

SRFC BOARD OF DIRECTORS MEETING
June 23, 2015 6-9 pm
Minutes

Syracuse Real Food Cooperative Ends Policy: *The Syracuse Real Food Cooperative is a sustainable, thriving, cooperative commerce in our local community centered on an excellent grocery store built upon participation and ownership.*

Meeting Ground Rules:

- Assume everyone wants the best for the Co-op and community.
- Make a personal commitment to making a positive contribution. Be aware of yourself and how what you feel, say and do impacts others.
- Truly listen to others' views with curiosity and without interruption.
- Be willing to understand and explore diverse views, not just defend your own.
- Do not dominate the meeting time. Seek balanced participation among directors. Adhere to time allotments.
- Use a "parking lot" for important ideas and issues not directly related to the topic.
- Have fun.

Meeting Guidelines for Guests:

We welcome members of the Co-op to attend Board meetings as guests.

- The Board meets once per month. To help us be efficient in our work, the Board follows a carefully prepared agenda. We ask that all guests be respectful of the Board's process and not interrupt during discussions and voting.
- We welcome your questions and comments during our Member Forum item on the agenda. Please limit your comments to five minutes. If you feel that five minutes is not enough time, we ask that you request an agenda item be added to the following meeting so that the Board may allow the appropriate time to hear your comments.
- Requests for information and answers to questions from the Board of Directors may be discussed at a following meeting. The Board speaks with one voice and we want to make certain that we have given your comment the attention it deserves.
- The Board may decide that your concern is an issue that has been delegated to the General Manager, and therefore refer you to the GM for next steps or response.
- Some of the information discussed at Board meetings is related to confidential information. We reserve these conversations for Executive Session, and will request that guests excuse themselves during this agenda item.

Minutes submitted By: Debra Lee Gertz

Present: Meagan, John, Abigail, Larry, Julie, Deb, Thane, Steve, Jeremy, Andrew (who arrived at 7:15)

Meeting commenced: 6:04pm

Meeting adjourned: 9:16pm

Agenda Review: Add 6b. Thane will report out on recent CCMA conference in Boise, ID

Check-In: Go around/sharing

May Meeting Minutes: Thane moves to approve and Julie seconds. Discussion- Add the board members who were not present. Absent- Deb, Abigail, Andy, Julie. Minutes approved with this amendment. All in favor, none opposed, Julie, Abigail, Deb abstained. John will correct and send minutes to Don. (don@syracuserealfood.coop)

GM FYI Reporting:

Jeremy reported on staff changes noting Leah's departure and Jen's re-arrival. Reina has been focusing on value added produce. The event Art on Porches was not very successful and one that the coop will not participate in next year. Preparing for Rosie delivery service has been a long but worthwhile process. Mid-July will be the test run with a complete launch happening in September.

GM Monitoring:

A Ends: Motion to accept interpretation in this ends report for use in this fiscal year. Motioned by Julie, Seconded by Steve. Approved with none abstaining, none opposing, all in favor. Jeremy will submit his final ends report in July.

B5 Communication and Counsel to Board: Jeremy will resubmit this report next month based on feedback from the board including minor corrections to the monitoring calendar.

B6 Emergency GM succession: The board approved this report as submitted. Moved by Thane, seconded by Abigail. Approved with none abstaining, none opposing, all in favor.

Board Outreach and Education:

Meagan will circulate a poll for the annual meeting and for the next retreat with Rose Marie. She will also circulate a sign up sheet for “bagging” shifts at the store and for listening sessions.

Board Admin Matters:

Meagan circulated a revised calendar. Thane had nothing to report on Policy revisions but will share a version with the board before the next meeting. Thane also shared with Meagan a prior board memo on bylaw changes--the board discussed changes that should be submitted to the membership for vote at the annual meeting.

Board Monitoring:

D5 Code of Conduct: The board read, discussed, and agreed that generally it is in compliance with this policy.

D7 Relationship to Members: The board read, discussed, and agreed that generally it is in compliance with this policy.

D4 Chair's Role: The board reviewed the results of a Doodle survey on this policy and agreed that it is in compliance with this policy.

Board Executive Session:

The Board discussed and approved Jeremy's proposal for compensation with minor changes.

The board accepts the General Manager Compensation Proposal submitted by Jeremy DeChario, with one amendment. An annotated copy of the approved proposal will be provided for Jeremy's personnel file.

Moved by Julie, seconded by John, all in favor.