

BELFAST CO-OP BOARD MEETING, June 23, 2011 -FINAL and for web

PRESENT: Russ Barber, Jeanne Gail, Wayne Kraeger, Debbi Lasky, Paul Nyren, Kip Penny, Phil Prince, Zafra Whitcomb ABSENT: Bindy Pendleton, Jerry Savitz, Paul Sheridan

FACILITATOR: Debbi Timekeeper: Paul N. Scribe: Jeanne Vibe: Wayne

ANNOUNCEMENTS: MINUTES REVIEW: Strike Zafra Whitcomb as present and report him as absent. Under Elections Committee, add Sheridan after Paul's name, and delete Mylisa. Under Long Range Planning, spell Joe Baiungo, and Bob Meggison. Under Homework: add Bindy's name to those who have supplied pre-meeting refreshments. Minutes accepted as amended, 5 in favor, 0 against, 1 abstain. No changes for the web.

GENERAL MANAGEMENT TEAM REPORT Written report received. The summer season is here with an increase in sales of 5.1% over last year, and 4% over budget. One member expressed concern about our large capital investments recently. A discussion on whether to join NCGA ensued. Actually we haven't budgeted the costs involved, and NCGA accepts applications quarterly, the next round will be in October. It is technically the GMT who should decide whether to join, with Board input. Keep in mind that there are advantages besides bulk buying for many items: business services, educational and advisory help, data from CoCoFist, among others.

FINANCE COMMITTEE: Written report received. In answer to the concern put forth by a board member over excess spending over budget of about \$150, 000, it was pointed out that this included higher labor costs to prepare for the new cold box, and other deferred maintenance, as well as recent new summer hires. These costs are not "capitalized" for the IRS.

BOARD DEVELOPMENT: No meeting. We were to have read the Board evaluation packet, but few members had, so this discussion will be held next meeting.

MANAGEMENT OVERSIGHT COMMITTEE: No meeting.

LONG RANGE PLANNING: Written report received. Most of the meeting was taken up with the issue of joining NCGA. NCGA discounts goods from UNFI, which supplies 1.2 million dollars worth of our goods sold, NCGA buys 1.2 billion worth of products from UNFI; second largest after Whole Foods. NCGA also works with suppliers of paper, uniforms, inventory services, and other business needs. We need more detailed information of the actual costs we would incur if we joined. This is a problematical since NCGA will not reveal some cost breakdowns to non-members. We also really need an organized presentation with pros and cons listed.

MEMBERSHIP COMMITTEE REPORT: Written report received. The project to start a worker-member program has to be dropped due to costly regulations of the State of Maine Dept of Labor, and the Workers' Comp insurance requirements. These entities require that any "volunteers" be treated exactly like new hires, paid minimum wage, with all the administrative paperwork. Or take them on as formal independent contractors. And in addition we would have to train, manage, and supervise their work. The reason for this is that we forfeit our worker member program years ago "as a condition for membership." Some alternative might be to start another non-profit branch of the Co-op, so its own board could include "volunteers." For now, members can help us out and get involved by joining Co-op committees. To facilitate this, we propose that all committees have regular meeting times that can be posted.

BUILDING AND GROUNDS COMMITTEE: No report. A brief meeting only. Wayne asks for a new convener due to his time constraints. Installation of the new deli fan will be delayed until a slower time in the schedule. Several other maintenance items are on the list, under the headings of electrical, mechanical, safety, and efficiency. At this point building needs morphed into a free

discussion of whether and/or how to grow--or not? and how to budget for these projects? What do our members and customers want, lower prices, or a bigger deli? Some members favored making the existing building more efficient, since it is not worthwhile to build to accommodate the summer influx, then pay for empty space and facilities the rest of the year. Ultimately we need cost estimates for the various projects; we need priority lists for maintenance of the present structure, and also priority lists for enlarged premises.

MEETING REVIEW AND HOMEWORK:

- 1) Read and be prepared to discuss the board evaluation packet.
Finance Committee, GMT, and Zafra will further discuss NCGA membership.
- 3) All BOD please read all the material Zafra has prepared regarding NCGA.
- 4) Committees will standardize their meeting times, preferably early in the month to allow early reports for Zafra to disseminate.
- 5) Committee reports will be in to Zafra by the Thursday a week before monthly BOD meetings. This was moved, seconded, and voted: 8+, 0-, 0 Abs.
- 6) On the agenda next month: whether to grow? How? in footprint? gross sales? market share? number of customers....As this sounds like a full retreat agenda in itself, we might consider moving our retreat to an earlier date to facilitate planning.
- 7) Building and Grounds Committee will meet and make proposal(s). 8) Barry Way, our clerk, needs to have an official postal mail address--the co-op's address, rather than a PO Box.

Next meeting July 28. FACILITATOR: [unassigned]