

In Athens there will be a thriving, local, cooperative economy; a fun, inspiring place to shop and learn; a hub for community and civic engagement; and a source of excellent food.

Daily Groceries Co-op - Board Meeting

Tuesday, October 24, 7:00-8:00PM

Pixel & Ink

- I. Welcome
 - A. Approve Minutes- September
 - a. No motion was taken on this agenda item.

- II. 25th Anniversary- Annual Social
 - A. November 2 at Normal Bar
 - i. No major updates on this item,
 - ii. The event starts at 7 PM,
 - iii. board will arrive at 6 PM,
 - iv. Kelsey is our vote coordinator and board will assist with that,
 - v. Tom will work with Kelsey on placing the cake order with The Grit

- III. Member Forum (Revisited later in meeting)
 - A. Jess Cross is here. Also Matthew is a member and present.

- IV. General Manager Updates
 - A. Store updates
 - i. 12-13% sales growth for the 3rd quarter,
 - ii. October sales growth is down,
 - iii. our seasonal trend is to dip around this time;
 - iv. a prior year had the store reset, and added meat to our sales last year
 - v. 4-5% over October
 - vi. We are returning to a seasonal norm
 - vii. Lisa has been looking into an emergency generator that could be rented for the need of store closing; we need to add a switch for a approx.. \$2,000

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- Be willing to understand and explore diverse views, not just defend your own.
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- Use a "parking lot" for important ideas and issues not directly related to the topic.
- Have fun.

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viii. the liability insurance has been renewed with similar premium and deductible as the prior year's policy

B. Staff updates:

- i. Rashaun is transitioning out of the produce manager position and Jane is taking on the produce managing in her stead
- ii. We've hired a new cashier to pick up the front end department slack;
- iii. We've hired a 15 hour Facilities Manager, Jen Oliver-Provost,
 1. we've found that store need was present.
- iv. November will have turkeys from a farm with a small 35 bird flock;
 1. We will have more total turkeys, 20 local sold last year,
 2. We are hoping to sell 15% more, about 80 turkeys,
 3. These local turkeys cost about \$1 less per pound;
 4. Mary's for OG and natural;
 5. these are all fresh,
 6. Will has a turkey suit! Opa Robby's has a bunny suit
- v. Lease information is reserved for the executive session

V. Board Policy & Governance Updates

A. Policy Reports- D1: Unity of Control

- i. Regarding the Board-GM relationship: only officially passed motions as a whole board are binding on the GM except as authorized by the board, and then GM can refuse any request that disrupts operations.
 - a. The Board believes it is in accord with this

B. Bylaws Section 2.6- Membership Termination

- i. An owner behaved inappropriately in the store
- ii. Per the bylaws the owner can be terminated given endangerment and inappropriate behavior in the store.

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- iii. We emailed this owner with the bylaws, this person's membership would be decided at this meeting and the investment refunded, the owner could have responded in writing, the owner sent back the address to be mailed the check.
- iv. Athens-Clarke County police have been notified of this situation.
- v. The police have to be present when a banning officially occurs with ACCPD.
- vi. Staff have been notified via email with photos of the person and to call the dispatch number if the owner is seen.
- vii. Will motioned, Alex seconded, all in favor, the motion passes unanimously.

VI. Board Member Appreciation & Transition

- A. Rashaun will be transitioning off the board as part of the Code of Conduct, given her resignation from staff.
- B. The board deeply appreciate Rashaun's board service.
- C. Each board member expressed appreciation for her service both on the board and in the produce manager role.

VII. Member Forum Part 2

- A. From Jess:
 - i. We should unequivocally not tolerate racism in our store
- B. It was requested that there be a general background given as some board members are unaware of the context of Jess's comment
 - i. There are ongoing confidential personnel matters which have been discussed on social media, and by email to the GM and board.
- C. From Jane Russell:
 - i. She was a part of Jeanette Rankin's "It's Time to Talk" forum on race relations. It showed her how important this conversation about race really is.
- D. From Matthew:

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- i. It will be much harder carrying on Team Equity's work without Rashaun who consistently was a leader at the co-op.

E. From Lisa:

- i. The next GM report will include a report on staff
- ii. The staff survey will be including how staff feel about the store environment.

VIII. Future meetings-

A. Annual Meeting- Nov 2

B. Board Meeting- Dec 12

IX. Executive Session

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Policy Governance for Review:

For the Board:

Policy Type: Board-Management Relationship

Policy Title: D1 – Unity of Control

Last Revised: September 30, 2012

Only officially passed motions of the Board are binding on the GM.

Decisions or instructions of individual directors, officers, or committees are not binding on the GM except in rare instances when the Board has specifically authorized this power.

In the case of directors or committees requesting information or assistance without Board authorization, the GM can refuse any requests that, in the GM's opinion, may disrupt operations or that require too much staff time or resources.

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