

**Good Earth Food Co-op  
BOARD OF DIRECTORS MEETING  
July 16, 2015  
Good Earth Community Room**

Present: Gwen Feddema, Katrina Dolezal-Mersinger, Bobbie Hentges, Sarnath Ramnath, Noel Ashcroft, Graham Litterst, Christy Benesh, Sara Mruz.

Absent: Megan McNair (excused)

Guest: Dorie Drown, Roseann Wollak (possible board candidates)

| Executive Session | Task List   |
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| 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 # 3090-3112 was moved, seconded and approved.</li> <li>4. Request on returned membership from 2159. They are moving to Michigan. Was moved, seconded and approved.</li> <li>5. Consent Agenda: Approve minutes, accept GM report, approve new members and accept member return: Minimal changes to language and discrepancy on the cost of CBLD and was changed to reflect the accurate amount. Moved, seconded and approved.</li> </ol>   |
| Board Education   | <ol style="list-style-type: none"> <li>1. Core Values and Strategic Visioning - Discussion on how to incorporate a new process. Graham gave a brief background on his work with the school district's processes on core values and a mission statement, and how we may go about adopting this process. He discussed the major points of the strategic planning that defined the core values, mission, objectives, strategies and delimiters. <ul style="list-style-type: none"> <li>• Possible first steps would be to set up a "co-op cafe" discussion with members from the community to discuss the steps. Provide food, be a part of the conversation. The facilitation would be fairly easy. An announcement can be brought to members at the annual dinner.</li> <li>• Questions were formed for conversations: <ol style="list-style-type: none"> <li>1. Why do you think people shop at the co-op?</li> <li>2. What roles should the co-op play in our community?</li> <li>3. What do you believe will be our greatest challenges as a cooperative community in the next 3-5 years?</li> <li>4. What do you believe will be our greatest</li> </ol> </li> </ul> </li> </ol> |

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|                 | <p>opportunities as a cooperative community in the next 3-5 years.</p> <p>5. What do you really value about our co-op that you would not want to see change as we plan our future?</p> <p>6. What are the greatest untapped resources of our store and co-op community that will contribute to the success of our co-op?</p> <ul style="list-style-type: none"> <li>• Graham will look into reserving a meeting room at the public library.</li> </ul>   |  |
| GM Monitoring   | <ol style="list-style-type: none"> <li>1. GM Monitoring Report - A (Ends) - Motion to accept, seconded, approved.</li> </ol>   |  |
| Board Decisions | <ol style="list-style-type: none"> <li>1. Good Earth Food Co-op Legal Name - a motion was made to allow Noel to file a certificate for our name. Noel will get a list of all names out there and register each name. The motion was seconded and approved.</li> <li>2. Board of Directors Retreat - the date for the retreat will be November 21st with our consultant, Leslie. The time is scheduled to be 9 am - 4pm.</li> </ol>   |  |
| Self Monitoring | <ol style="list-style-type: none"> <li>1. C10 - Community Investment and C11 - Political Guidelines: Sarnath did the self monitoring report for both of these. He found that we are not in compliance. Katrina recommended that the financial committee take a look at C10 and determine if this is a policy we should keep, redefine or delete. A motion was made regarding C11 to remove the policy, it was seconded and approved.</li> </ol>  |  |
| Assignments     | <ol style="list-style-type: none"> <li>1. Personal assignments were detailed. <ul style="list-style-type: none"> <li>Bobbie <ul style="list-style-type: none"> <li>• Staff Survey - Katrina to send password</li> <li>• Research on Google Survey ability</li> <li>• September Policy Report</li> <li>• Work with Megan on monitoring reports</li> <li>• Send Graham Bio</li> <li>• Write up notes on International Day of Co-op</li> <li>• Stuffing of ballots in newsletter mailing</li> </ul> </li> <li>Graham <ul style="list-style-type: none"> <li>• Will finalize ballots and send for printing</li> <li>• Get info from Noel and Debbie on member names and addresses</li> <li>• Changes to Bylaws if needed</li> <li>• Let the candidates know about Board Development and Retreat dates</li> </ul> </li> </ul> </li> </ol> |  |

