

Meeting Minutes for Weaver Street Market's Board of Directors

December 6, 2021 Meeting

Board Business Meeting, December 6, 2021, Online Meeting, 6:00 to 9:00 pm

Directors present: Ruffin Slater (general manager), Nazmin Alani (consumer owner), Alice Ammerman (consumer owner), Caroline Anders (worker owner), Allannah Hines (worker owner), Linda Stier (consumer owner), and Anna Cates Williams (consumer owner).

Others attending: Mark Goehring (consultant), Brenda Camp (notes), Deborah Gibbs (consumer owner), and EmJ Jakubowics (worker owner).

1. Preliminaries

Owner Input: There was no owner input.

Agenda: There were no changes to the agenda. Linda Stier, Chair, noted that in addition to looking at the retreat plans, the Board would confirm the two retreat dates.

Minutes: Minutes from the November 10, 2021 Board Business Meeting were approved.

Decision: Minutes from the November 10, 2021 Board Business Meeting were approved.

2. Board Process—Monitoring Accountability

B6 – Staff Treatment and Compensation Monitoring Report

The GM answered questions about *B6 – Staff Treatment and Compensation Monitoring Report*. A Board member asked for the GM to provide a definition for “significant personnel decisions” in his operational definition for “Provision 3: Cause or allow personnel policies to be inconsistently applied.” A Board member made the general observation that the report identifies systems and processes that are in place but does not communicate whether the systems deliver on what is intended. The Board member suggested that the Board may want to consider whether the policy needs to be phrased somewhat differently so that it engenders what the Board would want to know.

Decision: The Board accepted *B6 – Staff Treatment and Compensation Monitoring Report*. The report provides evidence that the General Manager has operated within the constraints of this Executive Limitation.

3. Incidental Information – December General Manager's Report

The General Manager answered questions about his December General Manager's Report. The GM clarified that the sales trends chart shows current sales compared to 2 years ago rather than compared to pandemic sales, which were down so much as to not be comparable.

4. Board Process

a. Where we are—December 6, 2021

Board members reflected on “what’s been accomplished since January” and shared about their experience of “where the Board now is.”

December 2021

b. Acknowledgments

Board members were given the opportunity to acknowledge outgoing Board members, Alice Ammerman and Caroline Anders.

c. January Retreats

The Board reviewed and commented on draft agendas for the two half-day retreats to be held in January.

Decision: The Board identified times and dates for the two January half-day retreats: Wednesday, January 12, 1 pm to 5 pm and Thursday, January 20, 9 am to 1:30 pm.

5. Closings

Decisions and Tasks

Meeting Evaluation

6. Board Work Session

DEI Pivot Work

7. Executive Session

GM Evaluation

GM Compensation