

CAFÉ HIVE, COOPÉRATIVE DE SOLIDARITÉ | HIVE CAFÉ, SOLIDARITY COOPERATIVE

Annual General Meeting

Date: Tuesday October 23rd, 2018

Time: 06:30 PM

Location: Hive Café - Mezzanine Location:

1455 de Maisonneuve W H-239

Montreal, Quebec

H3G 1M8

Chair:

Secretary (Minute-taker):

Agenda:

1. Opening remarks
2. Guidelines to vote (motions)
3. Approval of the roles
 - a. Chair and secretary
 - b. Elections officers
4. Approval of the agenda
5. [Approval of 2017 AGM minutes](#)
6. [Annual Report Presentation](#)
 - a. Cafe Annual Report
 - b. Art Committee Annual Report
 - c. Kitchen & Catering Annual Report
 - d. Free Lunch Annual Report
 - e. Events Annual Report
 - f. Worker Members Annual Report
 - g. Marketing & Engagement Committee Annual Report
 - h. Food Committee Annual Report
 - i. Financial Committee Annual Report
 - j. Board Committees
 - k. Human Resources (HR) Committee Annual Report
 - l. Governance Committee Annual Report
 - m. Board of Directors Annual Report
7. Snack Break
8. Approval of Reviewer
9. Review of Financial Report
10. Review of Budget
11. Board of Directors Elections
 - a. [Ratifications](#)

- b. New member elections
- 12. Volunteer appreciation
- 13. Community announcements
- 14. Adjournment

MINUTES

Start time: 6:43pm

1. Opening remarks
 - a. Miles: glad everyone is here. It is great to see so many people!
Acknowledgements of Linda Kay, a board member who has recently passed away. Lastly, there are no bylaw changes to be addressed in the AGM as per the legal requirements of time limits for submitting proposed changes.
Apologies for that oversight.
2. Guidelines to vote (motions)
 - a. Motions will need to be proposed by a member and seconded by another member. Then we engage in discussion. Then after we will call a vote. In order to vote please raise your hand.
3. Approval of the roles
 - a. Chair and secretary
 - i.
 - ii. Miles (been serving on the board as the President). Trevor motions that Miles act as the chair of the AGM. Leigh seconds the motion. 41 in favour. No opposition, no abstentions. Motion passes.
 - iii. Miles motions that Shylah take the role of secretary. Jeremy Tessier seconds. 42 in favour. No opposition. No abstentions. Motion passes.
 - b. Elections officers
 - i. Miles requests scrutineers.
 - ii. Sebastian D nominates himself as a scrutineer. Jeremy seconds the motion.
 - iii. Jiivan nominates himself as a scrutineer. Seb L seconds.
 - iv. Rowan nominates Lexi as a scrutineer. Jacky seconds.
 - v. Miles asks who is in favour appointing Sebastian and Lexi as scrutineers. 39 in favour. No opposition and no abstentions. Motion passes.
 - vi. We acknowledge that Jiivan rescinds his nomination.
4. Approval of the agenda
 - a. Rowan moves to add 2 points before elections (11)
 - i. Recognition of workers' collective
 - ii. Prioritization
Hannah seconds this motion.
 - iii. Ben P asks for clarification of what these additional agenda points are about.

- iv. Rowan explains that the second point is a Resolution (about prioritization of the workers and organization over expansion).
- v. Ben wonders why these points would come here to the GA when there will be a visioning session (and the issues had not been addressed at the BOD level).
- vi. Rowan explains that the GA is a democratic place to address these issues. Another person states that it could compel the Board to actually read/address the concerns.
- vii. A back and forth discussion ensues that cannot be recorded.
- viii. Miles calls a vote for all those in favour of adding these points to the agenda. 30 in favour. 11 opposed. 6 abstentions (Leigh Hoffman abstained).
 - 1. Those points were added as point 11 and 12.

5. [Approval of 2017 AGM minutes](#)

- a. Sophie motions to adopt last year's AGM minutes. Margot seconds.
 - i. A question was asked about if there were highlights. There are not.
 - ii. Miles moves to a vote. 35 in favour. No opposition. 4 abstentions.

