



Minutes of River Market
Board of Directors Meeting
Tuesday January 12th, 2016
6:30 p.m. in the River Market Loft

Attendance

Directors Attending

Brock Ehnert
Alison Komarek
Dan Puraty
Matt Ludt
Sara Morrison
April Rust
Mandi Leonard
Carolyn Scott
Kellie Seth

Directors Not Attending

Elissa Cottle
Nate Hart

Also Attending

Mead Stone
Nicole Sullivan
Jim Conners
Allan LeValier

Call to Order 6:34 pm

President April Rust called the River Market Board of Directors meeting to order at 6:34 pm. Introductions were made around the table.

Owner comments

Jim Conners presented to the Board a proposal for a regular “Meet and Greet” for owners and potential owners of River Market Co-op. The first gathering could potentially be at the Maple Island Brewery on January 28th. Jim has spoken to Maple Island Brewery who were open to the idea. Everyone could bring their own food and buy drinks there. This event could possibly be a regular monthly occurrence with a different guest speaker each month from varying local organizations. The first guest speaker could be from Art Reach. The Maple Island Brewery has the advantage of being close enough to the River Market that people could potentially purchase their food from the co-op on their way to the event. Subsequent venues could be located further away from the Co-op to attract people who are not usually at River Market and may be interested in joining. After a year of the monthly events there could be a larger event with all the guest organizations invited. Jim said that he saw River Market’s role in this as primarily helping to market and spread the word of the event through communications such as social media, newsletter and the website. Jim stated that the main

goal of the events would be to bring owners and potential new owners together to get to know and nurture each other as we all have a common ground in our appreciation of healthy, natural and local food. River Market would not be sponsoring the event as people would bring their own food and buy their own drinks. Attracting new owners and encouraging them to become members of River Market would be another goal. Mead Stone and the Board thought it was a great idea but would need to clarify River Market's role in the event beyond promoting and facilitating it on social media, internet, website, bulletin board and the newsletter.

This would be similar to the way River Market promoted events for the biking group bringing people together with similar interests. April Rust would like to have the Board Development Committee and the Growth and Engagement Committee discuss this issue further and talk about River Market's involvement.

Carolyn Scott also spoke to the Board as an owner. She raised the point that there seems to be a lot of focus on supporting and attracting seniors to the Co-op with things like 10% off on Tuesdays for seniors including non-members. She thought that this is great and wondered if similar kinds of promotions could be extended to focus on the younger generations such as the Millennials. Carolyn felt that most young people believe in the concepts and values of the Co-op such as local and organic food but they do not typically come to the Co-op because they are under the impression that the prices are too high. Without attracting the younger generation we are missing out on their business which is also a potential pipeline for the future. Carolyn did not have any specific suggestions for how to accomplish this but rather wanted to bring it up as a discussion point and an awareness of a possible disconnect between young peoples' image of the Co-op versus the reality of what is available there. The Board felt that this was a very relevant and important point that should be further discussed and addressed.

Points of order

- April Rust added into the agenda a time for a re-cap from those who attended the CBLD Leadership Training.
- April and Mead stated that there had been strong feedback from the community, including an email from an owner regarding the change in the milk supply at the Co-op. As a result Crystal Ball will be returning to the Co-op.

Approval of Procedural Documents

The Consent Agenda was called. All items were approved.

Board Study and Engagement – Ends Discussion: Equitable Economic Relationships

During the Study and engagement portion of the meeting the Board discussed the Ends statement and in particular the first bullet point which is “Equitable Economic Relationships”. The notes will be posted on backpack.

Business

BOD/GM Open Discussion – 8:16 pm

- Mead Stone had just received the end of first quarter financials which show a loss of \$46,000. This is mostly due to the deli which accounted for about \$20,000 of this. This has been disappointing as financials seen at weekly managers meetings did not seem to reflect this.
- In regards to budgeted expenses we are a little under budget for expenses.
- River market has done a very good job in considerably reducing inventory by about \$21,000. Inventory is the last to be counted and when you reduce your inventory it also means you are pulling more out of the back room and therefore end up spending more on cost to goods than you actually purchased. This would account for part of the overall loss.
- At the next managers meeting this will be discussed in depth with particular concentration on the deli. They will look at all aspects of the deli including the amount being charged for items and the processes of making the products and serving customers. They will also be looking at NCG resources for help. Proactive steps will be taken in terms of margin.
- The grocery and health and body care departments are over performing.
- The Board discussed possible Spring Retreat dates in April. The date is yet to be decided.
- The employee satisfaction survey and interviews are complete. The Human Resources Manager has turned it in to our consultant, Melanie for review. In her opinion she had never seen a store with such high satisfaction scores.
- Twin Cities General Managers are attempting to get together as they did back in about 2004. This has been spearheaded by Gail at Lakewinds and it will be on January 22nd.
- The GM of Just Food in Northfield is leaving to go back East.
- This year’s Christmas is thought to be even better this year due to the fact that it will be on Sunday which means there is a full week of sales before Christmas.

