

Next Meeting: April 6, 2020

MINUTES FROM THE LEXINGTON CO-OPERATIVE BOARD MEETING

March 2, 2020 at Unitarian Universalist Church

Attendance: Matt Caldiero, Hope Hoetzer-Cook, Domenic Licata, Peter Cimino, Marissa Pace, Alison Wilcox, Derek Bateman and Heather Lazickas **Staff Members:** Tim Bartlett, Amanda Cammarano, Sarah Easler, Elizabeth Vealey **Owners:** Pat Willy **Excused:** Valerie Rettberg-Smith

Marissa Pace called the meeting to order at 07:03 PM and reviewed the agenda.

Agenda Item	Discussion/Documents Reviewed	Board Action
Review Agenda	Board reviewed the following document: <i>March 2, 2020</i>	
Owner Observers	-no comments from owners	
BOD Calendar	The Board reviewed the BOD calendar <ul style="list-style-type: none">- Next Board meeting on April 6, 2020- Retreat planning is still underway- D-Surveys will be completed by the Board this month- Board article for the blog/email update this month (Hope)	
Minutes	The Board accepted the February Minutes as written. Motion: Matt, Second: Alison. Vote: 8-0, Motion Passed.	
GM Reports	Profitability Plan Discussion: January was our worst month of this financial year. This was due to increased expenses, largely from personnel and taxes. This expense increase came at a time when sales are seasonally slow, which added to the poor financial performance. As finances are discussed the focus should remain on our ability to service our debt on a consistent basis. B1: Staff Treatment & B2: Compensation & Benefits Motion to accept the B1 Staff Treatment & B2: Compensation & Benefits reports. Motion: Hope, Second: Heather, Vote: 8-0. Motion Passed. Reasonable Interpretations?: Yes, Data Provided?: Yes, Compliance?: Yes Severity: high, Implication: high, Trend: high, Board Action: Board request a change in reasonable interpretation for B2.2, to be discussed in fall of 2020. Discussion: Staff survey results were reviewed. Results were as to be expected given the changes we made to compensation and benefits over the past year. These changes were made to align our benefits with our financial situation and refocus staff efforts on profitability. Most of the changes brought the co-op in line with industry standards.	
National Co-op Grocers Member Agreement	Motion to authorize Tim and Marissa to sign the "National Co-op Grocers Member Agreement" and continue our partnership with NCG. Motion: Derek, Second: Domenic, Vote: 8-0. Motion Passed.	
Policy C5: Monitoring and Manager Performance	Motion to amend Policy C5.6.1 by moving GM monitoring of B1 (Staff Treatment) and B2 (Compensation & Benefits) to April beginning in 2021. Motion: Heather, Second: Alison, Vote: 8-0. Motion Passed.	
Retreat Planning	Location, facilitator, and date are to be determined. Board discussed potential retreat topics such as 50 th anniversary, owner participation, price vs experience, board financial literacy	
Executive Session	Personnel and board procedural matters were discussed. No votes were taken. Motion to enter Executive Session at 9:01 PM Motion: Matt, Second: Domenic, Vote: 8-0 The Board left executive session at 9:07pm.	
Adjournment	Meeting was adjourned at 9:07pm	

Respectfully submitted by Amanda Cammarano on March 2, 2020.