



Board Meeting Minutes

12.13.2012

Attendance

Jayne R (Staff Rep), Fern M (Board Observer), Harry L (facilitator), Cezanne L, Eric M, Josh S, John R
Absent – Erin G, Rochelle G

Agenda

Announcements
Mission Statement and commitments review
Member comment
Staff Report
Committee Reports
Overtime Report
Hiring Proposal
Board appointments
Bylaws Review
Committees Review
Board Self Evaluation 2012
Commitments
Meeting Eval

Announcements

None

Commitments review

- Jayne will email questions to the Wild Washington **Complete.**
- Jayne will check in with Josh about Rochelle's board report. **Cezanne will do the report.**
- Jayne will check in with Vol cat about sharing the drug and alcohol policy with the volunteers **Complete**
- Jayne will invite the newly elected Board members to meetings, get-together **Complete**
- Jayne will add take a board member to work day for the new board training **Complete**

November Meeting Minutes

Consent

Staff Report

None

Committee Reports

Finance- did not meet. A rough third quarter has lead to finance to developing systems to tighten expenses and costs

Co-op development- continuing work on two tracks: to provide information about cooperatives within the classes program, and how to network with other cooperatives. Credit unions are planning “Co-op-atopia” event in 2013.

Outreach- had a day long retreat to create big picture plans for 2013. Sign coordinator is working on signs for east and west locations. Co-op t shirts are at the eastside and they are working on getting them west

Personnel- working on lots of trainings and support for staff to handle difficult situations in the stores. The legal structure task force is getting ready to convene. They are also trying to increase staff attendance at the board meetings

Local- did not meet

Expansion- continuing on the Little House garden project and working on eastside plans. They will hire an engineering group to assist in site planning for the Eastside. They will be going to collective meetings next week to identify what the problems and possible solutions are at the Westside store.

Overtime Report

We radically changed our payroll system July 1st, leading to paying overtime. The Board asked that the staff commit to setting 40 hours per week as a goal. The Board also asked for an update after three months. A formal evaluation is planned after one year.

Finance had projected 70 hours a week, but we used 85 hours, accruing \$742 dollars per week in overtime. (This is what we projected for 2013 budget.) Finance and labor CATs will try and address the overtime usage with accountability processes.

Hiring Proposal

The proposal has stalled in the staff process, with a block. They are working through it and expect it to pass staff soon. The hiring team would like the Board to decide on this proposal so that second interviews can be held and people hired for March 1st.

Proposal: We propose that we hire 5 people. Closing date for applications would be Dec 31. We will try to have them start by March 1. Current analysis indicates that we hire 2 people into the Deli Dept, 1 person into FEMS, 1 person into Pro/Blue, and 1 person into Groc/Bulk/Delivery.

Consent

Board Appointments

Per the bylaws the board can fill two seats on the board left vacant by vacating board members.

Proposal:

The two remaining terms for 2013 will be filled by Isabella Rogol and Ron Lavigne.

Consent

Outreach Proposal

Outreach is a committee of the board that has become more operationally focused over time. At their retreat they brainstormed the duties of the committee and distinguished which were board versus staff duties. The Board is not ready to consent to the proposal as written. Jayne will bring it back to the board for further discussion.

- *Jayne will contact Adam about what the future of the eco planning group should be*

UNFI Strike

Strong support for Co-op involvement in a coordinated campaign.

Next meeting

Outreach proposals
Committee Appointments
Officer Appointments

Commitments

- *Jayne will contact Adam about eco planning info and ideas*
- *Cezanne will do the January Board report for the newsletter*