Request to Redeem C-share 8:25 pm

- The Board discussed the process to be used if someone were to request to redeem a C-Share in order to be knowledgeable and prepared.
- The issue has been discussed with an attorney who stated that there needs to be just cause. A form was produced which states that the Board would have the right to terminate their ownership.
- This would be approached in the same way that the Board approves new and leaving owners each month so that the Board has some control over it if too many people wanted to leave at the same time. In this case the Board could have the option of spreading it out over time.
- The Board would hear the just cause, discuss it and then decide how to proceed. This approach is in line with our policies.

Use of Board Email Account

- There will be a general email address for anyone to use to communicate with the Board.
- The email address is board@rivermarket.coop
- This will be posted in Currents.
- The Board admin will check the email and forward on emails to the appropriate person.

Review of Attendance Policy

- The director attendance policy was reviewed. The policy states that a director may be absent for three non consecutive or two consecutive Board meetings in a year starting from October.
- Letters are automatically sent out as a reminder when a director is absent.

Committee Updates

- The committees have yet to meet this year but communication is in progress.
- April Rust asked the committees to select a chair and set initial meeting dates.
- The Board Development Committee has put information in the newsletter regarding Board applications. They will start working on putting together the packet for Board applications.

Events/training

- CBLD Leadership training was held in January and the attendees gave a review.
- Dan Puraty said they talked about servant leadership and the ten characteristics of this style which are:
 - Listening more than talking
 - Empathy – we and us rather than me
 - Healing – facilitating nurturing
 - Awareness of self and other
 - Persuasion – an advocate not coerce
 - Conceptualization
 - Foresight
 - Stewardship
 - Commitment to growth of people
 - Building community
- Sara Morrison explained the discussions on the five stages of teaming which continue in a circle. The stages are:
 - Forming – new group
 - Storming – turbulence
 - Norming – what do we do when it's not working
 - Performing – coming together
 - Transforming – new leaders come in
- Alison Komarek recapped as follows:
 - How do you listen to the silent majority? This was talked a lot about as a challenge that most co-op boards face.
 - As a board we have the ability to deal with issues as they arise. Therefore, knowing what matters to the board and being theoretical allows the board to make appropriate decisions.
 - There was discussion about orientation for the whole board and not just for the new members. Orientate as a new team. This could be as simple as a social hour. Our board is very much ahead with orientating the individuals but missing the bigger picture of the whole board. We are also ahead of the curve in terms of doing the study and engagement topics. The Board Development Committee used to be more about nurturing current directors and not just new directors. This could perhaps be something to review on the charter for this committee.
 - A servant leader really exists to facilitate the needs of others. True servant leadership is about facilitating success of others.
 - We are a way station for several younger employees. They leave having evolved for the better from when they came. This is good stewardship.
- There are no other CBLD training events until later in the year.
- Soon the Board will start looking at the CCMA conference.
- When the Board Development Committee is putting together the Board Director Application package they would like to explain in the package that when a director is elected to the Board they will need to

provide personal information such as their social security number. They would like applicants to be aware of this need.

Media: Currents; Website, etc.

- Mead Stone was featured in the Cooperative Grocer magazine.
- February 20th is the Deadline for Currents.

Reports 9:06 pm

- There were no pulled reports

Director Questions & Assignments

February Assignments:

Leadership Tasks and Work

- Plan Spring Retreat
- Plan Board Budget Priorities Discussion
- Quarterly Treasure's Report

Board Closed Session Topics

- Quarterly Analysis (If Warranted)

Board Monitoring Reports

- D.1-Urity of Control
- D.2-Accountability to GM
- D.3-Delegation to the GM
- D.4 Monitoring the GM's performance

Board Tasks and Work

- Ensure Treasurer has data necessary to propose board budget
- Board Budget Priorities Discussion
- CCMA participation

GM Activities

- Q2 B.1 Financial Report
- B.4 Membership Rights & Responsibilities
- GM Monthly Report

Other

- CBLD Consultant Call
- D-Global Board-Management Connection Report reviewed but not monitored
- Board & Staff Social
- February 20th Deadline for Currents.
- Submit agenda items for January Board meeting to April Rust
- Submit Ends discussion bullet points on “what we can do better” to April Rust

Open Session Adjournment 8:53 pm

Respectfully Submitted

Nicole Sullivan

Board Administrative Assistant