

Ever'man Board Meeting

August 31, 2015

6:08pm

Absent: Kelly (broken bone)

***JJ Late

Employees present: Joy, Maria, William, Dan (new I/T)

Members: Hugh Ed

Centering: Dave

Ends Reading: Stephen

June Minutes Approval:

Motion: Stephen

2nd: Johnny

Open Forum:

-Hugh Ed: Presented mylar product that is coming in now- William will look into sending it back to the company

-food donations- William said we donate all we can

-men's bathroom: William will look into issues

-article about honey bees at airport- Hugh questioned planting flowers in the garden area

-parking near the garden area- pickup trucks parking over sidewalk and electric charge station cord being out

-article about retirement plans- he commented that an employee he asked didn't know anything about 401K- William reported that he met with every employee recently about the new plan- Joy is meeting with the remaining three employees

401K- store matches up to 6% dollar for dollar for what the employee puts in- based on the funds they choose- now with Hancock Bank

-1 year requirement- 1000 hours in the year

-just updated employee handbook

Lauren asked about the cooler door handle issues- William reported they are working on it

William announced new I/T manager, Dan Lowe

-Dave asked what he thought of our current system as he came in- he is finding fixes and equipment that isn't being used so he will change that

-focused on back-up

-now there is 2 year budget made for redundant equipment

GM Report:

- William reported that Taste Makers was a big success (now selling the product in the deli)
- Best Re-Model in grocery world award
- Cooking oil station
- Little Free Library
- 3 day sale: William asked for feedback
- shrimp steaming discussion (education about freezing of shrimp)
- Lauren asked about the basics program- idea of “making organic more affordable” UNFI Field Day product that not every store can get- we are getting reduced margins and we can't go over a certain price - new purple tags (unlike the Family Basic program where are getting lower margins)

Market Study:

- William signed an agreement to get it started
- Maria and her team will lead internal survey first- at least 700 to answer
- by end of the year will have surveying/studying done hopefully
- discussion about planning- one big store versus smaller

- Lauren brought up email from Studer employee about new grocery store involvement
- Dan reported about the surveying done by Studer Properties and how people who might live there really want grocery store
- Lauren brought up idea of grocery delivery
- Lauren expressed strong desire to go into this meeting with good attitude- email was very complementary

Audit:

- William reported that there was extension given due to death in auditor's family
- Dawn expressed that the audit report does affect the Asset Protection report- we need to see the numbers piece but also management letter that summarizes findings
- B4 and B5 reports linked to the audit results
- William commented that person doing audit is not familiar with grocery audit
- William described how the process was done- two on site and then individuals working on it
- Lauren asked about William having done any audits with Winn Dixie – yes, all were internal

B4:

- MOTION: Lauren to continue with tabling
- 2nd: Dawn

C1: Board Monitoring

-Dave commented that he likes the wording that the board makes "topmost policies"

Nominating:

Kelly still on committee

-Discussion about what the roles of committee are and when timeline for applications is due

Re-organization:

Resolution (made at retreat and to be voted on at this meeting)

We resolve to continue as Florida not-for-profit

MOTION: JJ

2nd: Lyvonne

Vote: Unan

***William and Joy are meeting with accountant about tax savings- Dawn requested that board is updated about this meeting

Dissolving re-org committee and discuss Forming committees for outreach and non-profit

Board Budget:

-CCMA- discussion about travel costs and how best to do it

-Stephen brought up idea of 10 in party getting group discount

Balance Sheet – William handed out paperwork showing more updated numbers-

Discussion about investment options versus bank fees

---Dawn questioned via email today about un-insured money and what the plan is –

William responded that this is known and have not reached the threshold yet where it makes sense to make a move with funds

-William explained how funds in different banks/credit unions are insured

---Quarterly we go over income statement in board meeting with William- ran out of time at retreat- wrapped this up at this meeting

---Went over percent change in sales- we are in positive greater than any expectation

-William looking at departments specifically to see how things are averaging and he is working with departments to help them stay with growth of store

-Discussion of bulk sales being lower

-Issues with spillage - Hugh Ed commented about this

-JJ on the record commended the numbers - JJ requested more of a comparison to similar sized co-ops for quarterly review

***William thanked the staff for all their hard work on the Taste Makers event

*Visioning: Retreat Re-cap

- Lauren told HughEd we might need his help with history
- Discussion about perks of membership and incentives to join
- \$12 membership fee discussion
- Member sale day- how it helps/hurts
- brochure discussion
- Dawn brought up the flyer for the membership meeting

-Wrap-up of retreat bullet points--- committee planning and where to go from here

*Adjournment: 7:48pm

-MOTION: Dawn

-2nd: Lyvonne