

# **Northampton Community Cooperative Market, Inc.**

## **Board of Directors Meeting Minutes**

**Thursday March 12th 2015, 6:30-9:05PM**  
**River Valley Market, Northampton**

**Board Members Present:** Vice-President/Treasurer Jade Barker, Secretary Lynn DiTullio, Christine Dutton, President Dorian Gregory, Roz Malkin, Jeff Napolitano, Max Saito, Alex Risley Schroeder, Andrea Stanley, and Rochelle Prunty (General Manager)

**Absent:** None

**Others Present:** Michelle Driscoll and George Touloumtzis (Board President, Franklin Community Co-op)

Board Member Greenfields Market

**Presiding:** President Dorian Gregory

**Notetaker:** Michelle Driscoll

**Meeting convened @ 6:30PM**

### **I. 6:30PM Member-Owner Comment Time**

George Touloumtzis, Board President of Franklin Community Co-op, was introduced and welcomed.

### **II. 6:31PM Icebreaker**

Christine shared an icebreaker, asking attendees to share, in the spirit of how the ice is now melting and we can come out of our igloos, how they see themselves allowing expansiveness and change into their lives as we approach spring.

ACTION: Jeff volunteered to do next month's icebreaker.

### **III. 6:40PM Review and Approval of Minutes, and Agenda Review**

The agenda was reviewed.

Review of 2/12/15 Meeting Minutes: Lynn moved to accept the minutes. Alex seconded. Amendments to the minutes were discussed. Lynn moved to accept the minutes as amended. Alex seconded. The minutes were approved unanimously as amended.

### **IV. 6:44PM Business Update**

Rochelle shared her monthly business update with the Board, including February sales, success of the deli expansion, the patronage dividend, and the upcoming remodel phase 2 ideas.

### **V. 6:57PM Board Committee Updates**

Jade gave an update on the Board Election Committee. Roz stepped down from the committee. Andrea will join the committee.

Christine gave an update on the Austin Miller Awards Committee. They are working with marketing for the upcoming awards, and working on outreach with member-owners joining the committee. The due date for nominations is April 26<sup>th</sup>. Recommendations will be brought to the May meeting. June 18<sup>th</sup> is the Strawberry Ice Cream social.

### **VI. 7:03PM River Valley Market LLC operations board resolutions**

There were no River Valley Market LLC operations board resolutions. There were also

no RVC Properties LLC operations resolutions.

**VII. 7:03PM Policy Monitoring B6: Staff Treatment and Compensation**

Rochelle presented her monitoring report for B6: Staff Treatment and Compensation. Roz made a motion to accept the report as a demonstration of acting within board-established boundaries of executive limitations. Jeff seconded. Board members asked questions, and Rochelle responded. Highlights of the report were discussed. Topics included information about the gain-share program, responses to the employee survey, information about the union and the grievance process, reviewing the third party information shared in the report, and the open-book management program. The motion was unanimously approved.

ACTION: The Board asked Rochelle to add a table with the number of grievances for the year to the 2016 B6 report.

**VIII. 7:24PM Board Policy Monitoring D3: Delegation to the GM**

Jade led a review of policy D3: Delegation to the GM. The Board discussed the policy and their responses to the self-assessment survey.

**IX. 7:27PM Parking Lot**

Dorian reviewed items in the Board's parking lot. The idea of exploring Board compensation was discussed.

ACTION: Jeff, Roz, and Alex will look into Board compensation ideas, especially regarding other co-ops, and report back to the Board in June.

**X. 7:42PM Break**

**XI. 7:55PM Member Survey**

The Board discussed expansion questions for the next member survey. Rochelle presented a draft of proposed questions for review and feedback, as part of the Board's work on expansion. The Board gave feedback and proposed edits.

**XII. 8:09PM Board Retreat**

Potential Board retreat dates were discussed. July 23<sup>rd</sup> 8:30AM to 4:00PM will be the Board retreat.

**XIII. 8:14PM Grocery Industry Trends, Part 2 and Co-op Cafe Event**

The Board discussed key trends and factors influencing success in the retail grocery industry. The Board reviewed their experience with the recent Co-op Cafe event in Keene, NH about thriving in the new competitive landscape.

**XIV. 8:37PM Member Engagement Event Planning**

The Board planned for a May 9 Member Cafe event, as well as other additional 2015 member events.

**XV. 9:03PM Appreciation**

The meeting was reviewed. Jade made a motion to adjourn the meeting. Christine seconded. The meeting was adjourned at 9:05PM.

Next Board Meeting: Thursday April 16, 2014 6:30-9:00pm, River Valley Market