

Frederick County Consumer Cooperative

Board of Directors Meeting

April 25, 2024

Board Members Present: Megan Schneebaum, Julie Richards, Toby Schermerhorn, Alecks Moss, Armando Martinez, Joe Eastwood, Juan Ducos, Merrick(late)

Board Liaison Present: Zoe Brittain

Staff Members Present: Román Diaz, Sarah Lebherz, Grace Scott, Armando Martinez, Joe Eastwood, Zoe Brittain, Amanda Harmon, Nick Fitzpatrick

Owners Present:

The meeting was called to order at 6:02pm by Julie Richards via Zoom.

Approval of Agenda: Megan motions to approve the April 2024 Common Market Co-op Board of Directors meeting agenda. Joe seconds, all board members vote in favor.

Quick Check in.

Consent Agenda:

- February 22 minutes - approved
- March 28 minutes - approved
- Owner refunds: #9000, #7366 (other reasons)

Transferring Ownerships (deceased owners):

Does the Board need to approve ownership transfers or can Owner Services immediately move forward with transfers for deceased ownership accounts. All Board Members approve of having deceased ownership transfers listed on the consent agenda, versus pending approval.

Owner comment period:

- Can we revisit bringing MSG back into our store? Is MSG a banned ingredient?
- Answer: We don't have banned ingredients, but we are keeping our standards in our vast majority of produce. To participate in the WIC program, we had to bring in some conventional items.
- Suggestion to communicate to staff about the WIC program and the various products/ingredients we have brought into our store.
- Conventional labeling on produce is confusing, use the word non-organic to distinguish items. More transparent messaging and marketing in store and on Instacart.

Staff-Board Liaison Update: No comments from staff. Written responses from the Board were appreciated.

Juan motions to approve using Columinate’s Decision Tree method to facilitate monthly GM report monitoring. Joe seconds, all board members vote in favor.

Financial Dashboard update: Román presents the financial dashboard.

GM Monitoring B3-Financial Conditions: Román reports overall satisfaction regarding policy B3-Financial Conditions. All criteria in this report meet standards.

Alecks motions to approve the GM monitoring report on policy B3-Financial Conditions. Juan seconds, all board members vote in favor.

Board Compensation Review Follow-up: Will be discussed at next month’s Board Meeting

Board Budget Proposal presented by Treasurer: Will be discussed at next month’s Board Meeting

Board Monitoring C3-Delegation to the General Manager

Megan shares her screen of policy C3-Delegation with the General Manager and asks for Board reflection on Board performance in regards to policy.

Board Monitoring C5 - Annual Evaluation of Compensating the GM

Megan shares her screen of policy C5-Annual Evaluation of Compensating the GM and asks for Board reflection on Board performance in regards to policy.

Break: 7:25

Department Focus: Patrick, Grocery and Wellness Manager from Rt. 85 discusses his retail background and work history. Patrick has worked diligently to develop better lines of communication while encouraging an open-door policy. He has collaborated with both the produce and meat department creating more opportunities for cross merchandising.

Group Discussion:

- Restroom accommodations in the Stores
- Decision regarding bathroom signage was tabled until future meeting
- LGBTQ 101 Training Update/Feedback

Board Election Process Update

- Megan and Joe switched seats – Joe’s term will end 2025
- Incumbents declare intent to run for next election:
 - Juan and Armando declared intent to run
 - Megan will not run
- Dates for election timeline
 - Candidate Packet Available May 31st
 - Nominations June 12th- 14th
 - Board Review July 26
 - Applications Due July 19th

- Ballots Mailed July 19th
- Election begins Aug 26th
- Election ends Sept. 23rd
- Information Sessions TBD
- Meet the Candidates TBD
- Board quotes have been utilized for social media and newsletter

Strategic Planning Discussion:

- Update on Rt. 85 Survey

Odds and End:

- In Store Events: Saturday 27th April, Plant-a-Palooza (VOLUNTEERS NEEDED PLEASE!) and Earth Day Celebration; Saturday 29th June, Yoga & Wellness Event; Saturday 24th August, 50th Anniversary Celebration
- Spoonful - Board column for the July/August issue has already been drafted (Thank you, Alecks!); volunteer required for September/October issue
- MAFCA Meeting: Next gathering is on 18th May @ Park Slope Food Co-op in Brooklyn, NY; RSPVs are appreciated (Thank you, Joe for attending meeting and reporting back)
- NCG Board Bulletin - Second Quarter 2024 issue is in the Education Folder
- The Beet - Board contributions
- Board Members please refer to Julie's e-mail of 04/14 for all outstanding items for which your action has been requested
- Lunch with Leadership May 16th @ 7th Street (Joe) and May 23rd @ Route 85 (Kai)
- CBLD Training Calendar: 04/28 - Board Presidents' Round Table; 05/01 - Board Administrators' Round Table; 05/08 - Constructive Approaches to Handling Complaints About Your GM; 05/08 for 3 months - Women's Leadership Learning Circle; 07/20 and 10/26 Virtual CBLD 101 (new Board members) <https://columinate.coop/events/>
- CCMA 2024 in Portland Maine: May 30th - June 1st (Román, Nick, Alecks, Toby, Armando, Julie); please sign up for tours on 30th April
- Food for Thought Summer Series Update
- WIC Update
- Good of the Order
- **Follow up work/next steps:**
 - Juan to present Board Compensation Review and Board Budget at next meeting

The meeting was adjourned at 9:17pm by Julie Richards. Executive session followed. Meeting minutes recorded by Amanda Harmon.