

Co Op Board Meeting December 11, 2013

In attendance: De, Madhurima, Theresa, Eric, Diana, Ray, Jenn, Josee, and Russ
Guests: Mario de Rose

De proposes to reconstitute the fundraising committee around Mario's seed ideas.
Diana volunteered to be the board member liaison to this committee.

Discussion around how we want to involve community and rally them into the fundraising goal to raise the 200K estimate that we will need for the land purchase.

We asked Mario to officially join the fundraising committee.

Action Item: set a meeting date – Jan 22nd.

We authorize the fundraising committee to do some preliminary asks but we will have a well-advertised meeting on Jan 22 at which we will inform the membership of our fundraising ideas.

De will draft a memo to go to Mario as a guiding document for the fundraising committee to get on the same page.

Approval of the minutes from last meeting:

De moved, Theresa seconded. All approved.

Tonight's agenda:

To tonight's draft agenda, we added Theresa's items and Eric's update on legal fees.

De moves to approve agenda. Josee seconded. All approved.

General Manager's Report

Sales continue to be strong.

Café Report:

3 days a week but we've taken another step down. \$400-500 days. We are not making any money in the café.

Discussion about how to bring in more clients – included thoughts on creating rhythm around predictable specials, perhaps something like cinnamon buns on Monday, the slowest days. Also discussed adding more special dinner nights.

Eric and De went to visit CIBATA (Cortes Island Business and Tourism Association.) CIBATA members were surprised that we hadn't blitzed the island. They would be willing to give money for advertisements on Newsletter or websites as businesses that support the coop. They also asked if we would stay on as a tenant if some other non-profit were to buy it.

CIBATA members include Bill Dougan, Mike Moore, Martha Abelson, Caz Ratcliffe, Carol London, and Elizabeth Anderson.

BOD business:

Board of Directors and Officers Liability Insurance documents were submitted well over a week ago. De will follow up to make sure underwriter received it.

Committee Reports:

Café: no committee any more. Eric will be our liaison.

Idea to propose Thursday afternoon open – kitchen closed off. Josee would be willing to volunteer and Russ has a list of volunteers. Eric will take this back to café staff, Jasmine and Kirsten.

Invitation for Jasmine to write guidelines for having café open to use during unstaffed times.

STORE ISSUES:

Lots of discussion about staff manual. Eric shared the staff's concerns.

There was general discussion on wage levels. Wage percent compared to sales is 18%. Eric is proposing we bring senior staff to \$14

De moves that we move to approve the existence the staff manual and that it be implemented by January 1st. Theresa seconded. All approved.

Formal motion of thanks to Eric that he tabled his request for an increase in salary. Let it show this was unanimous. And added we also appreciate the staff input.

GMO labeling/ proposal and check-in on disclosing ingredients for bakery goods:

Jenn made a motion for the Coop to join Non-GMO project affiliate store.

Seconded by Ray all approved. Eric will sign us up.

Josee will be task person to find a copy of the coop bakery's ingredient list that was published when the bakery opened.

Idea to have a few items on the menu that are a) gmo-free b) all organic and to label them such.

Ray made a suggestion for monthly deposit from store income. Eric had proposed that cop op operation fees to go toward land fund.

De made a motion that we approve the use of the operational fees from August to go towards the land purchase. Russ seconded. All approved.

Issue of people who are not up to date on paying operational fees are still getting member benefits such as doing “pre-orders.”

Eric will try to flag the computer system to alert cashier and/or require that all all preorders need to be checked out under a name.

Legal Fee: Question is if we will have a legal fee . 50K anonymous donation for land purchase. FOCI is interested in helping us get this but we need legal advice on how to do this . Leah found a lawyer who want \$600 to review. Before accepting that proposal Eric will ask Joel if he knows a lawyer who might look at this issue pro bono.

Diana wants to write complete to do list for land purchase of all the steps we need to research /consider /do.

Update: The Van City grant could be used in a more flexible way than we originally thought. We are not locked in to doing a solar aquatics system in order to accept the grant.

Theresa will talk to Sandra about board concern that if we return grant money will she still expect to be paid.

Old Business:

We have not yet replied to Derek’s letter.

De will draft a reply to Derek’s letter and send out to the board.

We will include correspondence as an agenda item at the beginning of the agenda and decide who takes care of responding if it’s not the secretary.

Next Meeting: Jan 8th was suggested – but this is same week as Meagan’s visit - so next meeting date is to be confirmed.