

Approved


Council Meeting Notes
May 2, 2022

Present: Eva Schectman, Jen Porrier, Steven Farnham, Julia Scheier, Lauren Antler, Catherine Lowther, Jeff Roberts, Andrew Sullivan.

Absent: RJ Adler

Staff Representative: Nick Sivret

Guests: Kari Bradley, Mary Mullally

Facilitator: Mark Simakaski

Note Taker: Rowan Sherwood (from recording)

I. Introduction

- 1. Welcome: agenda review and time allocation, guest policy review if needed. 5:30PM**

Mark started the meeting on time. Eva read aloud the updated meeting ground rules.

- 2. Cooperative Community Comments**

There were none.

II. Regular Business

- 3. JEDI Education: Racial Wealth Gap (Not Recorded - recording started near beginning of Consent Agenda Item)**

- 4. Consent Agenda (0:00:00)**

Eva moved to accept the consent agenda and Jen seconded. Steven asked if the equity report could come out earlier. Kari said he would investigate options considering that we want to be timely with refund requests. Eva requested Kari let them know the plan for next month. **The motion passed unanimously.**

- 5. Monitoring Report: L2 Treatment of Staff/Employee Satisfaction Survey (0:02:10)**

Kari began by pointing out the turnover rate of 28%, which is high for the Co-op, but good for a retail environment. He reported one

non-compliance - that we are significantly behind on performance evaluations. Kari has asked managers to provide a plan for catching up. He also highlighted L 2.5 - widely held staff concerns - is particularly challenging to interpret and measure.

Jay took over to comment on the staff survey. It was administered through Paylocity. There was a disappointing turnout, 40 responses out of 185 active employees. The general pattern of responses was consistent with what we have seen in the past. One suggestion for improved response is to schedule the survey differently. There are several surveys at once and there could be some survey fatigue. **Eva moved to accept the report and Steven seconded.** Jen wondered if the lack of response can be attributed mostly to survey fatigue or is there some other reason. Jay said it's hard to know, but in addition to survey fatigue there is some distrust that it is truly anonymous, even though it is. They will explore alternate platforms for conducting the survey.

Catherine wondered if the high turnover rate had something to do with Covid. Jay responded by discussing "the Great Resignation" and we are not immune to that phenomenon.

Steven posed a specific question on the mod factor and Kari confirmed that it does not include the most recent year. He also

Approved

wondered why the number of claims went up and the mod factor went down. Finally, he wanted to know if the co-op learned anything from the evaluation non-compliance.

Kari responded first to the mod factor question. He explained that it has to do not only with the number of claims but the overall dollar value associated with those claims. As far as evaluations go, he acknowledged it was an interesting question and note that we have also changed the format and style of evaluation. We still have some reflection to do on how it is going. There is a lot to learn, but first we must get compliant.

The motion to accept the monitoring report passed unanimously.

III.Special Business

6. Retreat 2/Next Steps (0:13:06)

Eva shared that it was recommended that the council discuss council purpose and mission and council operations at this meeting. Mark suggested starting by asking folks if they think council purpose and mission and council operations should be one or two committees. He called on Andrew who passed. Steven acknowledged that he had identified similarities between these two groups and made the recommendation to combine them. He explained that the idea was that if they were combined they would not be working at cross purposes. Catherine agreed. Lauren also agreed. Julia agreed. There was consensus that combining to one committee is the way to go. Mark then asked for volunteers for that committee. Steven and Jeff committed. Steven suggested reaching out to community members. Eva suggested Steven and Jeff meet and figure out how to draw more folks to the committee. Lauren volunteered to be on the committee and offered an idea that it is a more fluid committee and that throughout

the year all council members would pop in to it to make sure all voices are heard. There was general support for that idea. Julia suggested that Steven, Jeff and Lauren could hammer out how that looks in the charter.

7. Bylaw Special Meeting: Update and Preparation (0:22:53)

Kari provided an overview of the memo. He encouraged council members to each get 5 folks to come and vote yes. There are 150 members currently registered, and there is a WDEV call, an e-blast, tabling and informational forums happening between now and the 12th. Steven asked if council members can know who has registered so they do not ask someone who is already committed. Kari said yes that info can be shared.

Eva asked how tabling went last weekend? Steven responded that there were a few folks who expressed interest.

Eva thanked the CR team for getting 150 registrants.

*******BREAK***** 6:24 (0:26:29)**

8. Recommendations for Council Meeting Venue (0:34:30)

Eva recommended gathering for an in-person, outdoor meeting on June 27, with a rain date of August 29, or have a council social gathering outside in person in late spring or summer.

