

## **MINUTES**

This meeting was held in person at the Co-op, 7/18/2024

Meeting started at 5:30 pm and ended at 7:30 pm

**Board members present:** Terra Marshall (Co-President), Andrea Burkins (Co-President), Clare Schwartz (Treasurer), Laura Ann Edmonds (Secretary), Jerome Smith.

**Board members not present:**

**Others present:** Bobby Sullivan (General Manager), Amy Zimmerman (Board Assistant), John Walker (Owner), Buffy Ford (Owner), Rusty Silvas (Owner), Sarah Dahl Via. Zoom (Columinate).

### **Meeting Summary:**

- Check-ins
- Owner Comments
- 7/18/2024 Agenda, approved
- 6/20/2024 Minutes, approved
- GM Reports
- B6: Staff Treatment, approved
- B7: Communication to the Board, approved

### **Owner Comments**

- Rusty: The petition is going well.
- John Walker: Loves the co-op and has been shopping here since he was a kid.
- Christa: The store looks great.

### **Approve Agenda**

- Christa motioned to approve, Lulu seconded. Motion approved.

### **Approve Minutes**

- Terra motioned to approve, Lulu seconded. Motion approved.

### **Notes**

- Lower parking lot will be paved soon. In the final plan for the parking lot there will be a patio area.
- It is the Boards decision to purchase and sell assets.
- Amy will take over the Board newsletters.
- Discussion on the new position, Operations Manager (Dyllan Simmons).

### **GM Reports**

- B6: Staff Treatment and Compensation.
- Christa motioned to approve, Lulu seconded. Motion Passed.
- Discussion Q&A with Sarah about the Staff Treatment survey reports.
- Sarah: Each group gets the level of information that they most need. The full report to GM because he needs all the information. The report to that goes to the Board is specifically crafted around the staff policy treatment report and how they are stated. They also set a benchmark for basic compliance. The board doesn't get the full report because they don't need

the operational comments and responses.

- When designing the Staff Poll, there are 120 questions, and 70 questions can be chosen. Before the GM chooses any questions, Sarah will go through the full report on Staff Treatment and selects the questions she thinks are needed, and the GM will select the rest of the questions.
- Does Columinate have materials on wages on different regions? Sarah can do a comparison, that is a service she provides in a market study.
- B7: This report was discussed in Executive session.

**Moved to next meeting:**

- Bylaw review in lieu of policy manual review for August meeting
- Next meeting will be 8/15/2024 at 5:30 pm.  
Amy Zimmerman, Board Assist