

People's Food Co-op Board of Directors Meeting

November 15, 2017 at 6:30pm, St. Andrew's Church, Division Street

Item Title

Agenda Review

Member Comments

Announcements/Future Scanning/President's Report

Consent Agenda: Minutes from September and October

Interim GM Report

L.3. Financial Planning and Budget

L.4.1-9 Financial Conditions

L.4.10. Quarterly Report, Treasurer's Report, Finance Committee, Financial Review

BREAK 5 minutes

Diversity Committee

GM Evaluation

Election Business: nominations, candidate packet, annual meeting timeline

Volunteers

Reboot Discussion

GM Search Update

Task List Review/Future Meeting Date

Meeting Evaluation

Board of Directors Meeting Minutes – November 15, 2017

Location: St. Andrew's Church, Division Street

Attendance

Board Members: Ann Sprunger (president), Bruce Curtis (treasurer), Leah Hagamen (board member), Persephone Hernandez-Vogt (board member), Gaia Kile (board member), Jaime Magiera (vice-president), Keegan Rodgers (secretary), Steve Rich (board member)

Angie Voiles, Grocery Manager and Interim GM

Susan Landauer, Human Resources Director

Kristina Weber, Bookkeeper

Christine Laing, Finance Manager

Carol Collins, NCGA

Dan Michniewicz, former staff member and member owner

Call to order – Ann called the meeting to order at 6:30pm.

Agenda Review – Ann added time to the GM Search item.

Member Comments – Persephone heard from a member-owner regarding some comments on Facebook. The comments/concerns were about the June minutes that referenced the anti-racist discussion.

Announcements, Info-Sharing, Future Scanning, President's Remarks – Ann asked everyone to read her detailed reports submitted in the packet.

Consent Agenda – The only things on the consent agenda were the minutes from September and October. One typo was corrected and the motion to accept was passed unanimously.

Interim GM Report – Angie took questions about her GM report and discussed the union negotiations. We are short staffed in several departments; to that end, Bruce asked how it would be dealt with, particularly during the holidays. Finding workers in the county is difficult even though our pay scales are comparable to Whole Foods and other comparable businesses.

L.3 Financial Planning and Budget – For this meeting, a continuation budget was prepared. This means that they continued the budget on line items, extrapolating from past data. With no large scale plans in the pipes to make any changes, it is hard to have a reasonable expectation of what changes may be so therefore this budget reflects a continuation of what we have had. The plan is to turn in a balanced budget by the April meeting. Christine did not have immediate access to the numbers in September and October.

Keegan clarified that on working budget, sales discounts increased by .5 not 5 percent and that L.3.2 should read as to say implement new weekly “sales”. Ann will work with Christine to get information for L.3.3, which is the board budget.

Ann moved to accept the report, it was seconded by Keegan and passed unanimously.

L.4.10. Quarterly Report, Treasurer's Report, Finance Committee, Financial Review

L.4.1-4.9 – This annual report was submitted by Angie. Third quarter reports were also prepared and submitted. Per Christine, the quarter's net loss was \$7500; the next loss for the same time period in 2016 was \$34,000. However, we had budgeted for a \$30,000 profit because third quarter tends to be the highest grossing quarter. Repair costs were lower than expected but still not insignificant. Marketing costs were elevated but otherwise costs are roughly comparable to last year. Lawyer costs were not budgeted for last year but are in the continuation budget presented earlier tonight.

Leah moved to accept the reports, Bruce seconded, approved by unanimously.

Diversity Activity – Keegan and Persephone led a group activity focusing on diversity.

GM Evaluation – Ann included this month because there is a GM Eval committee charter that is in the google docs; the committee made some substantial revisions to it. Ann asked everyone to read the charter for discussion at a future meeting.

Board Retreat – Jade will be in town on Friday for dinner and it will be at the Detroit Filling Station that evening. The retreat is on Saturday morning starting at 8:30. Jade sent out an email with information and homework for members. Breakfast and lunch are included at the retreat.

Election Business: nominations, candidate packet, annual meeting timeline

Jaime is going to review the candidate packet to clarify an issue that arose last time. Persephone suggested recruiting from local food interest groups but to watch out for possible conflict of interest.

Ann talked about how other coops have potential board member dinners to talk about people who are interested in running to discuss issues, concerns, answer questions, etc. Ann will organize this when people get her names.

April 26th was the proposed date for the annual meeting but not confirmed. Jaime said that the Linkage Committee will be meeting within the next two weeks and can finalize that date.

Kerrytown Concert House was heavily favored as the location. Jaime will contact them. Names of possible candidates were discussed at length.

Volunteers -- Steve has done some research on this issue and believes that right now we should hold off on making decisions on this issue.

Policy Reboot Discussion -- Keegan will send out requests for people to sign up to do future reboots. Keegan and Patti will meet on this issue.

GM Search Update -- Ann asked for an executive session to discuss this personnel matter, it was seconded and passed unanimously.

Looking Ahead & Task List – Everyone should read the revised GM Eval charter (on Google docs) for next month, Jaime will the review candidate packet, Jaime will contact Kerrytown Concert House to see about holding the annual meeting there, Keegan will email to get volunteers for the next round of policy reboot, Ann will do a board budget,

committee chairs will get budgets to Ann if not already done, Nominations Committee will meet, Linkage will meet.

Future Meetings— Next meeting is December 20.

Meeting Evaluation—

- Packet was on Google drive and worked very well
- Documents may need to be better named, especially when we have a lot of them
- Went a bit long in some areas
- Good meeting
- Not nearly as prone to droning on, very refreshing
- Thank you for sticking with me through the budget discussion
- Robust agenda, great financial reports
- Thanked Angie for all of her hard work
- Diversity/racism discussion is extremely important to have, loves the commitment to talking about the issues

Adjournment – Ann adjourned the board meeting at 8:51.

Respectfully submitted,

Keegan Rodgers, Board Secretary