



APPROVED

Council meeting minutes, March 7th, 2024

Present:

Council: Carl Etnier, Eva Schectman, Jeff Roberts, Ashley Muscarella, Catherine Lowther, Dvora Jonas

Staff Rep.: Rick Pereira

Staff: Mary Mullally, Alison Goyette, Annie Coughlin, Jess Knapp, Leo Ormiston

Guests: Billy Donovan, Ed Fox, Gabriella Zeichner, Ken Davis, Kristi Smith, Laurie Veatch, Mary Hoyne, Mary Mullaney, Stephani Kononan

Absent:

Council: Erich Zeichner, Elizabeth Jesdale, Lauren Antler

Facilitator: Carl Etnier

Note taker: Alison Goyette

1. Welcome: Meeting Groundrules, Agenda Review (6:37pm)

Carl noted that the purpose of this meeting is to take up the two agenda items that were skipped at the February meeting in favor of allotting more discussion time for the GM Search Committee update.

2. Cooperative Community Comments (6:39pm)

Comments were contributed by Annie, Billy and Laurie.

3. Monitoring Report, L4: Employee Compensation (6:44pm)

Mary requested additional time to review the portion of L4 under which the Co-op is reporting noncompliance. She is concerned that there may be inconsistencies between this report and the way in which this information has been calculated and presented in past reports. She would like to report on this item at the March council meeting on 3/12.

On the question “Did individual directors receive and read the written report in advance of the meeting and come to the meeting prepared to act,” the council voted by hand. Yes.

On the question “Is the Operational Definition/Interpretation reasonable,” the council voted by hand. Yes.

On the question “Is there adequate data to determine compliance/accomplishment,” the council discussed and voted by hand. Yes.

On the question “Does data demonstrate compliance/accomplishment for everything except L4.1 section 7 which will be reported on at the March council meeting (3/12/24),” the council voted by hand. Yes.

Monitoring process is complete.

4. February & March Staff Representative Report (6:57pm)

Rick stated that he would like to put forth a motion regarding the warning of council meetings. Carl said that this agenda item is listed as a discussion and no vote is called for.

Rick asked Carl to answer why the Staff Representative Report is no longer included in the council packet. Carl said he did not think it was appropriate to include the Staff Rep Report in official Co-op communications such as the council packet because it is not vetted for accuracy in the same way other packet materials are.

Dvora noted that a paragraph from the February report was missing from a version that was recently distributed to council members. Eva assumed responsibility for the error and said that the omission was accidental, also noting that all council members had previous access to the full report.

Discussion of the role of the Staff Rep.

Rick said he was punished for inaccuracies in the January report but there were none. Carl maintained that there were inaccuracies.

Ashley asked Rick if there were any issues raised in the February and March reports that he would like to discuss other than whether the reports are included in the packet. Rick declined.

Recording Time 00:20:21,960 > 00:44:27,840

This section was a discussion mostly between Rick and Carl along with some commentary from Eva and Ashley and Jeff and Dvora, involving the nature of the Staff Rep Reports, and a dispute about accuracy and vetting and appropriate content, and the inclusion or exclusion of the Staff Rep Reports in the Council Meeting Packets. Below in the bracketed time-slots is how this discussion was concluded with further discussion needed in order to resolve the differences:

Recording Time 00:31:05,560 --> 00:32:54,160

Jeff: Yes, in some ways I find this particular conversation disturbing on many different levels, and my sense is that perhaps neutral party, because the decisions that were made about the report, I don't recall that the executive committee made those decisions. What I would like to be able to do, given how much work we did at the retreat, is to ask everybody to step back, and we sit down and work through these issues when we have time and energy to focus on them. What I'm hearing is a lot of suspicions and ill will, which is not going to advance us one inch. And I have a lot of respect for Carl, and I have a great deal of respect for Rick in terms of what he's done with his reports. And it strikes me, it has from day one, that his tone and approach has been very constructive. I am more than happy to function, perhaps with one of my colleagues from the council, as a moderator, so that we can work through this and we can get to the other side. The other side, in my opinion, is that we are listening and talking and achieving things together and not having this kind of dialogue, which I don't find at all constructive and not helpful to the two individuals, let alone to the co-op. Thanks.

Recording Time 00:32:54,160 --> 00:33:02,320

Rick: Thank you, Jeff. Yeah, I find the refusal to answer questions that I posed kind of disturbing myself as well

Recording Time 00:44:09,640 > 00:44:34,200

Carl: Okay, well, we are at our time for this agenda item. I don't know how much forward progress that we made, but I hope that we can continue the discussion offline and hopefully make more forward progress to it. And I encourage everyone to be in touch with Rick if you have further comments and questions and me as well.

5. Cooperative Community Comments (7:21pm)

Comments were contributed by Annie, Laurie and Billy supporting the inclusion of the Staff Rep Reports in the Council Meeting Packets, and protesting their exclusion on the grounds presented.

Adjourned at 7:26pm.