



Board Meeting Minutes

7.17.2014

Attendance:

Niki Bilodeau, Dani Madrone, John Regan, Isabella Rogol, Mohammed El-Sokkary, Fern Moore (*Board Observer*), Alejandro Rugarcia (*Staff Representative*), Grace Cox (*Facilitator*)

Absent: Josh Simpson, Teresa Young, Micheal Snow, Erin Genia

Agenda

Agenda Review
Announcements
Mission Statement
Commitments Review
Member Comment
Board Elections
Staff Report
Committee Reports
Executive Session
Commitments
Meeting Eval

Announcements

- Teresa and Josh will not be able to attend tonight
- Isabella will need to leave early at 730

Commitments

- *Dani will follow up with this member about their request*
complete
- *The Board would like the Task Force to come back with an estimated timeline.*
pending
- *Harry commits to the commitment of notifying Finance teams about exploring options for the capital fund*
complete
- *Teresa will write an update on the Task Force #4 Board approved recommendation to the membership via the newsletter and will speak to it at the Annual Meeting*
pending
- *Dani will draft a response to both pieces of Staff feedback and send out to all*
complete

- *Erin will take the Boards request to the Member Relations committee complete*
- *Fern will check in with Erin, Dani, and Harry about their commitments from the May meeting complete*
- *Alejandro will email contact info of interested board members to Adam and Paris complete*
- *Fern will forward the eco planning excerpt of the notes to Adam and Paris complete*
- *Alejandro will send out the latest exit interview to all complete*
- *Alejandro will email the power point presentation on co-op structure to all complete*

Member Comment

- **Greg Black** - wonders where the round up process is at. Dani answered that it is in progress and hopes to have it done by the end of the year

Board Elections

Board Vacancies - John, Erin, Teresa, Niki

With the Bylaws change last year, open positions will be either 2 -3 years

Niki will find the information from the work done on the bylaws review committee that addresses turnover with the new term length.

Application dates will be Aug 15th- Sept 10th

Tabling schedule -
Lemonade stand again, it went over well.

Member Relations is planning the Annual Meeting

- **Alejandro will create a schedule for board tabling for board recruitment via the phone. He will send this document out to all**
- **Niki will find the proposal from the bylaw review with information on board term lengths**

Staff Report

We recently did a complete inventory at the end of June. We will have that information soon, and we will see real margin numbers. Our most recent five hires are getting their 3 month reviews. They are also starting to take on areas of coordination and management. In spite of all our labor calculations, we are still having trouble filling shifts. The beepers have been really busy. We have been working on vacation policy clarifications, and considerations on how many vacation hours can be cashed out and where the right balance point is with the cash in organization. We are starting department audits. Sales are strong for the garden center, and meeting budget projections. The Westside is showing not quite a budgeted growth, but still showing some growth. The Eastside is flat. We are working with ideas to increase sales at the Eastside, and having departments pick one or two action items and monitor the impact of them. 3 people from the Big Picture Coordination Action

Team are going to a 3 day workshop for multi store co-ops. This will be a great chance to talk about issues and ideas for managing very different stores.

Committee Reports

Finance - did not meet, will meet once second quarter numbers are finalized.

Standing Hiring - will meet next week, they are still working on recruitment.

Member Relations - will meet next week, they have been working on round up process and planning the Annual Meeting

Co-op Development- They had a new participant at the last meeting the Northwest Construction Cooperative. Cielo also attended and talked about their situation and would like to switch to a co-operative. They also continued plans for CECOSOLA exchange in September or October of 2015.

Expansion - The West reset is beginning, the store will close early Aug 4, 5, 6th for the floor install. We talked a lot about the role of the Board in expansion, and how the whole Board needs to be involved, informed and charter the course for the organization in to the future. The Board will take more ownership and coordinate the committees work plan for next year as the Board is tasked with the overall health and trajectory of the organization. The Board determined the three Expansion goals in 2012 (Westside Remodel, Westside Garden Center, and the Eastside expansion) the expansion committee has almost concluded this work. Maxim will attend next month's Board Meeting with information on the Eastside expansion and the next steps.

Board Staff Relations Task Force- has not met

Local - did not meet

Commitments

- ***The Board would like the Task Force to come back with an estimated timeline.***
Pending
- ***Teresa will write an update on the Task Force #4 Board approved recommendation to the membership via the newsletter and will speak to it at the Annual Meeting*** *Pending*
- ***Alejandro will create a schedule for board tabling for board recruitment via the phone. He will send this document out to all***
- ***Niki will find the proposal from the bylaw review with information on board term lengths***
- ***Alejandro will continue to contact the website to update the bylaws***
- ***All directors will send their bio to Alejandro (about a quarter of page)***

Meeting Eval

Great!

Next Meeting

Announcements
Mission Statement
Member Comment
Commitments Review
Elections and the Annual Meeting
Committee Reports
Staff Report
Eastside Expansion
Commitments
Meeting Evaluation
Next Meeting