

## **Ever'man Board Meeting- January**

Attendance: Kelly, JJ, Dave, Dawn, Lauren, Stephen, Lyvonne, Johnny

LATE: Lynn

Employees: William, Joy, Maria

Members:

Dave mentioned that the email vote that was taken needs to be recorded

January 26, 2016

\*Approval of December Minutes

MOTION: Dawn

2<sup>nd</sup>: JJ

VOTE: Unanimous

### **OPEN FORUM:**

-Hugh Ed reported that the recycling bin is getting beat up- William noted  
---he is need of places to take Styrofoam and bubble wrap (JJ recommended Chic-fil-a)

---Hugh Ed brought up needing the meeting to be listed in the store (he was told also that it's posted in the newsletter on board page and on website)

-Carlos- new member

---brought up issues with grass-fed beef- he brought up that ours comes from Georgia

---he went to a farm in Atmore- only going for a few years

---William answered about Hastings Farm in Bay Minette, AL (but have to buy whole cows- a lot is then frozen here)- White Oak in Georgia can supply smaller amounts of meat

---Carlos asked about hogs- William answered about a company that is helping veterans learn about it

---JJ mentioned a friend who is building a farm up in Chumuckla

-Harold-

---he looked at minutes from before- he saw grocery delivery on there and questioned how much we have looked at this

---William answered that we are looking at it- internal versus a company, like Instacart

---He and his brother started a grocery delivery service

---Lauren brought up other co-ops doing it

---Dawn brought up lunch delivery to downtown also

---Lauren asked if they have done this in other towns- this is a start-up service here

-Bonnie-

-one of the founders- here to see where we stand now and our values now and where we are heading

**GM REPORT:**

-Matt (assistant manager) is in Tallahassee- helping New Leaf doing a full store re-set

-they came to help is in the past

-Café: consultant to look at it and assess – from NCG- they are working on their report

---salad bar open earlier now

-Wine tasting- Feb 12<sup>th</sup>

---reported about wine sales and increase in champagne sales up this year for new years

-PNJ- coverage on electric car station- and snowman cartoon

-Glass on front roof- still waiting on glass to be delivered

-Garden: Maria met with Cat, gardener- first Monday of the month to do seed to table cooking classes (March 7<sup>th</sup> is first one)

--Cat here in the garden 12:15-2:15- will teach and help harvest

-Election:

---William reported about upcoming election

---Kelly reported that election is the 17<sup>th</sup> and count on the 18<sup>th</sup>

---Dawn asked about meet the candidates events (will discuss during nominating report)

-William reported about his 2<sup>nd</sup> visit to Mobile Whole Foods--- noticed a cut back in what they are showing on the floor

---he feels like the store has been slightly affected by the opening of Whole Foods, but also from weather

-GM from Good Foods in Lexington came to stay here and see the store- she was amazed

---she was very impressed- she had been here to prior to William being here

Marketing Report:

---Dawn said thanks to Maria for the succinct way that the marketing report was formatted

**B10 Expansion:**

MOTION: JJ

2<sup>nd</sup>: Kelly

VOTE: Unanimous

-Stephen brought up changing the phrase at start of report to say “identify” instead of “will not fail to be aware of”

**Global Executive Constraint:**

MOTION: Stephen

2<sup>nd</sup>: JJ

-Discussion: Kelly commended the great report writing

---Dave said he and Stephen had spoken about how amazing Policy Governance is

VOTE: UNAN

**Remove B11 from Policy Register** (will be reported on during the Ends report)

MOTION: Lyvonne

2<sup>nd</sup>: Lynne

VOTE: Unan.

**D7- Board Monitoring: Governance Investment**

---Changes made to compensation sections

---Parts "e" and "f"

e. Any Director who misses a meeting will have the pro-rata share of their stipend withheld.

f. The annual retreat shall be considered a regular board meeting.

MOTION: Stephen

2<sup>nd</sup>: Kelly

VOTE: Unanimous

**Bylaws:**

Discussion about changing:

4.5.3 Directors who have missed three regular Board meetings within a rolling one year period from the time of assuming office shall automatically forfeit their Board position. Directors who acquire a conflict of interest as described under Section 4.1.6, or who does not disclose a conflict of interest as described in the Florida Not For Profit Corporation Act, shall submit their resignation from the Board of Directors for consideration.

-Change from "time of assuming office" to a "rolling year"

-Lauren emailed consultant for review

**Committees:**

\*Nominating: Kelly reported that candidates can come in to bag groceries or greet or handout newsletters

---she thanked Maria and Joy for their help arranging things

---Hugh Ed mentioned that the poster in the store should say "vote for three" and/or "three open seats"

\*Executive: haven't met

\*Community: haven't met

\*Member Value: Lauren mentioned that we have this committee, but it hasn't met- this will be scheduled

### **Board Budget/Treasurer**

-JJ reported that we have money left

-Stephen traveled to Asheville for a board leadership training- JJ mentioned that we pay for CDS consulting and Stephen saved money by staying with friends

### **Quarterly Financials**

-will go over in closed session

### **Training Report**

-Stephen reported about his training this last weekend

-Leadership training – some would have been there for CBLD 101

-Upside- the two consultants weren't split, since there was a snowstorm that kept the majority of the participants away

-He brought several documents to share

-He gave example of speaking with one voice- directors collectively and individually represent 11,000 members of Ever'man

-recommends our board spending more time researching and being familiar with policy governance

-referenced 5 stages of the board concept- Forming, Storming, Norming, Performing, Transforming

---he and the consultants says we are in "Performing" stage

Questions for ourselves:

How do maintain energy?

How can we improve as leadership team for the co-op?

How can we be creative?

-Stephen expressed that we as board should face challenge of matching how well the store has been doing-

Homework- look at the CBLD library online for what is available online

---Lauren mentioned that there is a lot of documents online- possibly even recorded webinars - we need to be familiar with these

---Re-visit the retreat report- to see what goals the board had for the co-op

Adjournment

MOTION: Stephen

2<sup>nd</sup>: Lynn