

**MINUTES OF MEETING OF THE
BOARD OF DIRECTORS OF
RIVER MARKET COMMUNITY CO-OP**

Call to Order

The Board of Directors of River Market Community Co-op held a regular meeting on June 8, 2021, at 6:35 p.m. via Zoom.

The following Directors were present and constituted a quorum of the Board:

Dave Mickelson	Karen Hulstrand
Victoria Bradford Styrbicki	Paul Quie
Mead Stone	
Venee Russ	
Christina Arndt	

The following individuals were also present at the meeting: Ms. Morrison (GM), Mr. Bessett (Sales & Marketing) Lawrence Martin (Board Candidate) and Ms. Petrick (Board Admin.)

Mr. Mickelson chaired and called the meeting to order and announced that this meeting was held pursuant to a written notice of meeting which was given to all directors. A copy of this notice was ordered inserted in the minute book preceding the minutes of this meeting.

With no points of order, Mr. Mickelson started the meeting with the Consent Agenda and asked if there were requests for Pulled Reports. Ms. Morrison asked to pull the May Meeting Minutes. Ms. Hulstrand asked to pull the G&E Report, Mr. Mickelson stated he would like to pull the B.2 Planning & Budgeting Report. Mr. Mickelson asked Directors if there were any other reports to be pulled, no requests were made.

Mr. Mickelson opened the meeting to business and invited Ms. Morrison to present the GM Report.

GM/Open Discussion

Ms. Morrison stated that she was going to briefly review some points from the May Report that was submitted to the Board prior to the meeting. First item: Ms. Morrison referenced NCG and mentioned different areas in which they help the River Market. Ms. Morrison wanted to emphasize the support that NCG has and continues to provide for co-ops before, and through the last year. Ms. Morrison stated that the one good thing that came from COVID was that a lot of trainings have moved virtual, which allows them to be more approachable and affordable. For

example, Ms. Morrison highlighted a part in the GM Report that covers a conference titled, "Marketing Matters." Ms. Morrison just wanted to note that the full breadth of Marketing Matters hasn't been digested. There are concepts that will be employed over the next year, due to timing – the concepts are not reflected in the Marketing Plan. The next item Ms. Morrison presented to Directors was that the RM started a Staff Book Club. The first book is, "The Secret Life of Groceries." It is interesting and approachable and facilitates conversation in the aisles. The goal is to do this every quarter with a relevant topic. The RM has a great relationship with Valley Bookseller and receives a discount. It is unclear if the Book Club will meet in person, to be decided. Ms. Morrison invited Directors that were interested to join.

Ms. Morrison stated that this week is CCMA conference and how valuable the content is. Ms. Morrison has assigned certain Managers to attend certain sessions with me, which will allow us to have a conversation following about how to implement these practices into our work at the RM. Another thing that we are working on for the Front End that is not in the GM Report. It is called our "Delight Initiative" The goal is that every shopper feels like they have a delightful experience.

Ms. Morrison opened the floor to Directors for questions or comments. Ms. Hulstrand thanked Ms. Morrison for the additional "planet" section of the Newsletter. Mr. Mickelson added to Ms. Morrison's point about the value in attending any CCMA conference and encouraged other Directors to do so. And mentioned that the Directors that have attended will provide insights and information to others.

Mr. Mickelson then added remarks for Christina Arndt, in addition to what was presented in the GM Report. Mr. Mickelson explained that Ms. Arndt was recognized by Washington County Commissioners at their 2021 Community Involvement Awards, and was awarded with the "Lifetime Volunteer Award." Mr. Mickelson congratulated Ms. Arndt and opened the floor for her to share her background and experience with the group.