6. [Annual Report Presentation](#)

- a. Cafe Annual Report
 - i. Chloe presents. In the last year we increased our membership by 2331 members. We introduced the solidarity food program. We continued conversations about Flex Dollars with the University Residence food system. Transparency about food ingredients was increased as well; we put the information on our website.
- b. Art Committee Annual Report
 - i. Marie presents. This year the arts committee wasn't very active. We had an event called Elements.
- c. Kitchen & Catering Annual Report
 - i. Miles presents. New worker members and a new delivery system. We were delayed another year for moving into the new kitchen construction. We introduced new menu items and more variety. Catering expansion has slowed due to the kitchen displacement. We have streamlined the catering program. We are taking more seriously the feedback from users about food quality and options.
- d. Free Lunch Annual Report
 - i. Saray and Margot present. We started a partnership with Moisson Montreal to help us support the work of the program in many new ways. It helped regulate the spending on the food budget and afford products we could not afford before. We served 34 178 meals in 124 school days. We spent 63 cents per person per day. We increased the variety of the food and the quality of the ingredients. We experienced a slight decrease in the number of people we could

serve per day due to construction that interfered with plumbing and hindered service. We are launching a marketing campaign to reinvigorate our presence on campus. We plan our menu around making our lunches as accessible as possible to the largest number of people, based on the most prominent allergy and dietary restrictions. We partner with City Farm School and the Greenhouse for goods and services. We had a surplus of \$16 344.77 for this year. This surplus will allow the program to invest in infrastructure to expand our services.

e. Events Annual Report

- i. Lise presents. Explains that her role is External Coordinator (events and catering mixed into one). There have been many events this year. Only four cancellations happened last year. Better explanation of cancellation fees have helped considerably for avoiding issues. Fantasia returned and we expect an ongoing partnership in future years. We also had a wedding reception at Loyola that went well. Changes to the coordination have occurred since the last fiscal year.

f. Worker Members Annual Report

- i. Rowan presents. This past year has gone well. We have had productive worker member meetings. One issue that arose is a disconnect between the worker members and the coop structure. The workers sought to form a committee composed of non-coordinators to address this issue. It has not yet been completed. Returning worker members are interested in moving this committee forward for several purposes: to foster workers moving beyond their roles as labourers and getting more actively involved.
- ii. Having a formal structure will help to fill this gap.

g. Marketing & Engagement Committee Annual Report

- i. Marcus presents. We had lots of interesting projects throughout the year including the Hive Membership Photo, collaborations with Frigo Vert.

h. Food Committee Annual Report

- i. Miles presents. The committee worked through multiple food related ideas including labelling, etc. We reinstated the Farm Purchase agreement with Jardins de la Resistance. We are supporting the transition and training of the new Food Coordinator, Jeff.

i. Board Committees

i. Finance Committee Annual Report

1. Leigh presents. Gives a point of clarification about the Fiscal Year (May 1st to April 30th).
2. For the creation of this past year's operating budget, the Hive launched participatory budget proposal process. We

developed financial policy, we made process and procedure to increase fiscal oversight and invested in FinCom members in training in financial literacy. We had some changes in how we process catering.

ii. Human Resources (HR) Committee Annual Report

1. Shylah presents. Explains who was on the HR committee. Policy is a slow process. Coordinator buddy system was introduced. Specifically designated workers to a coordinator where they could come to vocalize their concerns. Removed coordinator level during the summer months. Baristas managed the coordination responsibilities. At the end of the fiscal year, clarified role of the positions. Expanded the team of the Free Lunch coordinators. Brought in an External Coordinator for Free Lunch program.

iii. Governance Committee Annual Report

1. Shylah presents. There were a lot of the same people on this committee as the previous (HR Committee). We will integrate the new Free Lunch program coordinator role. We are working promote more transparency and prioritize having more consistency. Review policies and where things were voted in. Updated Hive bylaws - 3 professor seats on the board. Implemented self-assessments to the Board of Directors.

7. Board of Directors Annual Report

- a. Miles presents. The role of the Hive BoD is to assist the cooperative in operations to ensure the organization is running smoothly as well as support the coordinators in completing the needed tasks. We had a BoD retreat/training session at Ferme des Arpents roses. The BoD has taken great strides to enrich the organization and ensure that the Board is approachable to all of the Hive members.

