Board Monitoring Report-Policy C2: The Board's Job

Visit https://moscowfood.coop/coop-policies to review this policy.

Policy C2: The Board's job will be to govern successfully.

8 responses

Policy C2: Comments (optional):

1 response

We need a better understanding of a functional board.

8 out of 10 participants have taken this survey.

C2.1. Facilitate regular and accessible opportunities for two-way communication between the Board and the Cooperative's owners. With this sub-policy, is the Board:

8 responses

C2.1. Comments (optional):

1 response

Our two-way communications options have been limited by COVID, but the annual meeting and elections forum have been good.

C2.2. Hire, set compensation for, delegate responsibility to, and hold accountable a General Manager (GM). Use a strategic process to establish the value of GM compensation and complete this process in a timely manner. With this sub-policy, is the Board:

8 responses

C2.2. Comments (optional):

3 responses

Our lack of compliance is not huge. The co-op has had some struggles in the past year. Many departments have had financial and personnel problems, and the board has not held the GM responsible for these. That said, it has been a strange year, and it is perhaps reasonable that we have not held the GM responsible for many of these things, some of which are beyond control.

We are finally on a path to meet this expectation, so compliance for getting this going.

In my estimation, we are currently out of compliance with this subpolicy (specifically about our manner for establishing GM compensation being "strategic"). We're in the process of making a strategic compensation determination, but we haven't completed it yet, so Melinda's current compensation is still less than strategic.

C2.3. Assign responsibility among Board members and between the Board and the GM in a manner consistent with our commitment to empower management and provide clear distinction of roles. With this sub-policy, is the Board:

8 responses

C2.3. Comments (optional):

3 responses

I think we do a decent job of not micro managing operational issues, but I also feel that the Strategic Visioning committee creates some confusion on board roles and does not "empower" the GM

Not sure of which roles this is referring.

I feel we do a better job of this every year

C2.4. Ensure appropriate organizational performance by monitoring organizational accomplishment of Ends and organizational operation within Executive Limitations; and monitoring Board compliance with policies for Board Process and the Board-Management Relationship. With this sub-policy, is the Board:

8 responses

C2.4. Comments (optional):

1 response

I think we need to take some time to look at the Ends and ask ourselves what we have accomplished so that we can see the relevancy of the Ends.

C2.5. Perpetuate the Board's leadership capacity using ongoing education and training; a robust recruitment, qualification and nomination process; and fair elections. With this sub-policy, is the Board:

8 responses

C2.5. Comments (optional):

1 response

Curious how the group feels about our "education and training" measures; adequate vs inadequate? Where can we improve?

C2.6. Perform other duties as required by the bylaws or because of limitations on GM authority. With this sub-policy, is the Board:

8 responses

C2.6. Comments (optional):

0 responses

No responses yet for this question.