

Board Members in Attendance: WendyM, Karen R, Vince B, Jeannie S, Alex H, Nick B.,Debbie P
Others in Attendance: Katie Jesse, Eryn Kresol, Wess, Rachel Messenger, Shannon S., Scott H
Note Taker: Wendy
Facilitator: Karen
Time Keeper:

Minutes

- Settle In + Check Ins + Pronouns + Firestarter (15 minutes)
- Review Facilitation Style + Hand Signals + Zoom Specific Info (5 minutes)
- All Reports (15 minutes) ***WE NEED TO KEEP THIS SHORT!
 - Store - Sara is out sick - sales are up. Added another staff member. Need another hire or volunteer. Wendy asked for the schedule to see total hours.
 - Café - opening has been going pretty well. Working on a slide window. Haven't heard back about licensing. Should have heard back from the city. Need a new griddle. Wendy said BUY it
 - Karen wanted to know how the orders went - with out us advertising. slow but decent
 - Finance Committee
 - see report
 - Human Resources
 - Rachel gave notice for end of July
 - re: wage compensation committee will be more supportive role than running.
 - Communications -see report
 - Engage with our social media please it increases who sees it.
 - website needs updating - wess will be emailing liz
 - Membership
 - Katie has wanted to do a large drive for years and went all in this year. Hope to bring an influx of energy and cash. Some things have already started
 - 4 levels of interactions
 - series of emails - members in good standing but haven't shopped, lifetime memberships- target about member sponsorship,
 - used a direct mail campaign - used a company that updates the list for us 258 people
 - Flyering campaign to direct neighbors of coop - 3 rings of houses- depends on how many volunteer interest we get with this project
 - 8 blocks surrounding
 - goes out another 2 blocks out
 - goes into Harambee and up to concordia
 - Flyering has not started yet - katie is reaching out to volunteers.
 - Vince will run an ad in June Riverwest Currents
 - Sustainability - see report
 - Volunteer Liaisons
- Next Steps For Restructuring (15 minutes)
 - Update on timelines, committees, and next steps
 - Compensation Ad Hoc Committee
 - ❖ wendy explained the spreadsheet
 - ❖ karen wants to know how we assure the staff- and debbie clarified that the new wages will change from the pandemic
 - ❖ Rachel also pointed out we need to decide on a raise schedule/process
 - ❖ also medical reimbursement
 - ❖ next meeting- email debbie and wendy
 - ❖

Do you have any questions on the minutes or wish to attend a future meeting? Please contact board@riverwestcoop.org for more information.