8. Snack Break

9. Approval of Reviewer

- a. Miles explains that the Reviewer is a contractor that we send our financials to who reviews and validates it.
- b. Miles motions to approve the company APSV to review and approve our Financial Statements. Sebastian D seconds.
- c. Questions about who did it last year? It was the same company.
- d. Erika mentions that it is good practice to change reviewers every four years.
- e. Leigh explains that the BoD / FinCom is discussing having an audit for the coming fiscal year. That would necessitate changing who we engage to conduct the process.

- f. Miles calls a vote. 44 in favour. Leigh abstains. No opposition. Motion passes.

10. Review of Financial Report

- a. Leigh presents.
- b. We are required to approve the review of our financials at each AGM.
- c. It is important to note that the Free Lunch Program revenues and expenses need to be partitioned from our operational financials, because they run a break-even budget as a separate entity from operations.
- d. There was an issue last year regarding our membership database. It affects our legal obligation to hold membership shares in our bank account as an amount representative of the number of member shares contributed (about \$64 000). A correction needed to be made to represent that change. It was put in Cost of Goods Sold and Other Administrative Expenses.
- e. The Financial Review document is presented;
 - i. Revenues in 2018 were lower than 2017.
 - ii. Our Cost of Goods Sold was higher in 2018 (partly due to the membership adjustment).
 - iii. The excess that was spent in expenses was about \$20 000, including grants.
 - iv. When removing the Free Lunch Program, the amount we made (operationally) over what we spent was about \$6000.
 - v. Leigh outlines the grant figures; CSU, GSA, ASFA and the final SSAELEC start-up grant installment. If you remove the grant money (as a mental exercise), the Hive would have shown to have run a deficit of around \$50 000.
- f. Question about the Free Lunch Program operating off of grant money. If we were totally to take the FLP out of the picture, would it still be representative of the cafes? The FLP ran a surplus of about \$16 000. That is included in the total surplus ($\$22\ 000 - \$16\ 000 = \$6000$, as stated above).
- g. Leigh explains that the expenses (and Revenues) include the Free Lunch Program.
- h. Where does the \$10 membership fee go? It is in Equity (under membership share capital).
- i. Leigh gives an overview of how to read a balance sheet.
 - i. Assets, Liabilities and Equity are always cumulative of the company. Not a snapshot of profits and losses.
- j. Clarification around grants. There are four grants.
 - i. GSA Levy, CSU (last installment) - goes to the CAFE
 - ii. ASFA, CSU (free lunch) - goes to the FREE LUNCH
- k. Final clarification that without the grants (which will not all continue) the Hive does not “break even”.
 - i. A budget was made for this upcoming year assuming that we would receive subsidies but not using it all, so it is meant to spend only the money we gain in revenue. We also have a reserve amount of money (that we could continue to pay for things and people for about 4 months, even if we didn’t sell anything).

- l. Question: how realistic is it this year to operate in the budget with the turnover of coordinators and additional training. What is the priority?
 - i. The Hive is not sustaining itself currently based off of revenues. Grants like the GSA will continue to come in but those are not guaranteed forever in the future.
 - ii. There was a lot of turnover at the coordinator level (6 out of 7 coordinators did not return). It is expensive to train and support new coordinators while they acclimate to their roles. We also have about 70% turnover in other worker members, which is also costly (while also beautiful and invigorating).
 - iii. It's important to recognize that the cafe needs to make money, it's the bottom-line requirement for the organization to continue to exist and employ people and serve users.
 - iv. It is a long term goal for the Hive to make enough money to cover its expenses sustainably. It is a challenging goal, but it's an important one.
- m. What are the limits to expanding catering?
 - i. Right now our kitchen exists at Loyola. It's far and more expensive to transport food to our more busy areas. We also have a new Food Coordinator who is rising to the occasion to meeting the challenges. There is also the External Coordinator (thus a shift in roles/expectations on catering) which is an opportunity it expand catering, but requires some time to flesh out.
 - ii. Some people feel catering expansion is an easy money making goal. Other people feel it is a distraction from the Hive's further goals.
 - iii. Question about whether or not there is some legal recourse/pressuring options with the University to go faster in opening the new kitchen.
 - 1. The university has been giving already a lot to fund and construct the kitchen rent-free. There are other conversation about the uni subsidizing deliveries and transport between the kitchen and cafes, but the conversation is on-going.
- n. Question about how much money it costs to transport food from Loyola kitchen to downtown. Around \$ 5 000 a year.
- o. Rowan moves to approve the finances. Margot seconds the motions.
 - i. No discussion. Miles calls the vote. 44 in favour. No opposition. No abstentions.

