



618 Kensington Road  
Syracuse, New York 13210

—  
[syracuse.coop](http://syracuse.coop)  
—

**P:** 315-472-1385

**F:** 315-422-9021

[contactus@syracuse.coop](mailto:contactus@syracuse.coop)

---

**SCM BOARD OF DIRECTORS MEETING**  
**February 26, 2019**  
**MINUTES**

**Board Meeting Commenced:** 6:10 pm

**Location:** Deb's house

**Present:** Deb, Abigail, Meg, John, Richard, Alicia, Jeremy, Jen, Michael (7p)

**Absent:** Colleen, Andy

**PRELIMINARIES**

**Ends:** waived

**Ground Rules/Guest Rules:** waived

**AGENDA REVIEW**

Items c & d (Board Monitoring D.1 Governing Style & D.8 Governance Investment) postponed to the March board meeting. Retreat recap added to discussion agenda.

**VOTING AGENDA**

John moved to accept, seconded by Deb. Discussion: John requested wording be changed in the summary of the GM's report. All in favor.

**GM FYI REPORT**

**Owner Update:** 11 new members for January.

**Staff Update:** No staff updates.

**Marketing/Advertising Update:**

- New member sign up forms are being designed.
- An informational rack card about the co-op is being developed to use for tabling events.
- We are running another brand campaign on Instagram.
- We are commissioning a mural designed & painted by local artist Cayetano.
- We have new aisle signs, a cart corral and a banana halo.

**Major Expenditures:**

- No fraud update.

**Special Events/Things of Note:**

- EBT works again, and there are new card readers which allow customers to insert/swipe their own cards.

**Financial Reporting:** Margins are fine. This is a slow time of year for us. Sales are up 4.18% YTD.

**DISCUSSION AGENDA**

**Review 2018 Survey Results:** This is the board members' evaluation of the past year of the board. A reminder will be sent to complete the survey, and the review will be on the agenda for the March board meeting.

**Plan Spring Meeting:** The Spring Meeting is scheduled for May 22 from 6-8p. The Spring Meeting will focus on bylaws and possibly expansion locations.

**Bylaws Committee Update:** There was a Bylaws Committee meeting last Wednesday, attended by Meg, Colleen, Jeremy and a couple of longtime members with an interest in the bylaws. There was a dialogue with those

members about proposed bylaws changes. We hope to have quorum and pass bylaws revisions at the Spring Meeting.

**Retreat Recap:** Board members discussed their experiences at the annual Board Retreat and how they would like to move forward.

#### **EXECUTIVE SESSION**

Board voted to amend GM's Compensation Agreement to include up to 50 days of paid family leave, primarily funded by reimbursements from NYS Paid Family Leave benefits. Moved by Michael, second by Alicia. Discussion: Following this approval, we need to draft language for the agreement and adopt an organization wide PFL policy. All in favor (Abigail, Alicia, Deb, Meg, John, Michael -- Richard was absent for vote), none abstaining or opposing.

**Adjourned:**