RIVERWEST COOPERATIVE BOARD OF DIRECTORS MEETING 05.24.21 7:00pm – VIA Zoom

- Café Kitchen Coordinator Hiring Committee
 - ❖ first screening calls are done
 - ❖ need to set up interview times
- Future Expectations of the Workers Collective
 - ❖ sara and debbie met on how to start a conversation and give the staff more structure to have the conversation.
 - ❖ Survey was sent to all staff
 - ❖ Wendy asked if the board can take this too as this is a philosophical Lissue for the whole coop not just up to current staff.
 - ❖ debbie clarified that this was to help guide the staff and the board of course is involved.
- Future of volunteerism
 - ❖ wendy said it is time
 - ❖ sara and shannon have talked about immediate needs
 - ❖ rachel - can we agree on doing the volunteer conduct the same way until we have totally reviewed and revamped the volunteer
 - ❖ sara said that she is comfortable managing 6 volunteers without a coordinator.
 - ❖ debbie - there was a request for a more strategic way to bring the volunteers. but specific needs are understandable.
 - ❖ Wendy is interested in helping with this
- How to address membership about upcoming changes
 - ❖ debbie has not written anything - will try to help by next board meeting.
 - ❖ wendy will connect her with katie maedke about help
- o Add your ideas and thoughts to the Google Spreadsheet about volunteers!
- Schedule June Board Meeting (5 minutes) June 28th Wendy's yard
 - o will stay on zoom if not a full consensus before.
- Break (10 minutes) (end at 8:05?)
- Follow Up on Action Items (10 minutes)
 - o Community Contacts List (Wendy, Debbie)
 - being worked on - headway - will always be ongoing
 - o Set Up Columinate Meeting Including Board Member(s) (Alex)
 - alex made contact - will get scheduled
 - o Logging board member volunteer hours (ALL BOARD MEMBERS!)
 - DO IT!
 - o Help with content for social media posts if possible; like/comment/share! (ALL BOARD!)
 - wendys idea - this is something volunteers can help with!
 - o Sign the Code of Conduct & Ethics forms & return to the Co-Op (ALL BOARD!)
 - At in person meeting if you dont get it in
 - o Monthly Equity Education (Wendy was assigned for April)
 - need 10 minutes on next meeting - will start an email conversation
 - o Retreat Garden Plot Items
 - not reformatted yet
- Ubuntu / Equity & Inclusivity Work (25 minutes)
 - o Go over responses from survey
 - 20 people did the survey
 - went over the summary
 - please refer to it - attached to minutes
 - o Need approval for Fiscal Sponsorship and seeking funding
 - Questions asked by debbie and wendy
 - Can we move fwd with Riverworks fiscal sponsorship
 - Can we use the RCA funds for equity training or
 - Debbie and Wendy researching and writing grants?

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- o Vince asked for clarification about RCA funds
 - They saw the sponsorship but are ok with them being used for either as long as there's movement.
 - o Vince thinks this is the wrong the time and we can think of it 6 months to a year and we should be paying attention to the cafe and store and not worrying about this. And that he is concerned that mandatory training is indoctrination.
 - o Karen clarified that what is being asked for is just the ability for us to move forward on raising funds. and can we have a separate meeting to discuss the concerns.
 - o Debbie clarified there is a lot of focus on this type of work and there is funds available now and concern about losing it,
 - o Debbie clarified that we are not scheduling the work yet, but looking for the funding now and that the training wouldn't happen in the next few months.
 - o Wendy stated that
 - o Nick- is pro this work - has concerns about the amount of money, considering where the coop. But if we can get outside money that is great . Q- asked if RCA can just tell us where the funds to go. A- Debbie clarified that they want to know what we want.
 - A round up campaign would be a good way to engage the membership for funding.
 - as long as the majority is fundraised awesome
 - o Wendy expressed her concerns about Vince's sentiment calling the training indoctrination and stated how white organizations repeatedly do not do the work, and that she felt this was the time to do the work or we go another 20 years without doing it.
 - o Karen asked Vince if he is concerned about the training with Ubuntu, or this type of training in general
 - o Vince said he is comfortable, and has done this kind of training, but doesn't want to be told that he has to.
 - o Debbie asked if we are comfortable moving fwd with fiscal agent and looking at funding.
 - o All board voted yes, Vince abstained. Vince then said he would give his vote to Nick and Wendy stated that we do not have the procedure to do that.
- Check in with Board Candidates & Discuss Current Board Positions (Pres, VP, Sec, Treas) (10 min)
 - o We need to fill the secretary position and re-vote on other officer roles
 - o Karen, Vince & Debbie are past their terms (how to handle that?)
 - We need to break down what currently the president role has filled and what can be spread out more amongst the board so it doesn't burn out the president.
 - Wait till next meeting to talk about board positions
 - According to the board job descriptions, new board members can not hold an officer role but can take tasks to lessen the weight on the board. The board has made exceptions in the past for secretary and VP roles.
 - Unanimously voted in Nick Baran and Aryn Kresol.
 - Vince verbally resigned from the board, letting us know how much it has meant to him to be on it and that he wishes to stay on the finance committee and that at this time for his life he needs to step back.
 - Karen will connect with HR to get them board training. Actually Aryn is on top of it.

Next meeting: TBD

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