11. Review of Budget (some of this point was presented before point 10, which followed after)

- a. Leigh presents. They were the Finance/Admin coordinator for the past 2.5 years until they left to go back to school full time. They present a game to play about the financial literacy to make it more fun. The game ensues.
 - i. We learn:
 - 1. our grant subsidy funders are (fee-levies): CSU, GSA, ASFA (for the Free Lunch Program).

2. the members get to decide where any potential profit goes. Also that legally the Hive is not a non-profit (cuz you can't be registered as a co-op and non-profit) but we operate as such.
 3. the revenue generating departments are events, sales and catering
 4. the biggest expense that the Hive has (proportionally) is labour (60% of our expenses).
 5. the three different kinds of expense categories of the Hive are: wages, cost of goods sold, administrative.
 6. the people responsible for expense oversight are: Fin/Ad coordinator, Finance committee, signing officers, Treasurer, Board, coordinators (within their departments).
 7. The Board has fiduciary responsibility over the organization.
 8. The Board has the legal responsibility to ensure the stability of the company.
 9. the role of the membership regarding finances; deciding what to do with any surplus and approving the financial report.
 10. the hive department that makes the most money is the Mezz (it makes about 75-80% of cafe sales).
- ii. This year we launched a second edition of a participatory budget process. Leigh, in collaboration with fincomm, created a google form for the general membership to submit proposals for things they wanted the Hive to spend money on.
1. Leigh attempted to engage as many members as possible to be involved in the process. This included Leigh talking directly to members, encouraging them to make proposals, and offering to sit with them to work on it. In the end, mostly coordinators ended up making proposals.
 2. After submissions, fincomm made recommendations to the BoD about which to prioritize, and the BoD decided on the proposals they felt were most important to be incorporated into the budget.
 3. This follows from the year before, when Leigh held an open meeting for wide membership to give input onto the budget creation.
 4. If folks have more ideas about how to make the budget creation process more inclusive, and or encourage more folks to get involved in it, speak to Seb (the new F/A coord).
- iii. Budget changes included:
1. \$5000 used to increase in worker-member wages (Baristas to minimum wage, also increase to Kitchen workers and coordinators)
 2. adding a paid minute taker
 3. trainings for coordinators (mapaq and first aid, which are both legal necessities)
 4. designer and marketing (with Canada Summer Jobs, as well as creating a budget line for the marketing committee.
 5. fall membership drive

- 6. strategic planning working group
- iv. Other budget changes in numbers:
 - 1. Revenue is projected to be about the same as projected from last year, but higher than actuals made last year
 - 2. salaries increase \$30 000
 - a. 1400 to coordinators (including training of new coordinators and special projects already approved)
 - b. 3500 kitchen workers
 - c. 2000 to marketing
- v. Concern about the budget increases. Is it realistic to increase wages and forecast more sales?
 - 1. Leigh relays the conversation that existed around that as;
 - a. the org felt it was important to re-invest in worker members incrementally (small increases at a time) to ensure that it was sustainable to do so, after having to cut wages 2 years ago due to a substantial financial deficit. It is also important to move towards having higher wages for workers, as this is a priority of the hive.
 - b. there needed to be a financial investment in the training of new Coordinators because of the turnover (training is expensive!).
 - c. Since the coordinators are responsible for executing a lot of behind the scenes work, and there was a need felt to retain (in a more long-term sense) the coordinator workers. This is why the coordinator wages were also increased slightly.
- vi. When was the last time baristas got a wage increase that was not governmentally mandated?
 - 1. last year(2017-2018).
 - 2. There was a big discussion about the barista wage and the minimum wage at the board, which included elected WoMes. It was decided the the most fiscally responsible thing to do was have the barista wage at \$12.
- vii. Admin expenses increased, due to inflation increases to Hive taxes, increased telephone expenses, strategic planning committee, inflation increases to insurance costs, and other small reasons.
- viii. What is the projected deficit or surplus of the projected budget?
 - 1. including grants: \$2000 deficit
 - 2. excluding grants: \$37 000 deficit
 - a. this was decided upon considering the reserve capital the Hive has in the bank, and considering that currently the hive depends on external funding. given that, it is not possible to project a budget that does not incorporate these external funds, but it is possible to create a budget that aims to minimize the reliance on these funds.

