

Present: Albert Judd, Mary Ann Haxton, Emmy Andersson, Kate Chesley, Zizi Vlaun, Rick Meagher, Wendy Fillmore

Proposal: To appoint Albert Judd to the board. PASSED.

Amendment to November minutes:

Kate had sent a report to the board for her Policy Governance report, even though she was absent that evening. We are in compliance.

MP 13 was reported on, not MP 1.

Additional Agenda Items:

Change "Update" to "Draft" of 2016 budget.

New electrical issue has to be discussed--in order to install stove, we need additional service.

Rick is going to ask Nikki to write "Thank You's " for silent auction—*this was resolved at the end of the meeting that Mary Ann and Marty are going to do it.*

Opening of Medical Arts in January 2016

Staff Basket donations.

Monitoring the General Manager:

Proposed budget:

Includes staff increases—GM .75/hr, then another .50 after 6 months to reach \$15/hr. .25/hr for front end. .50/hr for Store Manager. Also includes additional kitchen staff which has been proposed as paying for itself in food sales and using produce that may need to be thrown away otherwise. It was proposed that the percentage of gross sales for staff wages be changed. Now it is 20.5% which is low for industry standard. Ideal is 25%.

Can we raise the rent? Emmy is going to find out what the market rate is. When was rent last raised? Maybe Claire knows.

Mary Ann asked Emmy if her projected sales were conservative and she said they are not as conservative as she would have liked.

Emmy has been changing/raising margins on different items in the store.

Board burden to raise funds to balance budget. This was brought up as a concern by Wendy. Do we really want this board to become a fund raising board??

This ensued a discussion about board training—Mary Ann thinks we need to engage the membership with the broader Co-operative ideal. Wendy wants the board to look more practically as the board is small and some members (like herself) have limited time to devote to this. Zizi pointed out that the marketing budget is \$500—she thinks this is where we need to be put our energy, not fundraising.

Discount structure is changing to 2.5, 5, and 10% from the current 5, 10 and 20%. Emmy is going to write up something up in a trifold to give volunteers about the change.

Pre-order markup is going up to 5% Tier III to cover store incurred associated costs.

Emmy questioned, after all of this discussion, if the budget can be implemented or does it still need to be worked on. Albert wants more time to look at it, so this will be readdressed in Jan. meeting.

Everyone agrees that Emmy does everything she is suppose to do and keeps the board accountable on top on it.

MP 9.2 Membership Definition: Emmy was questioning what the policy was regarding honoring coop memberships from other cooperatives. There was a mix of opinions on this, so Wendy offered to take a survey amongst the US to see what other coops are doing. *It turns out it is very varied. Some coops only on the surcharge and not the member sales, others as long as you are a member of a large cooperative organization, some no, because they offer a patronage discount, not an at the register discount, others straight out no, others, straight out yes, others have no member pricing.....sounds like another board discussion, but probably not one we want to spend a huge time sink in due to the small number of people who are trying to use it. Most of these coops are BIG coops though and do not have the financial difficulties that we have!*

9.3 Electrical situation

Talk about getting second opinion as there is a question about the need. See Electrical Issue Handout for more information. Discussion weighs towards Option 1—paying to bond.

Monitoring the Board:

Albert brought up idea that he has been having that perhaps the coop could take some part in—a Food Festival in August. Rick thinks Music in the Parking Lot was always fun and well attended.

Zizi needs help w/ Indiegogo campaign. The burden cannot all be hers. MUST have fundraising committee. She is thinking to launch in February and finish on Earth Day.

Holiday Dinner crew met and threw around some new ideas. Notes attached.

Potential Board Members:

Lisa Moore

Paula Eastham

Patricia Suzanne