

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, December 12, 7:00-8:00PM

Firehall

Present (In no particular order): Aaron Fu (owner), Jane Russell (board), Jesse Houle (owner), Chad Whitley (owner), Claire Bolton (owner), Rashaun Ellis (owner), Rachelle Ellis (owner), Cathy Bowles (owner), Brent Gubatan (owner), Jane Link (staff, owner), Jim McCarren (staff, owner), Matthew Epperson (staff, owner), Delene Porter (board), Will Hodges (board), Jess Cross (owner), André Gallant (owner), Alex Rilko (board), Diona Fredo (board), Tom Reynolds (board), Kelsey Young (staff, owner), Ravi Calhoun-Fernandes (staff, owner), Audey Lee (owner)

I. Welcome

A. Approve Minutes- September and October

- a. Tom motions, Jane R. seconded, all in favor, motions passes unanimously

II. Board Policy & Governance Updates

A. Annual Meeting Wrap-up - Certify Election Results

- i. (Incumbent) Diona Fredo and (Incumbent) Alex Rilko received the majority of Owner-member votes and remain on the Board for another term
- ii. We followed all stated election procedures as given,
- iii. Will motions to accept the results as presented, Tom seconds, all in favor, motion passes unanimously

B. Policy Reports-

- i. D2 – Accountability of the GM: The General Manager is the Board’s only link to operational achievement and conduct.
 1. Evaluation is based on the accomplishment of Board-stated ends and avoidance of Board-proscribed means; the board will not instruct or evaluate any employee beside the GM
- ii. D3 – Delegation to the GM: The Board delegates authority to the GM through written Ends and Executive Limitations policies.
 1. GM is only link to the work of the board, authority of the GM is established through written ends, and evaluated based on any reasonable interpretation of those Ends
- iii. D4 – Monitoring GM Performance: The Board will systematically and rigorously monitor and evaluate the GM’s job performance.
 1. Monitoring occurs by one of three methods: (a) by internal report, in which the GM discloses interpretations and compliance information to the Board; (b) by external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies; or (c) by direct Board inspection, in which a designated director or committee assesses compliance with the policy criteria.
 2. The annual GM evaluation is at this time of year, Lisa will submit a compensation package and the board will review in January
- iv. Alex motions to accept these Board policies as in compliance, Diona seconds, all in favor, motion passes unanimously

III. Member Forum (60 minutes)

- A. The owners present expressed a few recurring wishes:

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- i. A public redress of past wrongs against staff, particularly women and women of color, in full transparency
 - ii. A statement on the reform plans of the co-op related to a culture of permissiveness toward white male supremacy and toxic masculinity
 - iii. A statement on racial and gender equity from the Board of Directors
 - iv. Numerous folks expressed a general desire that the board “flex its power”, and that failing that, they would no longer shop at the co-op
 - v. The co-op was encouraged to do more to go out of its way to reach out to communities outside of the traditional white clientele
- B. A former staff member stated her belief that she had been racially assaulted while working at the co-op
- i. Said person also encouraged folks to focus on pushing the co-op to do better, rather than just divesting and never shopping again
 - ii. Folks’ expectations for the co-op are higher because of the fact that it’s a co-op, and community-owned
- C. The Board informed the members that we requested the General Manager to not attend this meeting
- D. These concerns would be on the next board agenda

IV. General Manager Updates

A. B1- Financial Conditions

B. Customer Survey

- i. These updates were tabled for this meeting until GM is present at the next board meeting January 9th

V. Future meetings-

A. December 20- holiday party

- i. Lisa will follow up with this information

B. 2018 Board Meeting- change day or location?

- i. A few sites were considered for a new board meeting location due to the unavailability of 2nd Tuesdays at the Athens-Clarke Heritage Foundation Firehall.
 1. Will will follow up on the option of using Board 9A

VI. Executive Session