- ix. What are the strategies proposed to increase the sales as per the projected budget?
 - 1. hiring a marketing person, and expanding marketing more broadly
 - 2. divorcing some of the tasks from the Cafe Coordinator to the External coordinator, so the Cafe Coordinator can put more time into the marketing developments
 - a. also facilitating external event bookings in an easier way
 - 3. strategic expansion, in areas such as catering, are ways to increase revenues without much added expense
- x. Is there a hope of raising the salaries from minimum wage to a living wage in the near future?
 - 1. Leigh explains that there is always the hope, and it is a priority. But we have to mediate the hope in ways that are long-term sustainable for the organization.
 - 2. Is there a plan and a timeline that the board is working on currently to achieve that goal, so that baristas can pay rent?
 - a. There is no timeline because the Hive is still not breaking even. But this is always an ongoing conversation.
 - 3. Rowan says that there is a proposal to be put forth tonight.
 - a. Leigh says that the decision to prioritize wage increases for WoMes was decided 2 years ago during the strategic financial planning.
 - 4. Ben brings up the stress and compensation for Coordinator wages and the aim to increase retention.
 - 5. Ben asked what the actual pay that baristas get including tips. the response is \$12 an hour wages, plus \$2-3.5 per hour in untaxed tips, depending on location and busyness.
 - 6. There is a discussion about living wage. Leigh asks that conversation is directed to after the meeting and invites people to discuss the changes (as approved by the BoD) with individuals, due to time constraints.
- xi. Miles calls a vote for the motion to approve the budget. 46 in favour. 1 opposition (Chris). No abstentions. Motion passes.

12. Recognition of Workers' Collective

- a. Whereas the workers of the Hive wish to form a collective to create a proper structure of labour representation within the cooperative; Be it resolved that the AGA recognize the worker's collective, the board be mandated to do the same.
BIFRT the workers collective be recognized as made of non-coordinator WoMes of the Hive and govern itself according to itself according to its internal procedures.
- b. Jacky puts forward the above motion. Jess seconds.
- c. discussion:

- i. Ben says that he doesn't think it's wrong for the Workers to put forth an idea like this. He doesn't believe that this is the most inclusive and comprehensive setting to have a proper discussion to put forth sweeping changes. He would be very cautious of creating policy this way.
- ii. Satoshi introduces himself and addresses the subject. He says it's a legal issue. Solidarity cooperatives are governed by a multi-stakeholder representation. Workers are represented in this structure and must abide by the same structure and policies. This proposal is like creating a workers union and is going against the spirit of a multi-stakeholder representation and will inappropriately impact the other stakeholders. In the spirit of the solidarity co-op, Satoshi is against this motion and he suspects that it is illegal.
- iii. Rowan clarifies that this proposal is a method to have worker members' voices heard- kitchen workers and baristas. There are too many non-coordinator workers to organize in any other formal way. The collective would be responsible and accountable to represent the workers at the Board level. There would not be any more worker-member seats on the board. Cites Frigo Vert having a collective within a cooperative structure.
 1. It is clarified that Frigo is not a solidarity cooperative.
- iv. Rowan articulates that the workers feel that they are not being heard by the board. In 2017 the workers brought a proposal to the Board to form a Worker Member committee, but it was not addressed to satisfaction. This process has been ongoing and multiple attempts have been made to have the Board take the discussion to heart. Clarifies that this is not a demand to increase wages specifically and immediately, but for better representation, for voices to be heard and to be more involved in the cooperative structure.
- v. Sarah agrees with workers' rights, but doesn't have a lot of clarity of what this proposal will do outside of existing representation. Would like to see further discussion and get more information.
- vi. Margot (worker) responds that workers have been meeting and talking and want to solidify and get recognition from the board. The worker representation process has been very messy.
 1. An example of the "messiness" was requested. Margot says it's not the time and offers to give examples after the meeting.
 2. Also states that this proposal is not illegal, and feels that the statement that it is a union within the organization is frustrating and "weird". Asks that people listen to what the workers are asking for and for the workers to be taken seriously.
- vii. Marie (worker) clarifies that the collective is not to overrule any existing processes or bylaws. But it would be a formal structure - a recognition and implementation of guidelines for the workers.
- viii. Chloe (coordinator) acknowledges the energy that exists in this conversation and that it is important. But feels that this is not the

place for this discussion. States that she is a worker-member also, but was not consulted on these policies before they brought forward.