Mark solicited responses. Andrew would like an in-person council meeting. Steven wants to do both. Nick also likes both. Jen prefers the council meeting if she has to choose. Jeff said either is fine. Catherine would like to keep a hybrid option for council meetings. Steven pointed out that it would be hard to do a hybrid meeting with an outdoor option. Julia pointed out that

Approved

hybrid was not an option. Julia prefers a social gathering. Lauren would vote for a social gathering. Eva is in favor of a social gathering.

Mark noted that a social gathering got the most votes. Scheduling for that can happen offline. Meetings can continue to happen virtually.

9. Council Compensation Recommendation (0:42:25)

Julia shared what the finance committee and Kari proposed after two meetings. Lauren asked Julia to clarify the rationale for the proposal. She talked about the optics of having it start for the next council session – everyone would have a chance to run. She also said they decided to also keep the current discount. Eva asked about the inclusion of committee members at \$25 per meeting. She noted that does not include any preparation or follow-up. Julia asked if there was a proposal for increasing the amount to include wrap around time. Eva suggested \$50 per meeting. Eva asked what bucket of money facilitator compensation comes out of. Kari said it wasn't considered in this discussion. Julia suggested coming back to Eva's \$50/meeting for committee members' suggestion because it could come out to more than what is proposed for council members and that doesn't feel right. Eva agreed. Steven echoed that a very engaged community member could be compensated more than council members. He asked why committee members get an essentially per diem rate and council members need to wait until the end of the year. He also suggested that since so much of the council work occurs outside of meetings that they get a discount equal to employees.

Julia responded that this was a proposal, and the committee is open to changes. It's about valuing people's time, and about

inclusion and diversity in committees and on the council. She pointed out that the theoretical highly engaged community member serving on a lot of committees could be doing more work than a disengaged council member.

She also mentioned that committee member payments would be made on the same schedule as council members. Kari said this was the first he has heard of proposing an increased discount.

Lauren wants to make sure that staff is not really volunteering their time. She also appreciates the emphasis on elder and childcare and doesn't want to limit the definitions of those things. She also suggested some sort of mechanism for taking care of dinner for folks rushing from work to the meeting.

Eva asked if the finance committee would like to meet again to discuss the ideas talked about tonight. She said that yes, they would be and outlined the suggestions she heard.

10. Governance Budget Recommendation (1:02:21)

Kari framed this topic by saying that it does not make sense to vote on this tonight, but it would be good to have discussion.

Kari talked about cutting the board development budget to make funds available for compensation. Council meeting cost reflects the cost of Zoom. Insurance costs are fixed. It is proposed to keep the member engagement budget essentially the same as this year. We could save money on a member mailing like for patronage refund or equity statements. The financial audit comes under council expenses. The overall council budget is looking at a 23% increase.

IV. Closing

11. Wrap-Up: Actions, Communication Wrap-up, Calendar, Meeting

Approved

Evaluation, Future Agenda Items (1:06:51)

Kari shared action items in the chat. Eva said that Kari wanted to give some clarity on Claire’s letter from HMCCF committee. They have been considering the future of the fund, and are asking for guidance from the council between funding smaller projects with a narrower reach but fewer funding options or to support larger, higher impact projects that have more funding available. There will be time on an upcoming agenda to discuss.

Andrew recused himself from the executive session. He wanted to know if he needed to sign back on after the executive session. Eva said no.

11. Cooperative Community Comments (1:13:38)

Steven expressed embarrassment over not knowing who Melissa Pelkey is (referenced

in Nick’s report). While acknowledging that some staff are reluctant to wear name tags he noted that tags do help folks “...know who the smiling faces are.” Jay explained that Melissa was the president of the union, long time employee, and valuable community member.

12. Executive Session 7:14PM (1:13:38)

Eva moved to enter executive session. Steven seconded. The motion passed unanimously.

13. Adjournment (Not Recorded)

Steven moved, Catherine seconded to exit executive session. The motion passed unanimously. Catherine moved and Steven seconded to adjourn. The motion passed unanimously. Meeting adjourned at 8:01

Action	Who	Done?
Conduct Jeff’s orientation	Eva, Kari	
Consider alternative timing for equity report	Kari	
New Council Purpose/Operations Committee start-up	Steven, Jeff, Lauren, Kari	
Plan for council social gathering	Eva, Kari	
Finance committee consider feedback on compensation	Julia, Kari	
Prepare for council discussion of HMCCF topic	Eva, Kari, Claire	