



EFC Board of Directors Meeting

June 14, 2021, 6:00-8:00pm

Via Zoom

Directors Present: Desiree Olson, Michelle Spangler, Sue Jaeger, Amanda Degener, Brenda Burmeister, Jennifer Anderson, Seth Kuhl-Stennes, Therese Genis

Directors Absent: Autumn Brennan

Staff Present: John Lacaria, Anne Gazzola, Tucker Gerrick

Guests: Sadie Paschke, Samantha Bailey, Jess Alexander, Yasir Shabazz, Damen Price

Call to Order:

Sue called the meeting to order at 6:06 pm.

Amanda Degener read a quote from Robin DiAngelo

Owner Listening Period:

The Board welcomed guests to the meeting. There were no additional owner comments.

Preliminaries:

A name was misspelled on the June agenda. The correction was made. Desiree Olson moved to approve the agenda. Brenda Burmeister seconded the motion. Upon voting, the motion carried 8:0.

A recommendation was made to add the word “none” after “Directors Absent” to the May Board of Director meeting minutes. The recommendation was incorporated. Michelle moved to approve the May minutes. Seth seconded the motion. Upon voting, the motion carried 8:0.

Board Education:

The Board welcomed Jess Alexander (UFCW 663 Union Representative), Damen Price (Eastside Meat & Seafood Employee), and Yasir Shabazz (Eastside Front End Employee) to the meeting for the Board Education topic. They shared information about the Collective Bargaining Agreement reached in March 2021 and about the relationship between Union Employees and Management. Employees also shared about their experience working during the COVID-19 pandemic.

There was an opportunity for the Board to share things they have learned recently. Amanda Degener and Michelle Spangler shared some initial takeaways from CCMA 2021.

General Manager Time:

John Lacaria, General Manager, provided updates from the store.

- Eastside will be closed until 2:00 pm on June 30th. The sixth cash register will be reinstalled, the tables for the deli seating area will be brought back, and other COVID-19 related adjustments will be made.
- The community room will be available for Board meetings and other community use after July 4, 2021.
- Eastside Food Co-op's Payroll Protection Program loan forgiveness application has been submitted to the Small Business Administration. We expect to receive full forgiveness of the loan.
- John introduced Tucker Gerrick, Eastside's new Marketing Manager. Tucker gave the Board an update on plans for this year's annual meeting and ideas he has for marketing moving forward.
- Anne Gazzola, Store Operations Manager, shared operational updates including the recent changes to Eastside's mask policy.

Executive Limitation Monitoring:

John Lacaria, General Manager, asked for an extension for monitoring B2 – Business Planning and Financial Monitoring. He requested that this policy be monitored at the August Board meeting. After discussion, the Board agreed to move the monitoring of policies B4 – Owner Relations, B5 – Customer Relations, B7 – Owner and Community Education, and B9 – Community Values to the July Board meeting. Policies A – Global End and B2 – Business Planning and Financial Budgeting will be monitored at the August Board meeting.

Board Monitoring Report:

Michelle Spangler, Board Policy Governance Committee Chair, reported on C8: Governance Investment.

Michelle reported compliance with this policy and made a motion to accept the results of the monitoring report. Brenda Burmeister seconded the motion. Upon voting, the motion carried 8:0.

Diversity, Equity, and Inclusivity Update:

The Board has continued to look at the C Policies with a diversity, equity, and inclusivity (DEI) lens to determine if changes should be made to the language. The Board will share potential changes with their DEI consultant, LaDonna Sanders-Redmond. The next scheduled session with LaDonna is on September 26, 2021.

Committee Reports:

Owner Engagement:

No owner engagement update. Autumn Brennan, committee chair, alerted the Board she was traveling and would be unable to attend the meeting.

Policy & Governance:

The Policy Governance Committee has reached out to the Northeast Investment Cooperative to learn more about how their board includes non-board members in their work.

Michelle reminded committee chairs to finish their committee summaries and share them with the Board.

Finance:

The Finance Committee discussed the Board of Director budget for next year in its last committee meeting. They will complete a draft budget at the next committee meeting to be shared and approved by the Board at the July meeting.

The finance committee will review the draft profit and loss budget for fiscal years 2022-2024 at its next meeting.

Board Development:

The Board Development Committee is focused on Board of Director recruitment. Four owners have expressed interest in running for the board.

Strategic Planning:

The Strategic Planning Committee reviewed the mission statement in last month's meeting.

The committee continues to explore a possible solar installation at Eastside Food Co-op. They are engaging with Solar United Communities on possible options.

Future Board Meetings

The Board of Directors will return to in-person meetings at the July 12, 2021 Board Meeting. The Board meeting will be held in the Community Room.

Adjourn:

Jennifer Anderson moved to adjourn the meeting at 7:55pm. Amanda Degener seconded the motion. Upon voting, the motion carried 8:0.