1. Margot states point of information that Coordinators are “management”. Others specify that coordinators are worker-members in the organization all the same.
- ix. Ben (board member) - new organizations make mistakes and have challenges while developing. There is nothing like this organization so far. What we are discussing right now is . He wants to acknowledge and thank the massive amount of volunteer work that the Board members are/have been doing, at committee level (considering the time like at HR committee - which is confidential) . Ben feels like this time is not being considered or respected throughout this proposal process.
 - x. Erika (user member) - been involved in and studies solidarity coops for 10 years now. Addresses the worker members and points out how they have one third of the vote. That they have recourse already to have a stake in and a voice in the organization. It is up to the workers to organize themselves to use your voices and votes. Workers have more power than the manager because you have the vote.
 - xi. Thomas - are the worker board members elected by the GA or the workers?
 1. Satoshi states that only workers can vote for workers, users for users and support for support members.
 2. Rowan disagrees and says that by convention that is never how the Hive has done so, and that our bylaws say otherwise.
 3. A request to cite Coop Act; will be followed up with and shared later.
 - xii. Seb - what is the setting for worker members to meet to discuss concerns currently?
 1. Rowan responds that it is only in cafe meeting settings and so it is only baristas voices and concerns are being heard and kitchen workers are not given space to contribute in these meeting times.
 - xiii. Princess - seems to them like this is more a question of getting recognition from a larger body. Thinks that the opposition argument has undertones of people who have argued against unions. If workers are just trying to make sure that they have the ability to meet without power dynamics be used on them. It seems to be that people feel like it’s apocalyptic to approve but that shouldn’t be the case.
 1. What is the difference between right now, informal meetings versus a formal structure? What is the flow right now?
 2. Rowan says they can meet and discuss things but it’s in no way binding. The board can recognize to acknowledge these points but is not obligated to. It’s also that the current meetings are volunteer and voluntary.
 - xiv. Leigh points out that how the collective would be governed and structured is not outlined in the proposal brought here today. What

specifically is being offered by the collective to increase accountability between worker members, worker - board members and other board members. And what / how will internal procedures be decided upon and created, and will they be independently created or in consultation with the organization more broadly and/or bound by hive governance rules? Will the collective make those decisions independently or will the rest of the organization be involved in the creation?

1. Margot answers - use the AGA to mandate the board to recognize that we exist. That the worker representatives would be formally obliged to speak for the workers as a whole rather than for themselves.
- xv. Unknown member asks: What part of the cooperative act specifically prohibits workers collectives in solidarity cooperatives? Also, article 12 of the labour code can tell someone not to join a collective, especially if they are manager position.
 1. Satoshi responds that workers collective are for where workers don't have any ownership. In solidarity cooperatives the workers have ownership. There is a system of taking care of grievances of workers through the vote.
- xvi. The allotted time for discussion on this motion has been reached.
- xvii. Ben moves to extend the debate by 20 minutes. Jivan seconds.
 1. Miles calls a vote. 12 in favour. 20 opposed. 8 abstentions. Motion fails.
- xviii. Drew (New member) Speaks to their experience in solidarity cooperatives. Acknowledges that the struggle for worker issues to be brought to the board is real. It isn't unique to the Hive. Their experience with the Media Co-op, and it has struggled with this issue and it has contributed to the capacity waning of the organization. Learned through the challenges is that the most important thing is that everyone who is on the board has to think of themselves as being a representative interested in the well-being of the entire coop. It sounds like there is some of the danger here at the Hive where this is not the case. People in the organization to take the time and learn the structure and co-op as a whole, and understand that everyone in the organization is working in its best interest.
- xix. Miles calls that we move to a vote. A vote secret ballot ensues.
- xx. Miles nominates John as a second scrutineer because Seb D. left. Alex seconded it. Miles moved it to a vote. 36 in favor. None opposed. No abstentions. Vote passes.
- xxi. Miles rereads the motion. It moves to a secret ballot.
- xxii. We continue with the agenda while the votes are being tallied.
- xxiii. Results of the vote for point 12: 48 votes were cast in total. 25 in favour. 21 in opposition. 2 abstentions.

