

THREE RIVERS MARKET

BOARD OF DIRECTORS MEETING

March 2, 2025

1516 – 1601

Oakwood-Lincoln Park Clubhouse

916 Shamrock Ave

Knoxville, TN 37917

MINUTES

Board Members in Attendance

Adam Deen

Alhen Drillich

Mary French

Kimberly Lomonaco, Vice Chair

Teri O'Meara, Secretary

Caitlin Seidler, Chair

Debbie Sharp

Brian D. Williams, Treasurer

Board Members Absent

Adam Hughes

Additional Attendees

Fadi Aboush, General Manager

Jade Barker, Columinate Consultant

Kristen Faerber

Peg Hambright

Natalie Kurylo

Morgan Wilson

PRELIMINARIES

Call to Order: 1516

Action Items reviewed

Meeting Preparation – 1 minute of silence

Roll Call with statement of preparation

AGENDA REVIEW/REVISION

Motion to approve Agenda: Kim Lomonaco, seconded: Alhen Drillich; motion carried unanimously.

CONSENT AGENDA

February 2025 Board Meeting Minutes; Policy Monitoring Reports for Executive Limitations, B4 – Financial Condition (FINAL/REVIEWED); Governance Process, D10 – Board of Director’s Meetings; Governance Process, D2 - Board Job Products.

Motion to approve Consent Agenda: Alhen Drillich, seconded: Kimberly Lomonaco; motion carried unanimously.

GENERAL MANAGER REPORT

Growth of Ownership - February

- New Members - 45
- Owner Paid in Equity - \$4,450

Sales Growth - February

- Customer Count – 20,004
- Total Net Sales: \$701,789
- Average Basket Sale: \$33.83
- Average Basket Size: 6.4 items

Member and Staff Discounts - February

- Member Discounts: \$16,364
- Staff Discounts: \$4,627

Nourishing Change and Other Donations – February

- Catty Wampus Puppet Council - \$350 gift card
- WDVX - \$400 gift card
- Dragon Fly Aerial and Circus Art Studio - \$100 gift card
- Nourishing Change - Center for English - \$4,808

Operational Updates

- Member discounts - options to move forward in regards to Board approval
- UNFI and NCG reps coming to discuss store updates/reset in March (midsection of store)
- Merchandising and Promotion Liaison moving forward with plans
- Restructuring bakery to make improvements, improve sales of prepared foods
- Improve standards for products in salad bar
- Working with union to include department managers
- VolCard implementation in progress (requires new payment system)

General Repairs

- Cooler door replacement will be installed in March
- Awning has been ordered for outside storage
- TRM website updates, working with Robin Easter

STUDY AND ENGAGEMENT

ORIENTATION: Our Co-op: How Does it Work? Part 1 (Staff)

Staff organizational Chart

Operations manager

Working on hiring store manager

GM - HR - Store managers - Assistant Department Managers - Operations Manager -
Department managers - Assistant department managers - the rest of the staff

More about consolidating positions rather than adding new positions

Store manager position is crucial to build on community, employee, and union relationships

Board News Assignments

Action Item Review

Member Forum

Peg Hambright


Natalie Kurylo

Kristen Faerber

Morgan Wilson

Adjourn

Motion to adjourn: Debbie Sharp, seconded: Mary French; motion carried unanimously.

Certified:  _____, Secretary

April 19, 2025