Mr. Mickelson asked if there were any comments for Christina or for the GM/Open Discussion. Ms. Hulstrand mentioned the CCMA conference, and how information was shared among Directors in the past that could not attend. Mr. Mickelson noted that comment for follow-up and proceeded to introduce a topic that was not included on the Consent Agenda, but seems appropriate for the GM/Open Discussion. Mr. Mickelson explained that the Executive Committee has been doing research about whether and when we should return to our in-person meetings. The Executive Committee has spoken to Paula at NCG and there appears to be a slight majority of co-ops that are going back to in-person meetings. Discussion ensued.

Mr. Mickelson asked Ms. Morrison if it would be possible to do this as soon as July. Ms. Morrison asked if she could get back on that, Mr. Mickelson accepted.

Mr. Mickelson asked for any comments or concerns. None were raised. He then directed the meeting to the next item of business: Board candidate for appointment.

Board Candidate Appointment

Mr. Mickelson introduced Lawrence (Larry) Martin. He ran for the Board in the previous election. Because we have 2 openings on the Board, he is eligible for appointment. Mr. Mickelson explained that there was the opportunity to meet Mr. Martin and he opened the floor for him to

introduce himself. Mr. Martin shared a summary of his educational, professional and personal background, his "co-op story" and why he was interested in serving on the Board.

Mr. Mickelson asked if there were any questions for Mr. Martin. None were raised. Mr. Mickelson then stated that if Mr. Martin were to be appointed, he would serve up until the next election, Mr. Martin's term would be until October, at that time he would have to run again if interested. With that, Mr. Mickelson asked for a motion to be made to appoint Mr. Martin as a for this term. Mr. Stone made a motion to appoint Mr. Martin to serve until the end of the term. Ms. Russ seconded the motion. Mr. Mickelson asked for a vote by a show of hands. **All hands, except one approved. MOTION PASSES.**

Mr. Martin was welcomed by Mr. Mickelson and Directors to the Board. Mr. Mickelson reviewed what the next steps were available to Mr. Martin (tour of the co-op, New Director Orientation materials, requirements, etc.)

Annual Work Plan (Rough Draft)

Mr. Mickelson introduced the next item of business: the Annual Work Plan review. Mr. Mickelson explained that Mr. Stone has been leading the effort in consolidating information from the Committees, GM and individual Directors. Mr. Stone's question to the group was, "Are we ready to deliver this Work Plan, or do we want to open it up to discussion?" A brief discussion ensued. In addition, Mr. Mickelson shared links with the Directors so they could access the information provided by the USDA Strategic Planning Process.

Enhanced ENDS Policies & Metrics

Mr. Mickelson then introduced the next item to discuss: the Enhanced ENDS Policies and Metrics. Mr. Mickelson invited Ms. Hulstrand to give the background, and Ms. Hulstrand stated that she had brought this item up during one of the Compliance reviews – and explained "we have our 3 ENDS, we have our values, and we have our mission statement. The ENDS is reported once a year." Ms. Hulstrand suggested that there be an interim report (at 6 mos.) Ms. Hulstrand's overall point was how and what metrics are being used – and how to connect the visions, goals, and responsibilities.

Mr. Mickelson offered some context, shared some background and explained that this is in the Policy & Rules Committee work. Mr. Mickelson referenced the New Director's Manuals as a great source of information about our ENDS. A discussion between Mr. Mickelson and Ms. Hulstrand asked if Policy would open the meetings up to those who want to attend. Mr. Stone agreed that others who are interested are welcome to participate.

Mr. Mickelson asked for any further comments or questions. None were raised.

Meeting Evaluation "Plus/Delta"

Mr. Mickelson introduced the next item of business: Meeting Evaluation "Plus/Delta." This is something new that will be implemented tonight at the end of the meeting. This is used by other co-ops and was also suggested by Ms. Hulstrand – a meeting evaluation process. It is called "Plus/Delta" at the end of our meetings everyone will be asked, "what went well?" and, "what would you change?" The purpose of this is to encourage constructive feedback. Mr.

Mickelson provided a link to Directors about the "Plus/Delta" model. Directors were given a 6-minute break.