13. Prioritization

- a. Rowan explains that depending on how the vote (above) turns out. We may end up tabling this.

- b. A motion is proposed:
 - i. Whereas the kitchen workers and baristas at the Hive are still making well below a living wage;
Whereas there are longstanding issues with various equipment in the Hive Cafe which do not function properly;
Be it resolved the AGA mandate the Hive board of directors to prioritize the well-being of the cafe and it's workers over expansion.
 - ii. The motion falls.

14. Board of Directors Elections

a. Ratifications

- i. Miles reads the ratification motion that is linked. Explains that it was put forward by the Board of Directors. Should this motion fail, Jeremy T would retain the seat of community member. If it passes, Jeremy would leave the community seat and move to the student seat. Miles puts forth the motion. Chloe seconds.
- ii. Miles call the vote. 32 in favour. No opposition. 6 abstentions. Motion passes.

b. New member elections

- i. Miles explains the requirements of Board of director participation.
 - 1. each board member is committing to a 2 year mandate and is expected to dedicate 2-6 hours per month to their position. Board members are expected to sit on one committee, and the hours may vary. The work is voluntary.
 - 2. Benefits; free daily coffee, co-curricular record, experience and training.
 - 3. Board insurance can (legally) never cover the costs of unpaid taxes. The board is liable for those costs.
- ii. Seats available:
 - 1. Uncontested:
 - a. User-members (student) - Roy Singer-Shay nominated themselves and motivates. Roy previously occupied a seat as a worker-member director, and was on HR committee. They resigned last night from that seat in order to re-run for this student seat. (Not present, Miles read their motivation)
 - b. User-members (prof) -
 - c. Worker-members -
 - i. Rowan Gaudet (mezz)
 - ii. Maura Martinez (mezz)
 - iii. Angele Beaufront (loyola?)
 - iv. Hunter Loubert (kitchen)
 - d. Miles motions to approve the uncontested Board member seats. Hannah seconds. 33 in favour. No opposition. Rowan abstains.
 - 2. Contested: User-member seat (community)
 - a. Leh Deuling nominated themselves and motivates. Leh was a former worker-member at the Hive and is

involved in co-ops and food politics.

(Not present, Miles read their motivation)

- b. Leigh Hoffman nominated themselves and motivates. Leigh was the former Finance-Admin coordinator at the Hive and is well versed in the organization and in financial practices. Is also experienced in navigating worker-board relations and have institutional memory for this organization. They have served on other boards.

- i. Shylah motivates for Leigh Hoffman.

- iii. Miles calls election for the contested seat (community user-member).
 - 1. Erika asks to note: in a solidarity cooperative that user-members elect users, workers elect workers and support elect support.
 - 2. Miles explains that our bylaws have a different process in them, and we will continue to respect our bylaws for this vote. We will address this issue and other legal concerns surrounding our bylaws at the next Board meeting.
- iv. Ben explains; the bylaws state that any uncontested seats are acclaimed, but the chair has to call a motion to approve that.
- v. Miles calls the election by secret ballot. The scrutineers tally while the assembly continues with the uncontested seats (as above).
- vi. Presentation of result: 44 ballots cast. The elected member is Leigh Hoffman.

15. Volunteer appreciation

- a. Chloe presents.

- i. Acknowledges Linda Kay in memorium.
 - ii. Leigh and Chloe made some gifts (jar cozies) for outstanding volunteers
 - 1. Miles!
 - 2. Shylah!
 - 3. Ben!
 - 4. Roy!
 - 5. Jeremy T!
 - 6. Marcus!
 - 7. Devon, Jeremy B, Laura and Charlotte!
 - iii. Jiivan offers to the above mentioned people a choice of doilies, made by a person that used to benefit from the project (involved in share-ocracy).
 - iv. Erika asks to acknowledge Chloe and her tremendous volunteer labour as well! Also, happy birthday Chloe!

