

Ever'man Board Meeting

June 29, 2015

Present:

*Board: Stephen, Dave, Lauren, Johnny, Lynn, Lyvonne
(Late: Kelly arrived at 6:45, JJ at 7:20)

*Employees: Thalia, Maria, William

Centering: Lynn

Reading of Ends: Stephen

Agenda Additions:

Dawn brought up B4 report pending on audit- discussion about when to expect it and what happens after

---William reported that part of it finished up last Friday

---Most likely numbers in B4 wouldn't change much

*MOTION: Dawn made motion to not vote on B4 until completion of audit

-after discussion, motion was tabled- we will

Approval of April Minutes:

(Dawn gave Lauren two corrections, which she made)

-Motion: Dawn

2nd: Dave

Vote: (Dave abstained) approved by unan. vote of 6

Open Forum:

-HughEd reported about things being thrown away that could be used or recycled

-Discussion about recycling (city vs. county)

-He reported that UPS stores no longer taking packing materials- so now he is taking to Renfro Pecans

-ECUA talk given here and he was only one to attend

-Referenced PNJ article about ECUA sewer issues

-Discussion about ECUA inspection of grease traps and William reported about how they were extended, level to the ground, and approved now

-Reported that ECUA rep will continue class and relationship with the store about correct disposal for grease

-Main culprit for drain clogging is milk

-Grease bottle disposal closest place is Baskerville-Donovan by Maritime Park

GM Report:

-William reported on sales still up

-New deli manager – discussed his experience and need for more changing of foods on hot bar

-New IT manager- William described unhappiness with prior company

- Discussion about garden and connecting with community garden
- Best of the Bay – came in 2nd place- discussion about it
- Adjustments made to the picnic table seating to deal with water issues

Financials:

- William reported about loan documents saying that we were going to have reviews more often than scheduled- William went to bank to change loan document to reflect correct schedule- full audit every 9 years
- Review years- something can be picked for them to look at specifically

B1 Staff Treatment & Compensation:

- Lauren asked about anything that should be reported over last 2 months
- William reported that the survey results (without personal comments) are posted in the break room along with past surveys
- Kelly asked how the survey results compare to past few years- much better
- William said he is happy with the results and recognized that he has tried many ways to improve communication (possible idea to add staff section to the website)
- Kelly brought up slight concern with management support comments- William

MOTION: Dave- to approve B1

2nd: Lauren

---Dawn brought up communication again

VOTE: Unan.

Board Self-Monitoring:

D2

D3- Stephen brought up applying this to what committees are best to have

-changing reorganization committee to education, member outreach, member relationship

***Get help with Thane about where to go with this committee and what to do about lawyer

***Update from William- have paid the lawyer \$2500 for the research done so far- not commitment to spend up to \$10,000

*Will work with Thane about committee work and where to go with re-org committee now

Committee Reports:

*Spring membership meeting: Lyvonne reported that she felt it was best yet, friendly day, though committee was frustrating

---HughEd reported that the audio didn't work well

Nominating Report: haven't met, but need to be recruiting- William said someone is interested

Treasurer Report:

-2 large expenses (CCMA and membership meeting) are not on this board budget

Retreat-

July 25th

*Discussion about Friday dinner- July 24th-

-Lauren offered to help make calls for hotel and restaurant

-William commented that we need more people than just a couple to show up

Produce Report:

-William gave out graphs and figures about ordering produce, setting prices, etc.

-Discussion about how Pensacola co-op does not have same factors as our store--- it's only selling top selling things, no storefront, no employees, no waste, etc.

-chart compares to top selling store of our size and potential numbers

-bar graph of all the stores that are like-sized, showing colored quarters (our numbers are low due to prior pricing, less refrigeration) We have just gotten to where we should be for last three quarters- trending up with expansion

-William reported that Thalia said years ago the board set margins – those numbers have been tweaked a little –

-Also a factor is the rain/water issues in California where things are grown

Buying club: William voiced that he is in favor of helping

-Lauren asked about selling local eggs- New Leaf does- William commented that they take on the washing of eggs (liability)

HughEd: Asked about hydroponic and if we sell it - Thalia and William commented that we have some (mostly lettuce) HughEd said PBS reported that much less water needed to do hydroponics

***William reported that he wants to support local farmers- a lot of times farmers can't supply enough for store of our size

CCMA:

*Stephen segway from the produce report to talk about topic of competition issues for co-ops- and how more networking can happen and use of messaging campaigns ---Micheal Healy talk about triple bottom line- have to have profit to do anything - we are in an enviable position

(Triple Bottom Line: Environment, Community, Profit)

*Stephen brought thinking in terms of Ever'man in 5 years, in 10 years- competition will come

*Dave brought up grocery store opening downtown in new Studer building

*William brought up lessons from Wheatsville that when they opened the 2nd store- they would not say "old" and "new" or "1" and "2" and even say "two stores, one co-op"--- focus will be on setting up processes

*Lyvonne connected with Boise co-op folks- they went through expansion like we did - on her visits to their co-op and their products aren't screened like us
---Kelly asked about if our product policy is posted- JJ stressed how strict ours is-
Thalia commented that the policy is in a flyer and at customer service

*JJ: took from it that no one that opened 2nd store had failed- a lot of co-ops there were looking to build or find location for a new store
---talk between JJ, Stephen, and Maria about outreach with Navy Federal – 10,000 employees soon - and they are a co-op
---grab & go idea or wellness education for employees

*Lynn: concepts/questions about equality and reaching out to all cultures
---African American situations that are existing and were reported on in the workshop she attended
---Lauren weighed in about socio-economic challenges
---William reported that the zip code that the store is in was not even in the top 10 on our survey
---Lauren reported that the neighborhood will be surveyed soon, so the results could come back to William

*William asked about employees to attend retreat- Lauren expressed that when we have professional here best to have as many benefit as possible

*Motion: Stephen
2nd: Dawn
Passed: Unan