

Ever'man Board of Directors Meeting May 22, 2017

In attendance:

Board Members: Dave, Eric, Kelly, Lynn, Tara, Lauren, JJ, Bonnie

Employees: William, Thalia Maria, Joy

Members: HughEd Turner, John O'Neill

Numerous large houseflies

Called to Order: 6:00pm

Reading of Ends: Dave

Approval of April minutes:

Bonnie sent changes/additions

-Discussion of changes

-Bonnie pointed out that motions need to state whether it's for approval, denial

Motion to approve: Kelly

2nd: Dave

Vote: All in favor with JJ abstaining since he was not in attendance at the meeting

Open Forum:

*Hugh Ed:

-he brought up that WSRE is still receiving too many copies of the THA Ever'man newsletter and that the sale insert was outdated

-he brought up that board members make decisions about trainings out of town versus hosting a training onsite- he brought up community events locally that might be good to attend

*John:

-he encouraged exploring ways to support the employees- stools for cashiers, similar to many places in Europe

-he has casually asked cashiers and they told him he liked the idea

-free veggie meal idea by using produce from the store

-living wage idea from Seattle co-op

-he brought up exploring live music (he referenced Whole Foods in Austin)

GM Report:

-William announced that special display staff built in the store won an award, so two employees will be able to be sent to Washington – conducting drawing to choose who gets to go

-William attended NCG meeting recently and discovered the average of classes annually at co-ops is 58, but we are at 70-80 a week

-he announced new bins for recycling that have been delivered by ECUA- signage coming about the parking spots

-he mentioned that due to Lauren's suggestion there are child-sized carts that have become very popular

-GMO OMG: first showing had 9 and 2nd had 15

-Dave commended Maria for the celebrity chef event with children- Malcolm Thomas, school superintendent attended

-Bonnie asked about active versus inactive members- William said they track up-to-date paid memberships

-Kelly asked about current number of members: William said over 11,000 members currently- the member drives the store have done have been very successful

B1: Staff Treatment and Compensation

Motion to approve: Lynn

2nd: Dave

Discussion: Kelly asked about exit interviews- William answered that they don't get many back and they are handled by Landrum Staffing- Bonnie suggested considering doing the interview on their last day of work

Clarification of how board meetings and voting on policies works- Board and William answered questions from newest board member, Bonnie, to explain how William posts his report online for the following month vote

Discussion about the board reporting calendar – which is a good place to check which policies come up for review each month

Board Self-Monitoring: D5 Relationship To members

-no changes/discussion

Committees:

Nominating:

Eric reported that the committee met with David Fulton, interested party for board seat

-Closed session today about the two remaining open board seats

Executive:

Did not meet

Membership Value:

Met prior to April meeting- need to schedule next meeting

Endowment:

The committee has not met- meeting scheduled for 11:30 on Tuesday, June 6th

Treasurer Report:

Board Budget:

-Eric reported that new board members need to be fingerprinted

-Joy checking to see if Eric needs to be

CBLD Training:

- Tara and Bonnie attended 101 training session in Virginia
- Tara brought up idea from other co-op, which has an employee on the board
- Discussion about employee rep position that Ever'man used to have
- Bonnie talked about how it helps other co-ops' employees better understand the role of the board- ability to bring information to the staff
- definitely not a voting position
- Tara asked about what training employees get about co-ops
- William answered that there is a new employee training and they get natural foods training
- Tara mentioned that Lack of interest in people running for the board- Tara said there was discussion at the training about cashiers more actively trying to get members interested in the board- she said other co-ops also have issue with voter turnout

Membership Meeting Committee: Maria brought up that the committee needs to make a decision about date of October meeting date

June 3rd: Member appreciation day- small events for members- announcing the October member party date

-discussion about date in October- checked community events and looked at calendars

-Date set at October 7th- Lauren will not be in town

William had to leave early due to prior commitment- approved

Board Discussion Time:

- Dave went on a trip to White Oak Pastures in Georgia: he reported about his experience there with the humane raising of cattle and other animals
- Thalia pointed out that there are several products for sale at our store using the meat from White Oak (Epic jerky, bone broth)

Expansion:

- Lauren questioned the status of the project
- Things were on hold due to Development Cooperative doing the store set-up design
- Architect is waiting for the DC information

Motion to adjourn: Eric

2nd: Dave