

**Good Earth Food Co-op  
Board of Directors Meeting Minutes**

January 16, 2014

6:30 pm at The Good Earth Community Room

Present: Megan McNair, Gwen Feddema, Christy Benesh, Katrina Dolezal-Mersinger, Bobbie Hentges, Graham Litterst, Sarnath Ramnath

Absent:

<b>Executive Session</b>		<b>Task List</b>
General Business	<ol style="list-style-type: none"> <li>1. Quorum was established, and the meeting called to order at 6:30 pm.</li> <li>2. Acceptance of last month's minutes was moved, seconded and approved.</li> <li>3. Acceptance of new members #2652 to #2670 was moved, seconded and approved.</li> <li>4. Return to Susan Deblieck and Zachary DeRoin, #2344, because they moved out of state.</li> <li>5. Missing member #2630 was resolved.</li> </ol>	
Member Presentation	<ol style="list-style-type: none"> <li>6. Julie Peters presented her interest in a future role at the store as a Community Outreach Director, or Education Coordinator.</li> </ol>	
Manager's Report	<ol style="list-style-type: none"> <li>7. Discussion of new cooler proposal. <i>Motion: To replace the cheese cooler with a 12-ft cooler, identical to the meat cooler. Moved, seconded, approved.</i></li> <li>8. The GM reports that Lisa Dempsey continues to be helpful to her.</li> <li>9. Megan and Melinda met with Larry Keenan, the architect, and Jim Ridgeway, the contractor, regarding the back area and deli kitchen remodel.</li> <li>10. The board looked over the current architectural drawings.</li> <li>11. The board thanked Melinda for her service, acknowledging that tonight was our last meeting, as a board, with her.</li> </ol>	<p><b>Megan:</b> Remind Jim/Melinda to make sure that the cooler fits.</p> <p><b>Megan:</b> Communicate cooler purchase approval to Melinda.</p>
<b>Old Business</b>		
Lisa's Report	<ol style="list-style-type: none"> <li>12. We read through Lisa's report.</li> <li>13. One issue that came up is that it is not clear to us whether full-time status is 32 or 40 hours.</li> </ol>	<p><b>Megan:</b> How many hours is considered full-time?</p>

	<p>14. Lisa's contract is complete. The board will ask her to prepare a report for the incoming IGM. We will ask her to meet with the IGM, and allow them to negotiate her role from there.</p> <p>15. Motion: To continue to contract with Lisa Dempsey until the IGM has been on board for up to one week, at a rate of \$17/hr for ten hours a week.</p>	<b>Megan:</b> Give Lisa direction.
Audit/ Review	16. Jeff Bloss will attend our April meeting, to discuss the “audit vs. review” decision.	
HR Issues	<p>17. Employees have signed off on the new Grievance Policy.</p> <p>18. They have not signed off on the Employee Handbook yet. This will happen when they sign off on their new job descriptions.</p> <p>19. The board needs to step away from their active role in store management, and let the IGM take over.</p> <p>20. Staff survey results will be wrapped up soon.</p>	
IGM	<p>21. The hiring committee presented their thoughts on two candidates, Garland McQueen and Michael Valente. Discussion followed.</p> <p><i>Motion: To offer the position of IGM to Michael Valente at [salary], with specific performance standards tied to bonuses. Moved, seconded, approved.</i></p> <p>22. We will ask him to start as soon as possible.</p>	<b>Megan, Katrina and Gwen:</b> Hire that guy!
<b>New Business</b>		
	<p>23. We will present a parting gift to Melinda at the chili cook-off.</p> <p><i>Email Motion: To use board funds to pay for a gift of \$100 to our retiring GM, Melinda Asmus. Moved, second, approved.</i></p>	
<b>Committee Reports</b>		
Finance	<p>Present: Diane Griswold, Sarnath Ramnath, Christy Benesh Date: January 14, 2014</p> <ol style="list-style-type: none"> <li>1. Payroll problem persists. It is too high.</li> <li>2. Checkbook balance is the same as last month, but Accounts Payable are higher.</li> </ol>	

Membership	<p>Present: Gwen, Katrina Date: January 13</p> <p>Chili cook-off is January 26, 12:30-2:30 pm. Enter a chili or bring another potluck dish. Salad, bread and coffee will be provided.</p>	
Board Development	<p>Present: Date: January retreat (last Saturday, Jan 11) went very well!</p>	
Policy Development	<p>Present: Megan, Katrina, Graham, Bobbie, Christy Date: January 16, 2014 Board met early, and finished reviewing the D policies.</p>	
Executive	See Executive Discussion, above.	

Meeting adjourned at 8:50 pm.

Minutes submitted by Christy Benesh, Board Secretary