

Ever'man Board Meeting
April 27th, 2015

In attendance: Dawn, Lauren, Lynn, Johnny, Lyvonne, JJ, Stephen

Absent: Dave

Employees: Joy, William, Maria, Matt

Members: HughEd, Bonnie Brooks

Centering: Lynn

Ends Statement Reading: JJ

Agenda Review: Stephen noted that community garden director is unable to attend this evening due to weather

Feb Minutes:

-Dawn emailed Lauren some errors that were fixed- Lauren will post updated minutes to Ever'board

Motion: Lauren

2nd: Stephen

Abstain: Dawn and Kelly

Approved

Officer Elections:

William announced that we have ballot papers attached to our packets

***President:** Dave is absent but interested in being pres still- uncontested

***Vice President:** Lynn nominated JJ, but he declined- Stephen accepted the nomination

***Treasurer:** Dawn interested and JJ also- Dawn expressed that she is interested in mentoring someone this year continuing as treasurer- Stephen asked if she would still mentor if not in the position-

Lynn asked if JJ has experience- he answered that he manages over \$5 million in projects in his job position

Kelly asked for each to speak as to why they would like to be treasurer

---JJ spoke about that the treasurer job is limited and at times over the past few years the treasurer has done more than board work at times

---Dawn spoke about what she feels is the job of the board treasurer, mainly training the board about budgeting and looking forward

*She also noted that we are going through first audit in 15 years - she mentioned that years ago there was discussion that audit committee would be the treasurer

VOTE TAKEN: 6 votes (unan) for JJ

***Secretary:** Lauren agrees that she will continue in the position

JJ noted that in the bylaws it says new officer roles

OPEN FORUM:

*Bonnie Brooks- part of the original co-op and helped place the first order for the co-op- she has been living in West Virginia- William asked if she had seen the drawing of the old log cabin- Stephen told her about membership meeting June 6th- Bonnie told about the first fridge they got- full of maggots

*HughEd-flyer about taking the "Plastic Pledge"- and issues with the packaged sale produce- discussion about how to deal with this (not an easy answer on how to sell reduced produce)

---HughEd also mentioned that employees working registers are one gender
---showed a flyer about last year's membership "party" reminding us that it needs to be called a meeting

*Community Garden Brief Discussion

---Cat unable to attend but Kelly asked if we should discuss what it is
---Dawn confirmed location
---Stephen gave a run-down of how it's funded, what some goals are
---Board will wait to see how/what Cat has to say about potential involvement

*GM Report

-William reported about changes and new things in store, such as signage
---Suggestions given about putting the values posters in the educational center and/or the chalk drawing
-consensus that the chalkboard is a better addition to the center

-Report about NCGA meeting in San Diego-

---new program creating tool-kits to prepare co-ops for new competitors (about what stores do when they open new stores, how to get ready)

Financials: looks like we will level out around 10% better than last year- William happy with this

Earth Day Report:

-art show was a success
-Girl Scouts planted
-Chief officer from Mayor Ms. Fountain spoke to the Girl Scouts
-rainy at Bay View event- Stephen voiced that he would love to see us grow it here

Marketing Report:

-amount of classes offered is growing
-Kelly mentioned that there are copies of Pensacola Magazine with mindy/body article
(Lauren asked about the PDF from Cooperative Grocer- Maria will forward)

B8:

Customer Service Survey:

*The question on the member survey will match the net performer if William continues to use this metric, or possibly come up with new metric (Dawn had emailed William about this)

Member Benefit Discussion:

---Maria said next THA will have an article about this topic

---Discussion about member benefits- the work being done on it- how to make people proud

---Lauren brought up issues with people signing into classes and maybe not being members

B8:

MOTION: Stephen

2nd: Kelly

VOTE: Unan

*Lauren mentioned her surprise that direct mail and email are so closely rated

*William mentioned that he was pleased with the results

NEXT MONTH: Staff Treatment – B1

*William introduced Ed Grayson from Landrum- for us to have a face from Landrum -copies of Landrum handbooks here for us

-William confirmed that Ever'man has its own handbook and it's being revised, with changes to insurance and also new 401K info

(401K deposits being made every 2 weeks instead on once a year)

*Dawn asked some questions about orientation- William explained about on-site and also one at Landrum

---Maria spoke to the schedule of training (3 ½ hours)

---Dawn asked about if it could be a video- they are looking into a new NCGA training program that's online

---William mentioned that there has been turnover- but not for bad reasons- mostly cashiers and the deli

---discussion about the survey results about low importance given to familiarity with organic/sustainable ---

***JJ mentioned that the board may need to add in wording in policy about expectations that employees value certain things, like organic foods

---creating a culture

*Future Topic for Discussion

---JJ mentioned Produce

***how does ordering happen

***return policy

***how we determine local

Board Self-Monitoring

---officer roles

*Pres: no changes noted

*Vice-Pres: discussion about what to add to duties and how- no consensus about anything to add
---Dawn brought up Executive Committee- how often has it met?
*Stephen brought up having lunch with William- meeting with him to discuss how things are going
*Dawn brought up how Executive Committee helps deter from Pres-GM closed-door happenings
*Treasurer: Dawn read the duties and spoke to how it is pretty well written- she said that she as treasurer reviewed the 401K policies
(William spoke about how Hancock Bank is handling things now that we are going with them for 401K)
*Secretary:
---Discussion about meeting packets--- how to lessen the amount of paper- secretary doesn't really help print or distribute the packets
(going forward packet will have only next month's report and any financials that may be discussed)
CHANGES TO SECRETARY:
1(a): Strike
ADD 4.

*Membership Meeting Committee
-Lynn is chair
-Lynn reported that the band from last year will play again
-Time decided that it's 1-4pm
-Staci (employee) teaches dance- she will come with her team
(Lauren commented that when we had employees perform it was so nice)
-Discussion about fans- JJ brought up a mister fan
-Bouncy house
-\$5000 budget
-Food being discussed
-Lauren asked about flyers
-Kelly asked about volunteering time to promote the meeting
-Stephen brought up promoting local businesses- he will talk to segway company
-Lauren mentioned about Pensacola Bay Brewery
-supporting local downtown businesses who align with our values

*Nominating Committee:
-Did not meet

*Executive Committee:
-Met about a few specific issues

*Re-org:
-Did not meet

*Treasurer Report:

- Dawn reported that we have a little over \$6000 overage
- we are seeing a surplus due to no election costs

*Ideas for board retreat topics:

- Lauren said "culture" came up tonight
- Kelly agreed and said community outreach- not just larger community but also employee community
- Dawn: member benefits - possible member discount days
- William answered that potentially new system that can generate coupons and specials based on shopping or not shopping
(Dawn wanted to make the point that there is money in the bank, so not in fiscal jeopardy)
- Run ideas past Thane- such as educational events or symposium
(Dawn brought up board leadership- Stephen said there are groups to partner with)

*Other comments/visioning:

- Stephen brought up email communication issues- no one really utilizing the ahead of time
- Discussion about this: is this an effective means of doing board business
- Not ideal/okay to not discuss ahead of time and then show up to meeting to discuss all sorts of ideas

8:10pm

Adjourn

MOTION: Lynn

2nd: Kelly

AGENDA FOR NEXT MONTH:

- Education about produce
- Secretary role changes