Pulled Reports

Mr. Mickelson resumed the meeting following the break and proceeded to Pulled Reports.

May 2021 Meeting Minutes

Ms. Morrison asked if we could move approval of the May Meeting Minutes to the July Meeting.

Mr. Mickelson made a motion to move the May meeting minutes to the Consent Agenda for next month's meeting (July 2021). Ms. Hulstrand seconded that motion. Mr. Mickelson asked for a vote by a show of hands. **ALL in FAVOR.**

B.2 Planning & Budgeting

Mr. Mickelson pulled the B.2 Planning & Budgeting for learning, education and engagement. Mr. Mickelson asked about the B.2 Report, and additional financial reports that Ms. Morrison provided. Specifically, Mr. Mickelson asked Ms. Morrison what lines Directors should be focusing on and how to interpret the information.

Ms. Morrison explained the budgeting tool she is working with, and that all Directors are invited to come to her office for the chance to review and understand these documents. Ms. Morrison then pointed out certain areas that should be an area of focus for Directors.

A further discussion followed between Mr. Mickelson and Ms. Morrison about specific lines associated with percentages or costs. Mr. Stone made the motion to accept the B.2 Planning & Budgeting report as presented. Ms. Bradford Styrbicki seconded the motion. Mr. Mickelson requested a vote by a show of hands. **ALL in FAVOR.**

G&E Report

Ms. Hulstrand asked to pull the G&E Report because the G&E committee is excited about the idea of hosting a "Board reunion/Networking" picnic. Ms. Hulstrand wanted to open the idea up to discussion. The committee reserved Pioneer Park for July 22nd

Ms. Hulstrand asked about the logistics of contacting people. Mr. Mickelson explained that this would take some research (identifying past Board's) by the G&E committee. A discussion followed about other ways to communicate this A tentative idea of which Directors are available to attend was gathered, and other ideas and details were briefly discussed. Directors discussed the expense of the picnic and agreed that it falls under Board work.

Ms. Hulstrand asked Ms. Morrison if there were ways for the G&E committee could help with Operational events (ex: Summer Tuesday's). Ms. Morrison offered her thoughts, and the

conversation was left open to ideas.

Mr. Mickelson asked for a motion to be made to accept the G&E Report as presented. Ms. Hulstrand made the motion to accept. Mr. Mickelson seconded the motion and requested a vote by a show of hands. **ALL in FAVOR.**

Mr. Mickelson then requested a motion to accept the balance of the Consent Agenda items. Mr. Stone made the motion, Ms. Bradford Styrbicki seconded the motion. Mr. Mickelson asked for a vote by a show of hands. **ALL in FAVOR.**

Meeting Evaluation "Plus/Delta"

Mr. Mickelson then closed with the Meeting Evaluation:

"What went well in tonight's meeting?"

- Mr. Stone liked the conversation about Budget between Ms. Morrison and Mr. Mickelson.
- Mr. Mickelson felt like there was a "high energy" in the meeting.
- Ms. Morrison repeated Mr. Stone's comment about the budget discussion, and encouraged more questions from Directors.
- Ms. Hulstrand really appreciates the GM Report and considers it a highlight to every meeting

"What would you change?"

- Ms. Hulstrand suggested that there are limitations for time and items for discussion.
- Mr. Stone added to Ms. Hulstrand's comment – and suggested that meeting in person could allow for more discussions.
- Ms. Bradford Styrbicki agreed that the discussions seem to be a one-way discussion. With the Zoom platform, he who holds the microphone gets to comment on each point while others in the group do not.
- Other Directors agreed that in-person interaction versus Zoom makes a difference in the dynamic of the meetings.

ADJOURNMENT

There being no further business to come before the Board at this meeting, on motion duly made and seconded, the meeting was adjourned at 8:19 p.m.

Nealy C. Petrick
Board Administrator
6/8/2