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|                          | <ul style="list-style-type: none"> <li>• D1, D2 Self Monitoring Reports for August</li> <li>• Set up dates for upcoming "Cooperative Cafes"</li> </ul> <p>Christy</p> <ul style="list-style-type: none"> <li>• Adapt the Board candidate packet</li> <li>• Meet with Sara regarding minutes</li> <li>• Phone calls for possible candidates this year and next year</li> <li>• Stuffing the ballots for upcoming newsletter mailing</li> </ul> <p>Gwen</p> <ul style="list-style-type: none"> <li>• C10 for financial committee</li> <li>• Attend Finance Committee meeting</li> <li>• Stuffing the ballots for upcoming newsletter mailing</li> </ul> <p>Sarnath</p> <ul style="list-style-type: none"> <li>• attend MFB meeting</li> <li>• Attend Finance Committee meeting</li> <li>• Stuffing the ballots for upcoming newsletter mailing</li> </ul> <p>Noel</p> <ul style="list-style-type: none"> <li>• Send Gwen financial meeting questions</li> <li>• Gather items for door prizes for Annual Dinner</li> <li>• Call Lisa Molitor</li> <li>• Email Bobbie end examples from Leslie.</li> <li>• Meet with Executive Committee</li> <li>• Check on availability for the Board to look at space next door.</li> </ul> <p>Katrina</p> <ul style="list-style-type: none"> <li>• Send graham Article III, Section 5</li> <li>• Write Bio and send to Graham</li> <li>• Send Bobbie password for Survey Monkey</li> <li>• Stuffing the ballots for upcoming newsletter mailing</li> </ul> <p>.</p> <ul style="list-style-type: none"> <li>• Next meeting - vote for new space.</li> </ul> |  |
| <b>Committee Reports</b> |  |  |
| Finance                  | <p>Present: Diane, Gwen, Noel, Sarnath</p> <ol style="list-style-type: none"> <li>1. Fiscal year 2014-15. We have done well this year; we are making a real profit, after considering depreciation. The cash balance looks good.</li> <li>2. We discussed some items on financials that could be budgeted or detailed in a better way. Diane is cognizant of these and we'll work on cleaning them up next year.</li> <li>3. The committee met (without GM) to make a bonus recommendation. This has been sent to the board.</li> </ol>  |  |

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|                   | <p>4. A consultation with Leslie was discussed. Possible questions: How do we get numbers for recent overall trends in coop sales? How do we budget for growth (what is reasonable)? How do we set goals and bonus structures? Leslie will work with the consultant on this. Noel: Anything else you can think of?</p> <p>5. Noel will get back to us about the value of the NCGA membership.</p>  |  |
| Member Engagement | <p>Present: Bobbie (chair), Katrina, Autumn, Noel</p> <ol style="list-style-type: none"> <li>1. International Day of Co-op - the committee debriefed on the recent event and what to look at for next year. A recommendation was made to find out conflicts with community events, the possibility for a unicyclist and also for pictures to be taken right away and posted on social media sites.</li> <li>2. The Annual Dinner - We have finalized Siruthi to play background music during this event. Also there will be a survey for members to take and they can then be entered for door prizes. The survey will also be posted on the website.</li> </ol> |  |
| Board Development | <ol style="list-style-type: none"> <li>1. The process for getting ballots ready is underway. Currently we are collecting the bios and applications for Board candidates. The Board is asked to help with the mailing this year. Christy will be updating our Board candidate packet.</li> </ol>  |  |
| Executive         | <ol style="list-style-type: none"> <li>1. motion for recommendation from finance committee for bonus of 850 to paycheck for GM. seconded, approved.</li> </ol>   |  |
| By-Laws Committee | <p>Present: Megan (chair), Gwen &amp; Graham</p> <ol style="list-style-type: none"> <li>1. Bylaws Committee report - an insert will go along with ballot in the upcoming newsletter mailing. This insert basically outlines what we are proposing for changes. Members will have the opportunity to vote yes to all changes, no to all changes or to vote yes/no on individual changes.</li> <li>2. Article III, Section 5 - Katrina will send this to Graham to make changes with wording to eliminate redundancy.</li> </ol>   |  |
| Policy Committee  | <ol style="list-style-type: none"> <li>1. Nothing to report.</li> </ol>  |  |

Executive session discussion.

Meeting adjourned at 8:59 pm.

Minutes edited & submitted by Sara Mruz, Board Secretary