

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, January 9, 7:00-8:00 PM

160 Tracy St, Suite #10

Present: (Board) Tom Reynolds, Jane Russell, Alex Rilko, Diona Fredo, Will Hodges. (Owners & Staff) Anna Cox, Matthew Epperson, Kelsey Young, Jane Link, Ravi Calhoun-Fernandes, Hazel Bray; (Owners) Chad Whitley, Claire Bolton, Drew Weing, Audey Lee, Aaron Fu, Kathy Loftis, Brent Gubatan, David Kulniszewski

- Welcome
 - A. Approve Minutes- December 2017
 - a. Tom moves that we pass this with corrections, Tom Reynolds was present, Robert's Rules minutes will be taken by note taker and sent to Secretary for approval, Diona seconds, all in favor, motion passes unanimously
 - B. 12/29/17 Delene Porter has resigned as Board President and from the board
 - a. The slate of board officers will be as follows:
 - i. Will Hodges – President
 - ii. Jane Russell – VP
 - iii. Alex Rilko – Treasurer & Secretary
 - a. Tom motions, Diona seconds, motion passes unanimously
- Member Forum
 - A. Board: Will read a letter from the board to the member owners present addressing the concerns raised during the December 12th meeting, letter will be available on the website. Comments can be sent to board@daily.coop as well as future member forums.
 - B. Anna:
 - amazing experience being a part of the co-op,
 - a part of Team Equity, unsure of why we were established (Team Equity) but we exist, addressing significant issues of equity, significant change within the organization, we went through the AORTA anti-black bias, we are working to move beyond racial sensitivity training, to be with our most authentic selves,
 - there was concern with a former employee dismissal, and the way sexual harassment was handled,
 - the board has an opportunity to engage, Team Equity wanted to engage further with the board, and we asked for language to be included as part of social justice initiatives
 - listening sessions were proposed, if we want to be team players we need to see that from than top down
 - it was not brought to the GM's attention how staff were uncomfortable with the goings on after former employee dismissal, being asked to make more space for current employee was and is offensive
 - Ann mentioned that there were other acts of violence but they weren't reported. She didn't elaborate on this.
 - C. Andre Gallant's letter via Audey Lee:
 - Did not feel very hopeful after the last meeting, after reading the board's response to former employee
 - it's not from following policies, those policies do not allow doing right, more than following the rules as written,
 - board and management must engage in trainings and not employees, a beacon of racial and economic justice
 - not returning without a progressive and public stance

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D. Audey:

- Emphasize not going out of her way to shop, unhealthy eating choices in order to put equity first
- race is extremely uncomfortable for Americans, blessed to discuss trans-racial adoption
- organization can open themselves to the discomfort
- last meeting was rife with comment on toxic masculinity
- tempting to take the membership away but she doesn't want to back out so far without a voice at the table, she wants to go back to keep shopping

E. Claire:

- Shopping at Daily for 7 years, in the letter to former employee policy was the focus.
- What does this look like on social media to an outsider or shopping on a casual basis
- it comes across as a white manager against a black employee for making a racial statement
- all white board backs the GM, states the POC manager was acting with prejudice
- this is and will be a PR nightmare for Daily
- she wants full accountability for this
- anti-oppression training for the top leadership and not staff, management influences staff culture,
- She would like a statement that says we know we are capable of perpetuating white supremacy but we can change that, admit we could have made a mistake, not just for appearance
- it's a good sign we are willing to show up and talk about these things

F. Chad:

- The noise you have heard is not all you could be hearing.
- The board has a month to respond to this before the public is really engaged as this topic is on A4E's board meeting agenda for this coming month.
- We understand being a volunteer board

G. Tom to Audey's question:

- Delene Porter did resign as board president before her term ended.

H. Jane:

- The produce department is working on minority farmer recruitment,
- we have a few Black farmers already, working on finding more Hispanic farmers
- if they will be conventional or organic is a question

I. Drew:

- Former Deli Manager hired 4-6 people and none were Black
- none applied and he didn't make an effort to recruit
- wishes he did, didn't winnow Black employees, but it wasn't the effort, going to those who are already shopping
- vast majority white shoppers, wished he had worked harder on that
- He would like to see Daily to take on that leadership going forward

J. Kat:

- She is incredibly disappointed in the message received so far, not repeating the same message, it was racist the way the issues were handled, insensitive, asking for more, didn't get it
- I will be asking for our family contribution back

K. Jane:

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- lots of time spent on situation in October, trying to understand what went took place
- we want to see everyone treated fairly, privacy in a personnel issues, fair, compassionate and the law
- there will be an HR audit, like a financial audit, this helps find what needs fixing

L. Anna:

- We have the expertise within us, please use it, single-mindedly moving forward

M. In response to who will be doing the HR audit: The audit is likely to be with CDS Consulting Co-op,

- Audey: AADM's ED Mokah Johnson would be a great local resource
- this is a policy audit, the board asks for resources, Intercultural Development Inventory IDI tool, the board will post details about the HR audit, and requests resources related to it

N. Lisa:

- we have already started posted our hiring notices in a wider variety of places and have actively been trying to increase the diversity of our applicant pool.
- We have been doing this since the AORTA training. We are going to post hiring notices in different places
- there has been some increased diversity in applicant pool, it will take time to increase diversity.

- General Manager Updates

A. GM Update

- 4% sales growth, down trend from rest of the year, 1st and 4th quarter are the lowest, those have weathered large changes like purchasing a POS, lower prices on key items, \$2.49 toilet paper, \$3.99 eggs, turkey sales were a flop given expectation of growth for 2017, will revisit this next year
- Equipment failure, generator rental service investigated, not pursuing a contract given expense greater than property insurance coverage in cost

B. Policy Reports- B1: Financial Condition

- 3Q 2017 report, not cause fiscal jeopardy... not allows sales to decline or be stagnant, compliant, 3% growth needed 9.4% achieved, down from 2nd quarter growth, 3.8% growth in NCG peers, competitive pricing and deals, adding meat
- Inadequate net income, report compliance, CoCoFiSt jeopardy benchmark .5% net income, 3.2% net income for that quarter, project expenses are not accounted for in this, 1% after project expenses,
- Liquidity, in compliance, current ratio 1.25% for compliance, 1.82%
- Solvency, in compliance, total D/E, below 3.0, 1.46%
- Incur unusual debts, in compliance
- Acquire real estate, in compliance
- Tax payments overdue or inaccurately filed, in compliance
- Late payments of payroll, contracts, loans, in compliance
- Restricted funds use, in compliance
- GAAP bookkeeping, in compliance

1. March 2017 had a 2016 review, CPA prepared a report

C. Diona motions, Alex seconds, all in favor, motion passes unanimously

- Board Policy & Governance Updates

A. C: Global Governance

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- Process standpoint for the board, board process
- B. D: Global BOD-Management
 - Board connects through the GM
- Future meetings
 - A. Tuesday, February 13, 7:00-8:00 PM (location TBD)
 - Another free location? Firehall not accessible for a few months
 - B. CBL 101, January 20 in Durham, NC
 - Jane Russell may attend and Diona Fredo cannot go to CDS training.
- Executive Session