report was a culmination of all that we do as do as consumers and workers. He provided input on how he had formatted the report to depict Board language (language directly from the Ends statement shown below), indicators in his interpretation of the Ends statement, and data that provides progress toward the indicators.

### **A. Ends Policy**

#### **A-Ends**

#### **Weaver Street Market Cooperative:**

A vibrant, sustainable food marketplace—defined by shared economics, shared community, and shared knowledge; driven by widespread and diverse participation; for owners and potential owners.

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Ruffin asked the Board for feedback on the new interpretation, the indicators, and data provided. He pointed out that there were new indicators related to racial equity, diversity of shoppers, and diversity of workers.

Directors made the following suggestions for the final report, which will be presented at the October business meeting:

- **Shared Economics:** Alice Ammerman noted that the term *shared economics* is not intuitive. Ruffin noted that it implies a reciprocal relationship, such as demonstrated by pandemic safety—you get a safer shopping experience at the co-op but you have to wear a mask. Linda Stier added that the term is also about the broader impact that we can create as a cooperative because we're all in this together and the impact from “we exist and contribute to the community.”

Ruffin noted that one of the values being created is “a sustainable food system,” which is placed further in the interpretation. Linda noted that in terms of organizing the report, *vibrant sustainable marketplace* is defined by what follows in report.

- **Value in Shared Knowledge:** Linda observed that although “value” is housed in *shared economics*, some aspects get communicated—so that *shared knowledge* involves shared mental models, and consumers and workers understand each other's perspective. Glenda Clare asked how do we educate workers and consumers about environmental sustainability as part of the service we provide? Jon observed that the last three or four months demonstrate *shared knowledge* with the intentional ways the Board and GM have shared and created learning from the pandemic experience, which in turn created more engagement from both groups of owners.
- **Language of the Ends:** Jon McDonald expressed his preference for using the language of the Ends versus the New Kind visioning language, which had been used in the past. He observed that Ruffin did not explicitly interpret *marketplace*.
- **A Focus on Higher Participation:** Dave Bright described the importance of showing consumer participation at a higher level. For example, the percentage of shoppers, the percentage of workers, plus the turnover rate (unwanted). He noted that the term *racial equity* is fluffy—that the ultimate goal is for the makeup of shoppers, workers, management, and producers to be representative of makeup in the community—the other is what you do to achieve this.
- **Suggestions for More Information, Data, or Action:** Directors provided suggestions for areas where more information and data would be beneficial, and also areas where actions might be missing.

Provide information on how we would collect racial data for owners, how we could attract new community partners in areas where the majority are not co-op owners, how we could get more vertically involved with producing, and how we could track new owners in new communities to understand their experiences.

Also provide information about plans to address access to healthy eating, opportunities for the Board to interact with workers and for consumers to interact with workers, and during the pandemic, provide input and comments from consumers and workers with information about changes that were made to meet changing needs.

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Mark Goehring closed the discussion noting that Ruffin had presented much for the Board to absorb and provide comments on, and that next month the GM would close the accountability loop with the final report.

### 3. Accountability-Board

#### **Board Communications to Owners**

Jon McDonald, Board Chair, reported that the Board would continue to provide updates to workers about the Board's work happening offline in between meetings. Before the next meeting the Board Directors will work with Jon to draft a communication to workers that addresses pandemic safety.

**Tasks:** The Board will draft a communication to workers that addresses pandemic safety.

#### **DEI Consultant Request for Proposals**

The Board reviewed the latest draft of the request for proposals (RFP) for a DEI Consultant. The RFP draft was based on feedback from two previous Board discussions and was sent out between meetings for further discussion and review.

**Tasks:** Ruffin or Brenda will submit the DEI Consultant Request for Proposals to HR and to the groups and individuals that have been discussed as potential consultants. Directors who have additional ideas for distribution will send to Ruffin or Brenda.

#### **Fall Calendar Review**

The Board Chair, presented an updated fall calendar. The Directors agreed to return to the monthly business meeting with a second meeting noted on the calendar in case it's needed.

Linda Stier, Chair of the Elections Committee reported this year's candidates:

**Worker-owner candidates:** Allannah Hines and Christina Sykes

**Consumer-owner candidate:** Nazmin Alani

**Task:** Brenda as EC Staff will reach out to the candidates to encourage them to attend Board meetings and offer attendance at the online CBLD 101 course.

### 4. Open Board Time

### 5. Closings

Decisions and Tasks

Next Month's Agenda: Plans for the Co-op Fair/Annual Meeting, Review of the Annual Report, Board Perpetuation (timing of Dave's replacement appointment)

Meeting Evaluation