
MINUTES
Common Ground Food Co-op
Board Meeting
6:15pm-8:15pm Central Time
April 8, 2024

Call to Order

R. Taylor called the meeting to order at 6:20pm.

R. Taylor, Barnes, Wang, Montgomery, and Parson (virtual) were the voting members in attendance. G. Taylor was in attendance as an ex officio guest of the Board.

Budde, Hackler, and Muller were not in attendance.

Guests/Owners

There were no guests or owners present.

Public Comment

There were none.

Approval of Consent Agenda

Motion. Barnes moved and Wang seconded the motion to approve the consent agenda as presented. Motion approved.

Board Study and Updates

Board Study

Discussion was had about Columinate classes that the Board could take either together or on-demand.

Action. Parson to look into potential classes that the Board can participate in (either as a group or individually) and follow up with more information.

Review of Action Items from Past Meeting

Montgomery reviewed the action item list that is saved in each meeting's folder on the shared drive. The list includes both current and completed action items.

Action. Board to monitor email and respond to any staff or Board requests regarding needs for the upcoming FinMoo.

Monthly Operations Report and Financials

Overview

G. Taylor reviewed the report made previously available to the Board.

GM Monitoring

Ends Report

G. Taylor reviewed the Ends Report and the 2023 impact statement. Discussion was had about diversity metrics and reporting as well as treatment of staff metrics. Agreement was had that the current method of reporting these metrics needs to be reconfigured before they are included in this report. Environmental sustainability metrics need to be reviewed.

Action. G. Taylor to remove the staff diversity metrics from the Ends #1 section of the report as well as the treatment of staff metrics from the Ends #2 section of the report.

Action. G. Taylor to compile and report to the Board on average annual earnings of salaried, full time hourly, and part time hourly employees and the average annual salary and burden percentage of the three groups.

Action. G. Taylor to speak with NCG about how other co-ops measure and report on their carbon footprint and environmental sustainability.

Action. Look into having a retail sustainability speaker come and speak with the Board about what sustainability initiatives are used in the industry.

Internal Monitoring and Board Admin

Strategic Conversation 2

The Board reviewed the 2022 RFP and considered any potential changes that may need to be made.

Action. Board to review RFP and send any comments or suggestions to R. Taylor ahead of the May Board discussion.

Vote to Review Ends

Discussion was had about the current Ends.

Motion. Montgomery moved and Wang seconded the motion to not review the ends at the May Board meeting. Motion approved.

Committee Updates

Engagement

Montgomery reviewed the class sign up sheet.

Board Development

Applications and Nominations Process

Discussion was had about the Board application and conflict of interest questions.

Action. Parson to add another question to the application that specifically asks the candidate to disclose any interpersonal relationships with staff and/or Board members.

Board Study

Parson reported that he will be looking further into Columinate classes that the Board can participate in.

Executive Session

Motion. R. Taylor moved and Wang seconded the motion to enter into Executive Session.
Motion approved.

The Board entered into Executive Session at 8:12pm.

Store Development

Motion. R. Taylor moved and Wang seconded the motion to exit Executive Session.
Motion approved.

The Board left Executive Session at 8:23pm.

Closing

Newsletter Assignment

R. Taylor to write about the upcoming elections and encourage active owners to get interested in the Board.

Other Tasks and Assignments

There were none.

Review of Action Items from This Meeting

Action. Montgomery to send action items to those they were assigned to.

Board Bits Postlude

This month your Board is talking about the FinMoo - join us on April 25th! Looking ahead, the Board is excited about the Board elections taking place this fall. If you're interested in learning more about serving on the Board, reach out to us at board@commonground.coop.

Old Business

There was none.

New Business

There was none.

Adjourn

Motion. Montgomery moved and Wang seconded the motion to adjourn the meeting.
Meeting adjourned at 8:25pm.