

Frederick County Consumer Cooperative

Board of Directors Meeting

November 14, 2024

Board Members Present: Julie Richards, Alecks Moss, Armando Martinez, Jaime McKay, Alison Wexler, Nina Carr

Board Liaison Present: Tim Roberts

Board Members Absent: Kai Hagen

Staff Members Present: Román Diaz, Armando Martinez, Amanda Harmon, Susan Schulman, Sarah Lebherz, Nick Fitzpatrick

Owners Present:

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

Approval of Agenda: Toby motions to approve the August Common Market Co-op Board of Directors meeting agenda. Alison seconds, all board members vote in favor.

Consent Agenda:

- October 24th minutes - approved
- Owner refunds - #5697; #7798 (moving)

Owner comment period:

Staff Liaison Update:

- Employee does not understand why the Board makes operational decisions that affect employees.
- Staff inquiring about when quarterly bonuses will go into effect.
 - Payout will occur in late January if parameters are met based on second quarter results.

Policy Register Updates:

Toby shares her screen with the revisions of policy D5 - Board Process - Code of Conduct and asks for Board reflection on Board performance in regard to policy.

Toby motions to approve the revisions on policy D5 - Board Process - Code of Conduct. Julie seconds, all board members vote in favor.

Break: 8:01

Financial Dashboard update: Román presents the financial dashboard.

GM Monitoring B7 - Customer Service and Value:

Román reports overall satisfaction regarding policy B7 - Customer Service & Value. All criteria in this report meet standards.

Armando motions to approve the GM monitoring report on policy B7- Customer Service & Value to the Board. Toby seconds, all Board Members vote in favor.

Board Monitoring D4 - Officers' Roles: Toby shares her screen of policy D4 - Officers' Roles and asks for Board reflection on Board performance in regard to policy. Toby will make suggested amendments to the policy for review and approval at the December meeting.

Restroom Update:

Jaime presents city and county grant options for gender neutral bathroom funding.

Preparation for Executive Committee Elections:

Alecks will continue to serve as Vice President.

Toby will continue to serve as Board Secretary.

Alison expressed interest in serving as either President or Treasurer.

Odds and End:

- Board Contact Information - please ensure that your information is complete and up to date
- Lunch with Leadership: Upcoming dates TBD *Roman will announce dates during December meeting*
- Ten Tons of Textiles Collection Event 11/15 @ 1-6 pm (both stores)
- The Beet - upcoming deadlines are 11/29 and 12/30
- Spoonful - Jaime will be writing the Board's Column for Jan/Feb 2025; deadline for submission to Julie is 12/12
- Turkey Runner Schedules - please sign up

- Employee Hotline - exploration of alternatives (to be discussed in more detail at next meeting)
- We've been nominated for Best Grocery Store in Frederick Magazine's contest, Nov 15 (tomorrow) is the last day of voting www.fredmag.com/best-of-frederick
- Upcoming meeting with Michael Healy: 12/12 @ 10 am
- 2025 Board Retreat: 01/25 and 01/26/2025 (attendees list will be provided today)
- Update on 2025 Community Yoga Wellness Celebration
- CCMA 2025: Duluth, Minnesota 05/29-05/31/2025 (Opportunities for CM participation)
- CBLD Training Calendar: Fundamentals of Interpersonal Communication 12/11 (<https://columinate.coop/events/>)
- Please note date for next Board Meeting (12/12)

GM Check-in:

Román discussed opportunities and recent developments for both stores.

Good of the Order: Armando proposed panel topic to CCMA regarding Employee Board Members.

Follow up work/next steps:

Toby will update the policy register with any policy amendments. Make changes we discussed today on D4.

Jaime to reach out to elected officials on behalf of the Common Market.

Amanda, Susan, Roman to discuss email blasts to Owners regarding bathrooms construction.

Roman to follow up with Bathroom estimates from contractors.

Julie to do write up for The Beet.

The meeting was adjourned at 9:16pm by Julie Richards. Executive session followed. Meeting minutes recorded by Amanda Harmon.