

December Board Meeting Minutes
Tuesday, December 11, 2018, 7pm
Collective Harvest

- I. Approve December Agenda
- II. Approve minutes from past meetings
 - A. September
- III. Member Forum
 - A. Member present: Ravi Calhoun-Fernandes
- IV. GM UPDATE

Squarespace site

GF4L still not ready, wholesome wave is still checking in
Order for GCs is placed. Here before xmas.

Daily Change 1st month went great. ~\$200 raised

By next year we can have voting for program at annual meeting

Tom says we need to ask more, kara says we will remind more

Kara sent employee guide to all folks. Will be sent to staff by Jan

Plan for another survey and all staff meeting

Emergency response binder created separate from manager checklist info.

Mentioned oct nov, down in sales. Lost sales not selling turkey but saved money.

Basket size is very healthy but we need more people in the store.

Sept was up.

Produce and supplements are both growing which is what we want to see.

Reassessed advertising strategy.

Discussed and clarified

Offered membership policies to board for approval. Not added to by laws, just created operational guidelines. Main one - must be fully invested to withdraw full equity.

Part 2 - membership match for employees, payroll deduction, daily matches half until fully vested members.

Part 3 - sponsored membership for EBT members.

B. B1

Report compliance with some parts.

1. Allow sales to decline - non-compliance 1.31% growth instead of 3%
 - a. New strategies - maintain good better best pricing strategy, requesting full NCG membership or working directly with UNFI to get sales, more member specific sales, grow wellness department - CBD especially, sales floor reset, more outreach efforts
2. Non-compliance - -3.69% net income as a % of sales.

Did not meet sales goal for 3Q. But problematic sub-departments are turning around.
Consulting fees add to strain this year - but consider it an investment.
3. Compliance -
4. Compliance
5. Compliance
6. Compliance
7. Non-compliance - employees quarterly federal tax return 2 days late.

8. Non-compliance some parts

B n C compliance

A non-compliance - rectified immediately - no late fee

9. Compliance

10. Compliance - wegners is our resource.

B2.

1. Some compliance - read from worksheet explaining business plan.

Budget

1. Some compliance - budget meets minimums because not comfortable going higher than that.

C. compliance

D. compliance

E. Compliance

Open floor for questions and elaboration

Reviewed Proposal for employee profit sharing and submitted for board approval

Promotes longevity with 1 year requirement, incentive for employees to be productive and keep labor costs low.

Vote on equity policy - will suggests getting clarifying language on reimbursement to terminated members. Open floor for discussion. - will entertains motion. Tom moves. Janes seconds. All in favor.

B1. tom moves we accept report as submitted. Alex second. All in flavor

B2. "" Tina seconds. All in favor.

Profit-Sharing. Will entertains move. Landon moves to approve. Alex seconds, all in favor.

VI.

A. D3 - compliance

B. D4 - 2019 would like to form a board monitoring committee compliance

Open floor for convo. Jane moves, landon seconds, all in favor

B. Jane last meeting tonight. Need a new VP. Need one more person on board to fulfill 1 year term seat. Alex is also leaving in the future. This is board #1 priority. Maybe we will host a recruitment party. These are board appointments only. Maybe we change meeting time to encourage more participation from membership.

C. Ends statement - New ends statement created at retreat.

Daily groceries will be a welcoming place to shop and work,
Intentionally sourcing food,
And nourishing a kind, engaged community

Jane moves to accept, landon seconds, all in favor

VIII.

B.

Executive session starts 8:28