



Board Meeting Minutes
Wednesday, June 8, 2016
APPROVED

Present: Gwyneth Bowman, Joanie Kintscher, Stephen Sendar, Ian Crosby, Gary Einhorn, Jeff Golden, Julie O'Dwyer.

Others present: Emile Amarotico, General Manager; Ed Claassen, Professional Facilitator; Abby Lazerow, Board Administrator.

The meeting was called to order by Ed Claassen at 6:03 p.m.

	ITEM DESCRIPTION	DISCUSSION	ACTION
1.	Positive Affirmation	<ul style="list-style-type: none"> Gary Einhorn led the positive affirmation. 	
2.	Owner Forum	<ul style="list-style-type: none"> Owner Diane Taudvin noted there was no July meeting and asked, if the Bylaw revisions pass, when the open seat vacated by the Employee Director might be filled. Owner Al Karger noticed a posting about the Co-op job fair and asked some questions about the fair. 	
3.	Agenda Review	<ul style="list-style-type: none"> Done. 	
4.	Consent Agenda	Consent Agenda: <ul style="list-style-type: none"> May 11, 2016 Board Meeting Minutes Owners Forum Guidelines, Revised June 2016 	The Board unanimously approved the Consent Agenda documents.
5.	Board Computer Policy	<ul style="list-style-type: none"> The Board computer policy and manual was revised. This policy may need to be changed again as new technology is introduced. New directors will receive less expensive devices that the in-house tech team can maintain and update. The Board voted to approve the computer policy and manual, changing the policy to read "after the 3rd year" instead of after 4th year and changing wording in a sentence to read "the Treasurer, in consultation with the IT manager." 	
6.	Annual Meeting and Brunch with	<ul style="list-style-type: none"> The Board discussed the 2016 Annual meeting agenda. Joanie provided information about the menu and volunteer jobs. 	



	the Board	<ul style="list-style-type: none">• If owners speak with a Board Director at the picnic, they will receive a free raffle ticket.• The Outreach Committee has proposed a change to the Brunch with the Board activity, based on the successful Beer with the Board event held at the Moscow Food Co-op.• The Board was not in favor of holding a wine or beer tasting event to engage owners and inform them about governance. The Board encouraged Outreach to hold wine or beer tasting event that Board directors could attend.	
7.	Process for Election of Board Officers	<ul style="list-style-type: none">• Bylaws require Board officers be elected at the August meeting. The current Board officer election process involves ballots. Electing officers by consensus requires a different process.• Julie proposed to change the document language in item 2 from "Secret Ballots" to "Open Ballots" and changing item 3 to "provide declaration of intent by the Executive Committee meeting in July. The Board agreed with this change.• Stephen suggested having the conversation about Board officers in advance. Directors should declare their interest by July 10, before the Executive Committee meeting.	
8.	BREAK	<ul style="list-style-type: none">• A 10-minute break was taken.	
9.	Finance Report	<ul style="list-style-type: none">• Stephen discussed the architecture of employee benefits.• The Board greatly appreciated Stephen's presentation.	
10.	GM Report	<ul style="list-style-type: none">• Employees are enthusiastically involved in the Customer Experience Initiative. The program started with a top-down vision and is being carried out by four teams.• Emile recently met with the Vice President of the Rogue Credit Union who monitors and reports customer satisfaction. She will make a presentation to the Customer Experience Measurement & Branding team.• LED store lighting will improve the customer experience and make the store more contemporary. The \$10,000 investment in lighting will save energy; the Co-op may also receive a large rebate from the City of Ashland.• The ceilings in the Co-op's walk-in coolers may be raised in the	



		<p>future to make more room for storage.</p> <ul style="list-style-type: none">• Workers compensation claims have been down and as a result, expenses have come down considerably.• Sales at co-ops on the west coast have continued to cool.• \$50,000 is earmarked for a solar project for the store. Increasing the project to fully utilize the store roof may cost an additional \$18,000.	
11.	Employee Director Report	<ul style="list-style-type: none">• If the Bylaw changes are approved and the Employee Director position is eliminated, this will be Ian's last Board meeting.• Ian's work on the Board is deeply appreciated. He will be missed.	

The meeting was adjourned at 8:04 p.m.