



**Council Meeting
March 13, 2023**

Present: Eva Schectman, Jen Porrier, Steven Farnham, Julia Scheier, RJ Adler, Lauren Antler, Catherine Lowther, Ashley Muscarella, Jeff Roberts

Staff Representative: Genevieve Cambron

Staff: Kari Bradley, Mary Mullally, Tim Wingate, Jay Wisner

Facilitator: Elly Wood

Note Taker: Rowan Sherwood

[Meeting Recording Here](#)

1. Executive Session: Building interpersonal relations* 5:30PM Not recorded.

Eva moved to enter executive session for building interpersonal relations. Jen seconded. The motion was unanimously approved. Steven moved to exit executive session. Julia seconded. The motion was unanimously approved at 5:40PM.

2. Welcome: Meeting ground rules, agenda review 5:41PM 0:00:22

Elly recited the meeting ground rules, and asked if there were any changes to the agenda. Steven has a hard stop at 7:25. Jen reminded the group that the GM evaluation survey will soon be available.

3. Cooperative Community Comments 5:45PM 0:03:30

Eva reminded council members that the communications committee is seeking blog posts/eNews pieces; contact Eva if interested.

4. Consent agenda: minutes, equity refund requests 5:46PM 0:04:44

RJ moved to accept the consent agenda. Ashley seconded. Kari stated there were 3 refund requests totalling \$225. The motion was unanimously approved.

5. Council Retreat Debrief, Next Steps, Dinner and Discussion 5:47PM 0:05:36

Eva asked the group to discuss their experience of the retreat by sharing what worked, what did not and one appreciation.

Steven: He enjoyed the conversation, it felt productive, and appreciated the time dedicated to discussing strategic ideas. What did not work is that much of what was discussed has disappeared from the list of tasks going forward. He appreciates that a lot of important material was covered.

Lauren: Appreciated that retreat planning created a thoughtful structure, the opportunity to think big picture, and engagement with JEDI. What didn't work was not enough discussion time; Joshua needs to be more concise, and allow more space for the process being facilitated.

Genevieve: Seconded what Lauren said for what went well and what did not. Joshua needs to more effectively engender full participation.

Jeff: Found facilitation unhelpful. Possibly the format. Joshua should be more concise, and ask more questions. The council was not engaged in the process.

Julia: Appreciated the long list of topics, but maybe it was bit ambitious. Maybe more depth on fewer topics. She appreciated Amanda and Abby's holding the JEDI space well.

RJ: Appreciated the topics covered, but lack of time resulted in doing justice to neither. Joshua should be more concise, and did not appear properly supported. Wondered if a refund from Columinate would be appropriate.

Jen: Appreciated everyone's commitment to the process. Wishes there was more opportunity to dive deeper, and echoed concerns that Joshua used up too much of the time.

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Ashley: Appreciated the commitment in the retreat and the honesty of reflecting on what could be improved. Agrees with RJ. She appreciated thoughts on more effective meetings, like bundling of ideas.

Catherine: Seconded Jeff and RJ's comments.

Kari: Thought it was an effective retreat. It wasn't designed to go too deep given the time allocations. Kari thought Joshua performed well, especially considering his newness to the group.

Eva: What worked was everyone participating, their willingness to try new facilitators, and effort to address many topics in a short time. The council requested a short meeting and that was delivered. She would have liked more time on each topic. For next year's retreat, she suggested considering more time, so folks don't feel shortchanged. Liked all facilitators.

Elly: Had a hard time following Joshua. Abby and Amanda made a powerful impression that stuck with her.

Eva presented two proposals. One proposed examining council logistics with Joshua over the next year. The second concerned the Dinner and Discussion. Eva moved to accept both. Julia seconded.

Discussion: Ashley was happy to move forward with everything but Joshua – she would like to consider a different facilitator. Eva clarified that the executive committee plans to work with Joshua on council logistics. It does not need to involve the full council. Ayes 7, Nays 0, Abstentions 1. The motion passed.

Steven requested that concerns about Joshua be addressed. Eva proposed that the executive committee take that up at their next meeting. Will consult with WIP committee to make it work. The group agreed.

