

Board of Directors Meeting Minutes
February 10, 2021, 6:00 pm (teleconference)

Present: Ryan Peters, Terrance Morris, Randy Rydel, Laura Weiss, TQ Nguyen, Adrienne Renz, Jean Rogers

Absent: Ceci Lopez, Margaret Gerard, Melissa Morin

Facilitator: Holly O’Neil

Topic	Key points	Outcome
Agenda Review	<ul style="list-style-type: none"> Added agenda item: Hazard pay and Budget Overage 	--
Consent Agenda	<p>All directors present confirmed they read the Board packet.</p> <ul style="list-style-type: none"> Board minutes 1/13/2021 – no comments Finance committee minutes 1/2021 – no comments Board Development (BDC) minutes 1/2021 – no comments Member Affairs Committee (MAC) minutes 1/2021 – no comments Farm Fund minutes 1/2021 – no comments Staff bonus – pulled down onto the main agenda <i>Executive Session 1/20/2021:</i> <ul style="list-style-type: none"> Decision to nominate Randy Rydel as a Board candidate: approved by consensus Decision to nominate RJ Halloran as a Board candidate: approved by consensus with one director standing aside 	Approved by consensus
Year End Staff Bonus	The Co-op had a profit due to the hard work of the Co-op staff. The Finance committee proposed approving a .40-cent bonus per hours worked in 2020, including staff who were in their trial period, given challenging circumstances due to the pandemic The last staff bonus was in 2014.	Approved by consensus. TQ Nguyen stood aside due to being a staff member
Hazard Pay and Budget Overage	<ul style="list-style-type: none"> We had anticipated no longer having hazard pay at this point. However, COVID-19 numbers are still high, as well as the impact on the community and on floor staff Finance Committee Chair Randy Rydel proposed that the Board support the GM in continuing to provide hazard pay, noting that this would be an operational decision, and acknowledging there would be a variance in our budgeted financial numbers. 	Approved by consensus. TQ Nguyen stood aside due to being a staff member eligible for hazard pay.
Board Chair Report	<ul style="list-style-type: none"> Board Chair Ceci Lopez will be on a leave of absence until the end of May Board Vice Chair Ryan Peters will serve as acting Chair in her absence The Co-op Annual meeting will be March 31, 6 – 7 pm via zoom 	--
GM Report	<ul style="list-style-type: none"> <i>Economic Resilience:</i> Continued focus on regaining shoppers who have changed purchasing habits. <i>Member-Owners:</i> We will have a new customer comment option in a few months. Meanwhile, a good contact point is info@communityfood.coop <i>Exemplary Workplace:</i> We will do a staff satisfaction survey, conducted by an external consultant in the 2nd quarter of 2021 (done every 3 – 5 years) 	--
Candidate Nomination Meeting & Process - Evaluation	<ul style="list-style-type: none"> Postponed to March due to lack of time 	--
Board Self Evaluation	The group reviewed a summary of the February survey. In a go around, individual directors shared thoughts about areas of strength and suggestions for Board improvement. More discussion will follow in future meetings	--
Board Priorities 2021 - Proposal	<ul style="list-style-type: none"> The Board Development Committee (BDC) proposed 2021 priorities for the year ahead, based on previous Board discussions: <ul style="list-style-type: none"> Evaluate the Board candidate nominations process Develop and update our Board orientation process 	Approved by consensus

	<ul style="list-style-type: none"> ○ At the fall retreat, discuss the Board’s approach to strategic planning ○ Conduct an Intercultural Development Inventory Assessment for the Board <p>Additional notes:</p> <ul style="list-style-type: none"> ● Add timelines for each priority ● Flagged for the BDC: Discuss when and how the Board will resume our pre-COVID-19 policy monitoring process ● Recruitment is an important topic that might land in the BDC’s priorities 	
Executive Session 7:21 PM	<p>Decision: To nominate James Erb as a 2021 Board candidate</p> <ul style="list-style-type: none"> ● Flagged: Review the candidate application process and wording, related to extending the deadline if we still need more candidates 	Approved by consensus
Adjournment	The meeting concluded at 7:34 pm	--

These minutes have been approved by the Board of Directors.

Next Meeting – Wednesday, March 10 at 6:00 pm (teleconference – “doors” open at 5:45 PM)