16. Community announcements

- a. Jiivan: the CFC next AGM will be the 15th of November on the 7th floor.

17. Adjournment

- a. Marcus moves to adjourn. Rowan seconds.

End time: 10:21pm

Photo of Attendance List:

AGM Member Sign In

	Name	Membership Number (if known)	email
1	Thomas David Bestore	245	tdbestore@gmail.com
2	Sophie Hough-Martin	333	sophie.hough1@gmail.com
3	Alexis Searcy	536	alexisgsearcy@gmail.com
4	Devon Ellis-Dunty		devon.ellis.dunty@gmail.com
5	Cheng Yin Zhu	848	chengym.zhu@hotmail.com
6	Naomi Burdick	665	naomi.burdick@hotmail.com
7	Julian Camilo Alvarez	6926	enancatilla@hotmail.com
8	Trevor James Smith	465	trevor-smith@live.com
9	Mandy Veillette	7108	mandyveillette@gmail.com
10	MARCO BOUVANGER	5255	clioth.archambault@outlook.com
11	Marcus Peters	42	marcus-peters@hotmail.com
12	Jorge Zavagno	6869	JorgeZAVAGNO@GMAIL.COM
13	Santana Gjaltema	006029	santanagjaltema@gmail.com
14	Saray Ortiz Torres	4	sarayortiz.12@gmail.com
15	Julia Maksymetz	411	juliamaksymetz@gmail.com
16	Margot Flores Torre	006321	florestone.margot@gmail.com
17	Leigh Hoffman	4317	leighhoffman13@gmail.com
18	Sebastian Leduc	6508	sebastianleduc@gmail.com
19	Ella Kohlmann	006342	ellakohlmann@gmail.com
20	Maria Figueroa	6829	figuerra@gmail.com
21	HANNAH KAYA		hannahkaya5h@gmail.com
22	Jess Goldman	5683	jfgoldman@gmail.com
23	Alexandra Hill		acm-hill@hotmail.com
24	Agunika Munkongwan	825	agunika.munkongwan@gmail.com
25	Jacky Haner	(idk...)	jhaner@gmail.com
26	Rohan Gaudet	4401	rohangaudet@gmail.com
27	Maura Martinez	5945	mauramartinez.cristina@gmail.com
28	Kiah Ellis-Dunty		Kiahellisdunty@gmail.com

AGM Member Sign In

			Email
29	Sarah Haes	1632	Sarah Haes
30	Tiana Harmat	6726	tiana.harmat17@gmail.com
31	Ashley Maria Reed	7018	ashmaria.siver@gmail.com
32	JEREMY TESSIER	11	
33	Anne Frenoit	006785	annefro98@gmail.com
34	Perce Neetling	37	Pcnetting@gmail.com
35	Hunter Lambert	4850	s.h.lambert@gmail.com
36	Ali Sherrz	5062	alisherrz@hotmail.com
37	RAYNA BELLWOAR	006695	Rmbellwoar@gmail.com
38	Satoshi Ikeda	007	satoshi.ikeda@concord.ca
39	Enka Licón		enka.licon@gmail.com
40	Sebastian D. Poi	2948	subas.d.poi@gmail.com
41	Mikaela Clark Gardner	003409	mclarkgardner@gmail.com
42	J. Val BLAIS MARHIEU		1-877-800-0544
43	Ben Prunty	0003	bjprunty@gmail.com
44	Charleen Kobiuga		fourseasonsgrowing@concordiagreenhouse.com
45	DRU JAY	006921	dru@dru.ca
46	Albert Nguyen		nguyalb@hotmail.com
47	Kathryn Lindner	004585	kathrynfe.lindner@gmail.com
48	Princess Simefun	4004724	Princessfun96@gmail.com
49	John Hutton	40063744	jhutton@csu.gc.ca
50	Ed Hudson	004386	
51	Shylah Wolfe	02898	shylah.wolfe@gmail.com
52	Miles Berette-Dudford		miles.berette@gmail.com
53	KRIS MEINTZ		
54	Chloe Williams	008	
55			
56			
57			
58			