

Adopted Minutes

East End Food Co-operative Board Meeting

April 17, 2017

In attendance:

Board Members: Eddy Jones, Vice-President; Amit Shah, Treasurer; Andrew Ritchie, Secretary; Dirk Kalp; Patrick McHale; William Warnock; Brynn Yochim.

Absent: Mike Collura, President.

General Manager: Absent.

Board Clerk: Erica Peiffer.

Member Guests: (8) Joni Rabinowitz, Zoe Mizuho, Alice Leibowitz, Tom Pandaleon, Faith Schantz, Arianna Garofalo, Leslie Clark, Kate Luxemburg.

Eddy called the meeting to order at 7:05 p.m. Patrick read our Ends statement aloud.

Amend/Approve Agenda

Discussion: The GM update and B6 report were tabled due to GM's absence. An executive session discussion was added to discuss the health condition of the General Manager.

Decision: Dirk moved to approve the agenda as amended. Andrew seconded.

Vote: 7.0.0

Amend/Approve previous meeting minutes

Discussion: Directors reviewed draft minutes of the previous meeting and made corrections for grammar and factual errors which are reflected in the published minutes.

Decision: Amit moved to adopt the minutes as amended. Patrick seconded the motion.

Vote: 7.0.0

Recap of Mini-Retreat

Eddy reported the board's top priorities as healing and looking forward. To the objective of healing, the Board agreed to make transparent information related to paper ballots from the 2016 election. Eddy reported this information as follows: 440 paper ballots were submitted. 79.3% or 349 ballots were determined valid; 20.7% or 91 ballots were determined invalid. Of the invalid ballots, 7 had no member number, 69 had an invalid or illegible member number, 13 had a duplicate member number, and 2 were submitted from a membership which had been refunded. The vote tallies of the paper ballots were:

Mike Collura:	39 valid – 10 invalid
Eddy Jones:	283 valid – 77 invalid
Patrick McHale:	280 valid – 71 invalid
Greg Nicholas:	44 valid – 6 invalid
Andrew Ritchie:	38 valid – 7 invalid
William Warnock	6 valid – 2 invalid
Brynn Yochim	306 valid – 80 invalid

Next, Amit reported the Board's intent in releasing the CSI report is to maximize transparency while also protecting the identities of investigation participants who entered the interviews not knowing their statements would be public. The Board agreed a consistent methodology of redactions should be applied and a small committee will then apply the methodology to the 40 page report, with the goal of releasing the report prior to the next Board meeting. The Board fully supports EEFC's zero tolerance policy regarding harassment of staff; any form of harassment or abuse will result in being banned from the store. Amit said that Justin has the Board's full backing to enforce this policy at his discretion.

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Decision: Amit made a motion that the redaction methodology redact name, job title, role description, gender, years of service, and affiliation information, as applicable for persons mentioned in the report. Patrick seconded. Dirk suggested amending the motion to include “and contextual information as applicable”. Since staff are subject to more potential harm in their daily relationships with other staff beyond their relationships with members at large, Dirk suggested the board may decide to apply stronger measures of redaction to staff identities where risk for harm warrants. He warned that the Board does not want to make the working environment intolerable for staff. Amit agreed to amend the motion as suggested. Andrew seconded.

Vote: 7.0.0

Finally, Eddy said the board is discussing the idea of hosting a mediated discussion to aid in the restorative healing process, and to the objective of looking forward, the board agreed to read the results of the Member Survey.

Discussion on Committees

The Board identified the Finance and Board Perpetuation & Elections Committees as top priorities.

Decision: Amit made a motion that the Finance Committee consist of himself, Dirk, Andrew, William, Mike, and EEFC Finance Manager Shawn McCullough. Brynn seconded.

Vote: 7.0.0

Patrick, William, and Brynn expressed interest in the BPE committee, although the Board agreed to hold this decision for further discussion, including Mike. Andrew, Brynn, Dirk and William expressed interest in the Member Linkage committee. Dirk said the main purpose of this committee is to respond to the Board’s policies around member linkage, and to solicit input and feedback from members in a variety of ways, as well as communicate out to members about the work of the Board. Erica agreed to share past committee charters archived on the Board’s Google Drive.

Closings

Directors reviewed the date of the next meeting and packet submission deadline and procedures. Brynn, William, Patrick, and Andrew volunteered to redact the CSI report.

Member-owners Open Session

Faith Schantz thanked the board for reporting on the paper ballots, and said she doesn’t understand why the zero tolerance harassment policy was discussed. Alice Leibowitz said that the mention of the policy sounded like an accusation against her and others in the room. Erica Peiffer expressed outrage at this statement, and said the zero tolerance harassment policy should be a given for anyone, especially staff who are on the front lines of the contention provoked by recent board decisions. Dirk noted that management has received inappropriate and hateful emails in the past. Amit said his intention was not to accuse anyone but rather to clearly state the fact. Kate Luxemburg said she has written to board’s email address three times and has yet to receive a response or even an acknowledgement of receipt; she said she feels disrespected by whoever has the responsibility to answer these emails. The Board briefly discussed the process for receiving and responding to emails, and noted that the recent turnover on the board has caused delays in the usual processes. Zoe Mizuho expressed surprise that there was no discussion of appointment to the vacant seat, and also urged directors to respect the outcomes of the election. Zoe also suggested a “restorative circle” would be great to have before the next election cycle.

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Joni Rabinowitz asked the board to consider an “informal process of approving minutes” to have minutes out to members sooner, and also to consider member participation on committees. Tom Pandaleon supported Joni’s endorsement of members on committees and seconded Zoe’s suggestion to certify the results of the paper ballots. Tom also said he was encouraged by the discussions resulting from hosting members open session at the end of the meeting, and in conclusion he urged the Finance Committee to share full financial statements with the membership.

Adjournment

Decision: Amit moved to adjourn the meeting at 8:34 p.m. William seconded.

Vote: 7.0.0

The Board went into Executive Session at 8:50 p.m. to discuss non-public matters. At 9:15 p.m. Eddy moved to adjourn. Amit seconded the motion. The Board voted 7.0.0 to end the session.

Minutes respectfully submitted by Erica Peiffer, Board Clerk.