

Minutes

In attendance: Kirsten, Josee, Myann, Susanna, Eric, Mielle

1. approval of minutes

Susanna moves to approve agenda. Myann seconds. All approve.

2. approval of agenda

Kirsten moves to approve agenda. Susanna seconds. All approve.

3. manager's report: capital projects

CAFE: Walk-in freezer has been installed and the focus now is on setting up bakery in the back. Trude's equipment is coming and the cafe is going to get another fridge, dishes, etc.

FUNDS: We have spent the Vancity money are now starting to draw on the grant money.

Vancity money: And additional \$6000 of the contingency fund got used up for the purchase of waste water equipment. This is because the CND to US dollar exchange rate changed rather drastically.

Grant money: \$35,000 of it has been taken out. At the end of July we need to submit another report in order to obtain another \$15,000. \$12,000 of that should be integrated into the educational project.

PROJECTS:

Discussion of waste water project: it is going well and is on time.

4. financial report

- The bakery and store are both busier and more lucrative than last year. We are still looking for dishwashers and cooks

- Things are working well with draws from Vancity—we will ask for next draw after the roof repair. Cash-wise we are in good shape.
- According to Vancity we are supposed to show a profit...so even if we have extra money right now we shouldn't spend it.

5. changes to employee manual

Discussion of changes to manual, and the relationship between the rules and the manual. The definition of 'worker' needs to be updated in the rules. We need to comprehensively and thoughtfully work through both member benefits and staff benefits

discussion of staff benefits:

- Perhaps staff discounts should extend to one other named adult plus any dependant children. How would the Co-op do record keeping for this? Do we let everyone have a 'plus-one'? (self, plus one adult?) or should no-one have a plus-one?
- Concern: would a 'plus-one' policy detract from the co-op's financial viability? Can we somehow crunch the numbers to track how much money employees are spending?
- Perhaps it should just be the staff member directly who gets the discount—not one other person.

Susanna moves we table a decision on employee benefits until we have more financial information on the financial implications of it. Kirsten seconds. All in favour.

Agreement to put worker and member benefits on the agenda for our next meeting (for now, striking the second paragraph on employee benefits)

6. resignation

- Everyone wishes to thank Ray for all his hard work.
- Jenn and De will be asked to be on and facilitate the committee to look at managers wages.

7. upcoming celebration and courtyard

Discussion of practicalities: advertising, musicians, decorations, beverages, and picnic tables.

8. AGM recruiting

- We need to set a date
- A good model to follow re recruiting might be the Kootenay Co-op: we could post a clear accessible invitation which casts participation on the board as a cool thing to do a few weeks before the AGM
- Is the board too large? what about 5? or 7?

Next meeting: need to check-in with current board members to see who wants to stay.

9. manager's contract: tabled

Susanna moved meeting adjourned. Myann seconded. next meeting Thursday July 30th, 4:00 pm