

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

**Present:** Ryan Peters, Margaret Gerard, Melissa Morin Terrance Morris, Randy Rydel, Laura Weiss, TQ Nguyen, Adrienne Renz, Jean Rogers

**Absent:** Ceci Lopez (LOA)

**Facilitator:** Holly O’Neil

Topic	Key points	Outcome
<b>Agenda Review</b>	<ul style="list-style-type: none"> <li>No changes made to the agenda</li> </ul>	--
<b>Consent Agenda</b>	<p>All directors present confirmed they read the Board packet.</p> <ul style="list-style-type: none"> <li>Management Report B1.1 – 1.12.1 (Financial Condition) – no comments</li> <li>Board Monitoring Report B1.1-1.12.1 – delete the repeated paragraph</li> <li>Board minutes 1/13/2021 – no comments</li> <li>Board Development (BDC) minutes 2/2021 – no comments</li> <li>Finance committee minutes 2/2021 – no comments</li> <li>Farm Fund minutes 2/2021 – no comments</li> <li>Investment Share Dividend Proposal – no comments</li> <li>Board &amp; Committees Annual Work Plan – no comments</li> </ul>	Approved by consensus
<b>GM Report</b>	<p><b>Economic Resilience:</b> General Manager Adrienne Renz reviewed data showing where sales have been strong and which departments have dropped. The deli team has a clear vision for the rebuilding work needed to rebound from the pandemic. Management will meet to study the deli, in order to maintain a gathering place and remedy some pre-pandemic issues Two directors brought up the Holly St Bakery space (currently used for curbside pickup) as an area for future discussion</p> <p><b>Member-Owners:</b> Special orders are back. There are requests for re-used containers, but this is still out of compliance with the Health Department. Management is aware shoppers want this, and are working towards it.</p> <p><b>Exemplary Workplace:</b> The staff satisfaction survey is coming up soon. We are not requiring COVID-19 vaccinations, but 96% of staff want to get the vaccine</p>	--
<b>Board Chair Report</b>	<ul style="list-style-type: none"> <li>Annual Meeting (virtual): Wednesday March 31, 6 pm. Acting Board Chair Ryan Peters invited input from directors for the closing message</li> <li>Voting is moving slowly so far, but we will have enough votes to confirm the Board election</li> <li>The Board's two new directors start their terms in April. Current directors are invited to welcome them before the April 14 Board meeting.</li> <li>Let Ryan know any additional committee preferences or interest in Board chairing positions in the next two weeks</li> </ul>	--
<b>Candidate Nomination Meeting &amp; Process - Evaluation</b>	<p>Overall, the process worked well considering it was the first time the Board has used it. The group noted suggestions and area to consider for the future:</p> <ul style="list-style-type: none"> <li>Refine the process, clarify the intent for candidate qualifications, and discuss how rigorously to use these when vetting candidates</li> <li>The time commitment for the nominating process might vary based on the number of candidates and available seats. Clarify and have this in writing</li> <li>Broaden the number of directors at candidate interviews</li> <li>Allow more time between interviews and the nominating process</li> <li>Review the questions we ask, and how we pair scoring with the interviews</li> <li>The process is important to care for long-term stewardship of the Co-op.</li> </ul>	--
<b>Closing</b>	The Board thanked departing director Melissa Morin for her Board service, and shared many messages of appreciation for her leadership and dedication	
<b>Adjournment</b>	The meeting concluded at 7:00 pm	--

*These minutes have been approved by the Board of Directors.*

**Next Meeting – Wednesday, April 14 at 6:00 pm (teleconference – “doors” open at 5:45 PM)**