

THREE RIVERS MARKET

BOARD OF DIRECTORS MEETING

November 9, 2023

6:32 PM – 8:25 PM

St. James Episcopal Church, Knoxville, Tennessee

MINUTES

Board Members in Attendance

Caitlin Seidler, Chair
Kimberly Lomonaco, Vice-Chair
Adam Deen, Secretary/Treasurer
Erin O'Tool
Drew Rutherford
Kathryn Tilson
Damian Zannini

Board Members Absent

Additional Attendees

Fadi Aboush, General Manager
Kristina Aboush
Bryan Alexander
Barb Arnold
Randy Arnold
Gregory Austin
Andreas Bastias
Allison Becha
Carol Bell
Stephen Blackwell
Jonathan Blevins
JR Bohnenstiel
Patra Bonham Rule
Beth Booker
Joseph Bray
Aisha Brown
Kimberly Brown Strain
George Butler
Graciela Cabana
Wendy Campbell
Ashley Capps
Stuart Cassell
Colleen Conboy

Kim Davis
Laura E. Davis
Vandygale Deen
Alhen Drillich
Kristen Faerber
Joan Fedrigon
Angeline Fitzpatrick
Paige Flanagan
Morgan Fleming
Emma Freeberg
Maria Gall
Kristina Gehrman
Sarah Goldman
Nikki Gray
Don Horton
Ruth Horton
Adam Hughes
Lynne Jessen
Tanner Jessel
Amberly Kelley-Dotson
Anna Kern
David Krebs
Bjorn Kruse
Natalie Kurylo

Theodoros Kyriakopoulos
John Ledbetter
Judy Loest
Casie Maynard, Store Manager
Jesse Mayshark
Patience Melnick
Tory Mills
Gerry Moll
Carrie Niceley-Pittenger
Dave Penegar
Dickson Petzold
Allyn Richardson
Jen Rock, Deli Manager
Rebecca Saldivar
Kelley Segars
Garry W. Shores

Alan Sims
Mary Smith
May Speck
Kari Stuart
Steve Todd
Jasper van Kirk
Allison Watson
Jennifer Weisent
Morgan Wilson
Marin Wooley
Kristen Yartz, Cooperative Relations
Administrator
Dave Zandstra
Sarah Zimmerman

PRELIMINARIES

Call to Order: 6:32 PM

Action Items reviewed.

Meeting Preparation: 1 minute of silence.

Roll Call with statement of preparation.

MEMBER FORUM

Announcement that Listening Sessions with Board Directors have been scheduled in the co-op dining room for members who wish to speak with the Board in a more private forum:

Monday, November 13	4-5 PM
Thursday, November 16	10 AM – 12 PM
Thursday, November 17	2 PM – 4 PM
Friday, November 29	5:30 – 6:30 PM
Friday, December 1	12 PM – 1 PM

Member Speakers

- Tanner Jessell
- Theo Kyriakopoulos
- JR Bohnenstiel
- Aisha Brown

- Andreas Bastias
- Randy Arnold
- Kim Davis
- Kristina Gehrman
- Steve Todd
- Patra Bonham Rule
- Heather Booth
- Stephen Blackwell
- Kristina Aboush
- Kristen Faerber

AGENDA REVIEW/REVISION

Revision: Move Break after Consent Agenda; Move Annual Meeting Preparation to later date.

Motion to approve revised Agenda: Drew Rutherford, seconded: Kimberly Lomonaco; motion carried unanimously.

CONSENT AGENDA

Approval of October 2023 Board Meeting Minutes; Policy Monitoring Reports for Governance Process, D6 – Annual Agenda Planning, D8 – Member Linkage.

Motion to approve Consent Agenda: Drew Rutherford, seconded: Kathryn Tilson; motion carried unanimously.

STAFF HARASSMENT AND ETHICS POLICY

Announcement of application of the Ethics Policy and Bylaws to recent incidents of staff harassment.

GENERAL MANAGER REPORT

- Growth of Membership
- Customer Count/Average Sales Baskets
- Member Discounts/Staff Discounts
- Nourishing Change - \$5,476 raised for Knoxville Community Media in October, a total of 12,312 Round Ups
- Other Donations During September/October
 - Police Department (FOP #2) – Sponsoring 2 children for youth camp.
 - Friends of the Library

- Narrow Ridge Earth Literacy Program
- Slow Food
- Hogskin History Day Program
- Community Food Donation
- Knox County Soil & Water Conservation
- Cattywampus Puppet Council
- Our Place Art Organization, Inc.
- WDVX Fall Drive
- Mead Montessori
- Sales Growth comparison (October 2023 vs. October 2022) = 3.3% increase
- Operational Updates

STUDY & ENGAGEMENT FOR REMAINDER OF FISCAL YEAR 23-24

- Continued Revision of Ends Statement
- Pursue avenues for current or former staff involvement in governance
- Recognition of vacant Board Seat with 1 year remaining in the term
- Review of a previous TRM Board of Directors' Deliberation & Decision Form on their Study & Engagement of a Hybrid Worker & Consumer Owner Model

Motion to approve proposed Study & Engagement for remainder of Fiscal Year 23-24, once new Board is seated: Kimberly Lomonaco, seconded: Damian Zannini; motion carried unanimously.

BOARD NEWS ASSIGNMENTS

The Annual Meeting will be held Saturday, December 2 from 3:30 – 5:30 PM at the Cansler YMCA located at 616 Jessamine Street, Knoxville, TN 37917.

ACTION ITEM REVIEW

Adjourn

Motion to adjourn: Caitlin Seidler, seconded: Kathryn Tilson; motion carried unanimously.

Certified: _____



Adam Deen, Secretary/Treasurer

December 14, 2023