

FIDDLEHEADS BOARD OF DIRECTORS

Minutes of Board Meeting of July 19th, 2022

(Approved by the Board on August 16, 2022)

I. CALL TO ORDER, ATTENDANCE, ANNOUNCEMENTS

A. Call to Order

Brenda De Los Santos called to order a regular meeting of the Fiddleheads Board of Directors at 6:33 pm on Tuesday, July 19th, 2022.

B. Attendance

The following Board directors were present:

Brenda De Los Santos, President
Sehar Mahmood, Vice President
Robin Harris Treasurer
Danny Spurr, Secretary
Amelia Lord
Amy Duval
Olivia Jenkins

The following Board directors were not present:

Chevelle Moss-Savage

The following additional persons were present:

Lexa Juhre, General Manager
Katie Blanchard, Board Administrator
Anne Scheibner, Southeastern Connecticut Community Land Trust (left 7:05pm)
Claire Evento, Southeastern Connecticut Community Land Trust (arrived 6:49 pm, left 7:05pm)
Angela Nobs Schollman, owner

C. Check-ins and Agenda Review

1. Owners shared check-in's.
2. There was a comment about the status of Lexa's GM Compensation Proposal.
 - a. Lexa noted that she is working with a consultant to review overall compensation guidelines for the store which will include her compensation. She should have a compensation proposal in line with the Board's Request for Proposal sometime in August.

D. Owner Comments

1. Angela Nobs Schollman expressed gratitude for attending the meeting and is looking for more ways to contribute to her community.

E. Community Guest: Southeastern Community Land Trust

1. Anne Scheibner and Claire Evento spoke about their work with a community revolving loan fund connected to the Southeastern Community Land Trust. It was noted that this may be a beneficial fund that Fiddleheads could invest in.

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- a. Taken from their website: "*The Southeastern Connecticut Community Land Trust is a membership-based nonprofit organization that holds land for the development of permanently affordable housing, food production, green space, and facilities for community organizations. We are a grassroots organization by the people for the people, promoting social justice through the community holding land in trust.*"
2. Southeastern Connecticut Fund for Land Equity, has been set up through [Equity Trust](#) as a revolving community loan fund to acquire housing to help bridge the gap between land acquisition and mortgage loans among many other opportunities.
3. The Board requested more information to explore a potential future partnership.

II. APPROVE DRAFT MINUTES OF June 14th, 2022 MEETING (7:09-7:10)

Motion to approve the minutes of the June 14th, 2022 Board Meeting.

Motion: Sehar Mahmood

Second: Amelia Lord

All in favor. Robin Harris and Monica Chapman abstain.

III. CONSENT AGENDA (7:10-7:11)

1. Owner Equity Refund Request:
 - a. There was an Equity Refund Request from Jennifer Doherty. The Board took this opportunity to explain what a Equity Refund Request is to the newly seated directors.

Motion to approve the Consent Agenda.

Motion: Danny Spurr

Second: Olivia Jenkins

All in Favor

IV. COMMITTEE/TASK FORCE (7:11-7:11)

A. Annual Meeting Committee:

1. The Annual Meeting Committee will meet within the next couple weeks.

B. Charters:

1. The Equity Policy Review Committee will add the development of staff seats on the Board to their charter including managing communication strategies with the ownership base surrounding this initiative.
2. Danny will update the charters and add to the consent agenda for the next meeting.

Motion to approve charters for Annual Meeting Committee, Equity Policy Review Committee, and Executive Committee as amended.

Motion: Monica Chapman

Second: Olivia Jenkins

All in Favor

FIDDLEHEADS BOARD OF DIRECTORS

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VI. GM MONITORING REPORTS (7:11-7:22)

A. B7: Board Communication and B8: Board Support

1. The Board reviewed the GM monitoring reports B7 and B8.
2. The Board did take some time during this section to review the charters listed above.

Motion to Approve GM Monitoring Report for B7: Board Communication and B8: Board Support.

Motion: Robin Harris

Second: Amelia Lord

All in favor.

VII. DISCUSSION / ACTION ITEMS (7:22-8:15)

A. Director's Code of Conduct:

1. Board Members who didn't attend last month's meeting individually committed to the Code of Conduct.
 - i. Monica Chapman
 - ii. Robin Harris

B. Board Monitoring Survey: C2 Board's Job

1. The Board reviewed the policies surrounding the Board's Job.
 - a. It was noted these policies are very vague and general to allow the Board to work in a way that best suits Fiddleheads without being limited.
 - b. It was also noted that some of these policies include legal catch-alls to ensure compliance with state laws.

C. Takeaways: Community Discussion with Step Up New London

1. The discussion helped to clear up formalities around the Co-op, put faces to names, and proved to be a great start to a meaningful partnership.
2. Lexa noted that Brad, Fiddleheads Community Outreach Coordinator tabled at a Step Up vendor fair this weekend.

D. Building Bridges with Each Other: Deeper Discussions:

1. The Board shared getting-to-know-you questions to deepen the connections that may have been lost while meeting virtually for the past few years.

VIII. CLOSINGS (8:15-8:26)

A. Owner Comments:

1. No comments

B. Meeting Talking Points:

1. The Board welcomed the Southeastern Community Land Trust to discuss their revolving loan fund.
2. The Board shared personal stories to strengthen connections that may be lost with so many virtual meetings.

FIDDLEHEADS BOARD OF DIRECTORS

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3. The Board finalized charters for the Annual Meeting Committee, Equity Policy Review Committee and the Executive Committee.
4. The Board discussed takeaways from the Community Discussion with Step Up New London.
5. The Board Approved the GM monitoring reports.
6. The Board clarified the results of the Board Monitoring Survey regarding the Board's Job.

B. Tasks and Responsibilities:

1. Brenda will schedule meetings for the Annual Meeting Committee.
2. Danny will finalize the committee charters to be included in next month's consent agenda.
3. Saturday at 10am DEI meeting with La Donna Redmond.
4. Danny will forward to the Board any information he received from the Southeastern Community Land Trust.
5. Danny will also look over the policy updates to ensure accuracy and formatting.

D. Upcoming events

1. DEI Training with LaDonna, Saturday, July 23rd, 10am-11:30am.
2. Board Retreat with Jade IN PERSON Sunday, October 9th from 9:30am-4:00pm.
3. August meeting is slated to be an in-person meeting.

IX. Meeting Adjourned

Motion to adjourn meeting:

Motion: Amelia Lord

Second: Monica Chapman

All in favor.

Meeting adjourned at 8:26 pm

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Draft minutes prepared for submission to the Board by Katie Blanchard and Danny Spurr on July 19th, 2022.

Minutes approved by vote of the Board on August 16th, 2022, and put into final form by Katie Blanchard on August 16th, 2022.