

TPSS Board of Representatives Meeting

September 21, 2023

Open Session Minutes

Date/Location/Time: September 21, 2023 meeting 6:30 pm*

Board present: Bob Gibson (BG), Elizabeth Teuwen (ET), Esteban de Dobrzynski (ED), Ami Amin (AA), Adam Frank (AF), Orly Keiner (OK)

Staff present: Mike Houston (MH), General Manager

Not present: Susan Cho (SC), Taylor Dibbert (TD), Katea Stitt (KS)

Minutes submitted by: Solveig Mortensen, Board Administrator (SM)

**Meeting held remotely, by Zoom*

Board ACTION:

- The Board approved the August 17, 2023 Open Session Board meeting minutes.
- The Board approved renewing the contract with the consulting cooperative, Columinate.

Open member forum: No member comments were offered.

Membership and Community Affairs Committee(MCAC): The MCAC is coordinating with Co-op staff and other Board committees for the upcoming Board election and the Fall Member-owners meeting, which will be held at the VFW.

The Board planned to have several members answer questions and give information about Board service on October 4th in the TPSS store.

Some MCAC members described there being overall agreement on the themes for the Board's outreach communication plan and expressed an interest in developing next steps and activities. The Board agreed to spend time at the 2024 January retreat prioritizing issues of importance and doing long term planning.

The MCAC is also intending to devote some time on racial justice work. MCAC members shared that the consulting group Columinate is providing a workshop series for boards on the foundations for sustained diversity, equity, inclusion, and belonging in October and November.

Elections 2023: Board members were reminded to promote the upcoming Board election on their listservs, inform potential nominees to apply, and submit blog reflections on being a Board member, as previously discussed. BG reported sending a thank you to the attendees of the Spring

Member-owners meeting and inviting them to run for the Board. Banners regarding the Board election will be hung in the store.

Review action items/topical calendar: The upcoming MAFCA gathering will occur on October 7th at the Fredericksburg Co-op; it is an opportunity to hear from other co-ops.

GM Report: National Cooperative Grocers will hold its 2024 spring meeting for general managers in person, in Washington D.C. this April.

MH is piloting a New Member Orientation based on a similar orientation he provides employees. These sessions will take place quarterly to give newer members an overview of the cooperative business model and history of TPSS Co-op. The first session will take place on October 24. ED volunteered to assist with the first orientation.

MH noted that the Co-op's bookkeeper and finance team have worked hard to prepare for the audit.

MH is presently attending the NCG Fall Meeting in Minneapolis with other general managers, and reported that he has received positive feedback on TPSS co-ops metrics. MH will also attend the Natural Foods Expo East in Philadelphia at the end of September.

MH and the Board briefly reviewed the dress code for TPSS Co-op employees.

The renovation of the Co-op store is still on track and following the anticipated timeline; there will be more updates on the timeframe in the spring.

Meeting adjourned 7:30pm

Board Representatives' Committee Memberships:

Annual Meeting Committee: BG (Chair), MH (GM), and Chloe Thompson (Co-op staff)

Board Development and Elections Committee: AF (Chair), BG

Diversity, Equity, and Inclusion: KS (Chair), SC, ED, AF, ET, and Chloe Thompson (Co-op staff)

Finance and Audit Committee: AF (Chair) AA, TD, BG, MH (GM), and Yodit Gebremeskel (Co-op staff)

Membership and Community Affairs Committee: ET (Chair), ED, BG, OK, MH (GM), Chloe Thompson (Co-op staff) and Diane Curran & Fred Feinsten (former Board members)

Personnel Committee: BG (Chair), ET

Retreat Planning Committee*: AF, ET, MH, OK, (and the Columinate consultant, Jade Barker)(*for 2023 year retreat, which has now occurred)

Term 2022-2023 Meeting Attendance:

Board member:	Dec	Jan	Feb	Mar	April	May	June	July	Aug	Sep
Amin	*	*	*	Ex	*	Ex	Ex	Ex	Ex	*
Cho	*		*	*	*	*	*	*	*	Ex
de Dobrzynski	*	*	*	*	Ex	*	*	*	*	*
Dibbert	*	*	*	*	*	*	*	*	*	Ex
Frank	*	*	*	*	Ex	*	*	Ex	*	*
Gibson	*	*	*	*	*	*	*	*	*	*
Keiner	*	*	*	*	*	*	*	*	*	*
Stitt	Ex	Ex		Ex	*					Ex
Teuwen	*	*	*	*	*	*	*	*	*	*

(Ex=excused)

Board Terms:

Board Representative	Term:	Term Ends:
Amin	3 years	2025
Cho	1 year (appointed term)	2023
Dibbert	3 years	2025
de Dobrzynski	3 years (term after appointment)	2024
Frank	3 years (consecutive term)	2023
Gibson	3 years (consecutive term)	2024
Keiner	3 years	2025
Stitt	3 years (consecutive term)	2024
Teuwen	3 years	2023