6. WIP Committee SWOT Prioritization 6:18PM 0:37:12

The council entered breakout sessions to identify the most important one or two priorities in each of the categories listed in the SWOT on page 17 of the packet. Each group reported.

7. Membership Privileges 6:47PM 1:05:17

RJ moved to accept the proposal. Eva seconded. Kari introduced the proposal, which would allow members to assign shopping privileges to up to two household members with whom they share significant expenses. RJ noted that folks already do this. Jeff is a little uncomfortable with this, noting wording in the first paragraph – how do we know if they share significant expenses? He recommends striking that part. Rowan shared that it draws a line, even if we don't enforce it. Kari does not know how important it is. Genevieve agreed with dropping the significant expenses language. Steven agreed too. RJ, thought we should list that dependents are already included. Jeff clarified that he supports the motion, just not the language about significant expenses. The council agreed to accept Jeff's recommendation and then the motion was unanimously approved.

10 minute Break 1:14:35

8. Financial training 7:06PM 1:24:44

This month's training was about Profit and Loss / Income Statements. Kari reviewed the basics and asked for questions. Steven clarified that medical insurance is the lion's share of the "Other employee expenses" line item. The council entered breakout sessions to discuss.

Upon returning to full session, Genevieve asked about the increase in promotion expenses and noted that it feels like it adds to the weight of inflation. Kari explained that promotions were suspended during the pandemic since we did not want to encourage folks to be present in the store more frequently. With that past, yes promotions cost, but more sales and benefits to members are visible; this builds loyalty to the store.

Kari asked what other financial topics would be interesting to learn about? Credit card/debit card fees, comparing the different ways people spend their money? RJ noted that debit is the cheapest for staff labor. Jeff asked where round up donations appear? How do we track that? Tim responded that it becomes a liability on the balance sheet under donations payable. It

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doesn't show up on the income statement, but it does on the balance sheet.

**9. Financial Report: Q2 Statements
7:29PM 1:47:45**

Mary reviewed the balance sheet. All ratios indicate good financial health. Genevieve asked what accounts for the more than doubling of net income? Kari shared that this is driven by sales growth, which is mainly from price inflation. Tim added that compensation as a percentage of sales was lower.

10. Monitoring report 7:36PM 1:55:27

Eva moved to accept the monitoring report. RJ seconded. RJ asked if the solar project has its own insurance. Kari affirmed for both equipment and liability. The motion was unanimously approved.

11. Meeting evaluation 7:39PM 1:57:43

Genevieve appreciated that it went swiftly. Catherine appreciated everyone's dedication. Lauren appreciated financial training. She thought the SWOT analysis conversation was useful. Suggested putting boring stuff first in meetings. Eva appreciated being able to move many things. Jen liked the breakout sessions and going deep with peers on important topics. Jeff also liked the breakout sessions.

Julia appreciated the finance training. She noted some snarkiness between a few folks and shared that it made her very uncomfortable. Kari thought it was a good meeting that covered much ground. He is not yet fully comfortable with executing the mechanics using hybrid format. RJ was excited about the expansion of member privileges noting that it will help the co-op to feel like a less exclusive, warmer place. RJ seconded Kari's feelings on the hybrid meeting format. Ashley echoed much of what had already been spoken.

12. Wrap-up: Action items, calendar, future agenda items 7:45PM 2:04:25

Action items went out via email. Future agenda: Genevieve would like a discussion on her paid time as staff rep.

**13. Cooperative Community Comments
7:47PM 2:06:12**

There were none.

14. Adjournment 7:47PM 2:06:18

Jeff moved to adjourn; RJ seconded. The motion was unanimously approved at 7:48PM.

***Bylaws - Art.7, §7.3(g)**

What	Who	Action
Complete GM performance evaluation surveys	Council	Jen will distribute
Develop recommendations to improve Council logistics	Executive	w/support from Joshua
Move forward with planning Dinner & Discussion	Kari, Eva, Julia	Use outline from Julia & Eva, with support from JEDI
Add new member shopping privilege and clarify that dependents also have shopping privileges	Kari	Drop "share significant expenses"
Email reminder about future financial training topics	Kari	