



Minutes of River Market
Board of Directors Meeting
Tuesday December 8th, 2015
6:30 p.m. in the River Market Loft

Attendance

Directors Attending

Brock Ehnert
Alison Komarek
Dan Puraty
Matt Ludt
Sara Morrison
April Rust
Nate Hart

Directors Not Attending

Kellie Seth
Carolyn Scott
Elissa Cottle
Mandi Leonard

Also Attending

Mead Stone
Nicole Sullivan
Tom McCarty

Call to Order 6:39 pm

President April Rust called the River Market Board of Directors meeting to order at 6:39 pm. Introductions were made around the table.

Owner comments

There were no owner comments.

Points of order

The Director attendance policy was discussed. A director may be absent for two consecutive board meetings or three non-consecutive meetings in a year. The start of the year is considered to be October. Anytime a director is absent from a board meeting a reminder letter will be mailed to them to help keep track of attendance. This policy will be reviewed again at the January Board meeting.

Approval of Procedural Documents

The Consent Agenda was called. All items were approved.

Board Engagement – Stillwater City Vision and Planning 2015 - 2020

Tom McCarty, Stillwater City Administrator spoke to the Board about the City Council's vision and planning strategies for the next five years. The notes will be posted on backpack.

Business

BOD/GM Open Discussion – 7:47 pm

- Tom McCarty had mentioned that there will be a Comprehensive Development Committee established to work on strategic development planning for downtown Stillwater. April Rust asked if we should have a member of the Board or an employee of River market involved in this committee. The consensus was that yes, we should have a representative on the committee. There was interest from some of the Board members to become involved with this committee. They will look into it further and keep the Board informed.
- Mead Stone mentioned an article in the Cooperative Grocer talking about GM's having operational wisdom. Looking at this it is clear that the first part of the Ends Statement is being addressed well and now we need to look at planning for the other two parts of the Ends Statement.
- Mead is enthusiastic about multiple years planning but needs direction from the Board on where to go.
- The topic of unions was discussed. Some cooperatives have union departments. River Market does not and has not been approached by any union but is simply discussing the issue in order to be prepared and knowledgeable on the subject.
- Mead wondered if there should be a format in which the Board retreat notes could be made even more accessible to new directors. April suggested that perhaps there could be a curated method of what is highlighted for new directors to go back and read. It was felt that perhaps there could be a way to go back and look at the history of what has been studied and discussed that is more accessible than backpack. Alison Komarek pondered whether the new director training should attempt to capture the energy of the retreats. Perhaps there should be more upfront training on backpack initially. This could perhaps be a part of the mentoring that Sylvia Conger provides. The Board Development Committee will take up this issue and bring back suggestions to the Board.
- There was general agreement that it would be a good idea to consolidate and document some of the history of the River Market Co-op so that it is not lost. It would be interesting to talk to some of the

original owners to ask more about why they chose to be a co-op as opposed to a different entity. Different ways to capture the history of the co-op was discussed and all ideas will be investigated including the possibility of interviewing some of the earliest owners. This could be worked on from the marketing department and incorporated into social media. Mead Stone will pursue this further.

- Mead mentioned that the co-op had done a study of the number of owners coming from Wisconsin which showed a figure of 22%. This is exactly the same as it has been in a previous study.
- Discussion ensued regarding an attorney who is looking for small businesses that may be out of compliance for ADA (American Disabilities Act). As River Market has recently undergone the renovations we have been approved by the city and are therefore in compliance.
- Thanksgiving was a great success and went very smoothly. Having the fourth register was a great help for the busy times. The other thing that helped things run so smoothly was that the turkey pickup had also been made available on the Sunday before Thanksgiving. Alison Komarek helped bag groceries and met with owners.
- The possibility of expanding the articles in C-shares was discussed as a way of increasing leverage if any future possibilities were to present themselves. Any increase in C-shares would require a vote from the owners.

Study and Engagement Annual Schedule 8:34 pm

- April Rust presented a potential schedule for topics for study and engagement for the Board. After a meeting with Mead it was decided to bring forward in the schedule the discussion on the Ends Statement which would enable Mead to have clearer direction from the Board when establishing the budget.
- Another topic for study is to clarify and explain to others what the role of the Board is.
- Bill Gessner is interested in doing the spring retreat with the Board as well as attending a Board meeting prior to the retreat. It was decided that the month of April would be best for this which will be verified with Bill. Possible retreat dates are April 16th, 23rd and 30th, 2016.
- The process of potentially interviewing for a new GM will be an additional study topic. Typically consultants would begin to work with boards 18 months prior to any GM retiring.
- There are two open sessions for study and engagement. It was decided that these should focus on engagement with owners. The Growth and Engagement Committee will address this and present suggestions.
- Regarding the scheduled topic of personality types it was asked if anyone had any strong preference on using Myer / Briggs or Strength Finder. No one had a preference between these two systems but Brock suggested the systems Colors and Gems as other possibilities which they will look into.

Review and Update Annual Work Plan

- April Rust has compared the calendar, annual work plan and monitoring report chart to make sure they all align. Some changes were made and they are now all coordinated. All directors are to review these documents.

Review of Fall Retreat

- The directors discussed the fall retreat. Lining up in a spectrum of personality types was enjoyed as well as more clarity on the Four Pillars as a model not a system.
- Discussion time was condensed in the afternoon due to time constraints which will be considered for the next retreat.
- Directors would like to spend more time on getting to know individual personality types and backgrounds.
- At the beginning of the spring retreat directors will again review the notes from the fall retreat as a way to recap and build on to the discussions from this retreat.
- The January leadership training may have more discussion on the Four Pillars. Several directors will be going to this training and will then share what they have learnt at the January Board meeting.

Board Development Committee Update

- The committee has been following up through email to schedule meetings and to make sure they meet the December 20th Currents deadline.

Growth and Engagement Committee Update

- They have not yet met but Carolyn Scott will be working on getting the committee together. They have yet to work on the Board bulletin board.

Policy and Rules Committee

- They will be meeting in the New Year.

Events/training (CBLD 101 for New Directors and others)

- CBLD 101 training for new directors and CBLD leadership training will be held in January 2016.
- CCMA will be held in Massachusetts in 2016. The dates are Thursday, June 9th to Saturday, June 11th. They will be booking hotel rooms in advance.

Media: Currents; Website, etc.

- Currents deadline is December 20th, 2015.
- The Board Development Committee is working on a piece for this Currents issue.
- Dan Puraty also submitted an article as an owner and there is a possibility of Board profiles in the Currents.

Reports 9:06 pm

- There were no reports.
- D reports were assigned:
 - D1 – Nate Hart
 - D2 – Trista Reuter
 - D3 – Brock Ehnert
 - D4 – Kellie Seth

Director Questions & Assignments

January Assignments:

Leadership Tasks and Work

- Plan logistics and Spring Retreat

Board Monitoring Report

- Parking Lot

GM Activities

- B7 Communication with the Board
- B8 Logistical Support

Board Development Committee

- Confirm which existing Directors are up for re-election, assess board composition, update Board Application and Application Packet

Other

- CBLD Consultant Call.
- February 20th Deadline for Currents.
- Submit agenda items for January Board meeting to April Rust

Open Session Adjournment 9:10 pm

Respectfully Submitted

Nicole Sullivan

Board Administrative Assistant