
MINUTES
Common Ground Food Co-op
Board Meeting
6:15pm-8:15pm Central Time
March 11, 2024

Call to Order

R. Taylor called the meeting to order at 6:16pm.

R. Taylor, Wang, Muller, Montgomery, and Hackler (virtual) were the voting members in attendance. G. Taylor was in attendance as an ex officio guest of the Board. Joanne Mierek, representing the Co-op, was also in attendance.

Barnes, Budde, and Parson were not in attendance.

Guests/Owners

There were no guests or owners present.

Public Comment

There were none.

Consent Agenda

Motion. Muller moved and Wang seconded the motion to approve the consent agenda as amended. Motion approved.

Board Study and Discussions

There was none.

R. Taylor reported that Green Top Grocery has not responded so this issue is considered closed at this time.

Monthly Operations Report and Financials

Overview - G. Taylor

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

GM Monitoring

EL B6: Treatment of Staff - G. Taylor

The policies used to construct the staff survey were found by Columinate to be in compliance.

G. Taylor noted that not all annual staff evaluations were completed and more effort to complete these will be applied in the future.

Historical survey data was compared to this survey cycle's results.

Action. G. Taylor to report back on employee evaluation progress during the May 2024 meeting.

Motion. Muller moved and Wang seconded the motion to accept EL B6 as not in compliance with the understanding that more information will be shared during the May meeting. Motion approved.

EL B5: Treatment of Customers - G. Taylor

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

Motion. Wang moved and Muller seconded the motion to accept EL B5 as written. Motion approved.

EL B9: Emergency GM Succession - G. Taylor

G. Taylor reviewed the report made previously available to the Board. Mierek is the primary backup and Buckman is the second backup.

Motion. Montgomery moved and Muller seconded the motion to accept EL B9 as written. Motion approved.

EL B1: Revisiting 2/12/24 Report - G. Taylor

G. Taylor reviewed the updated reports made previously available to the Board.

Motion. Montgomery moved and Muller seconded the motion to find EL B1 out of compliance with proper follow up. Motion approved.

Predicted sales metrics of the cafe renovation was discussed and the proposed floor plan was reviewed. Mierek and G. Taylor outlined the resources they have available to select products that could be successful in the Co-op.

Internal Monitoring and Board Admin

Strategic Conversation 1 - R. Taylor

R. Taylor stated that this is the initial conversation to outline what is expected of the GM by the Board so annual compensation discussions can begin. Adding quantitative effects of expected changes to reports was considered.

Committee Updates

Engagement

Muller reported on the Taste of Russia cooking class he attended on behalf of the Board. Other efforts including interacting with the staff and the FinMoo were considered.

Board Development

Attending CCMA in 2025 was considered. Having the Board attend the same virtual Columinate class and then discussing it during the Board study session was discussed.

Action. Board Development Committee to look into the Board attending the same virtual Columinate class and then discussing it during the Board study session time allotted on each agenda.

Executive Session

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

The Board entered into Executive Session at 7:38pm.

The Board left Executive Session at 7:53pm.

Closing

Next Meeting - April 8, 2024

It was decided that based on the calendar, April 8 was a feasible date to hold the meeting and still allow time for G. Taylor to submit the required reports.

Newsletter Assignment

Muller to write a notice about the FinMoo.

Other Tasks and Assignments

There were none.

Board Bits Postlude

This month your Board is talking about all the changes in the store - check back often for more updates. Additionally, the Board would like to thank the staff for all of their great work and dedication to the Co-op!

Old Business

There was none.

New Business

Tax forms for the Board were discussed.

Adjourn

Motion. Muller moved and R. Taylor seconded the motion to adjourn the meeting. Meeting adjourned at 8:04pm.