

## BELFAST CO-OP BOARD OF DIRECTORS MEETING Minutes Oct 24, 2013

PRESENT: Jane Awbrey, Ron Braybrook, Cindy Canavan, Jeanne Gail, Betsy Garrold, Chris Groden, Doug Johnson, Debbi Lasky, Paul Nyren, Bindy Pendleton, Kip Penney, Phil Prince, Jerry Savitz, Janis Stone, Zafra Whitcomb, Jean Lenderking

GMs: Joe Jordan, Mylisa Vowles

ABSENT: Meg Peterson, Chris Grigsby

MEMBERS: Susie Dexter

STAFF: Rosemary Townsend, New Human Resources Manager

FACILITATOR: Zafra TIMEKEEPER: Debbi VIBE-WATCHER: Bindy

### ANNOUNCEMENTS:

- 1) A Peace Leadership Training workshop by Paul Chappell will take place this weekend at the Hutchinson Center, including a film about Kenyan Nobel Prize winner Wangari Maathai.
- 2) The YMCA and Cold Comfort, which recently merged with the Maskers Theater, will host a dance at the Blue Goose Saturday, Nov. 2.
- 3) Our Grocery Manager Mike Scott left today to work at Coastal Farms.
- 4) Maine Community Health Options will present another explanatory program at the Belfast Free Library Wednesday, Oct. 30 at 6:30 pm.

CONSENT AGENDA: Accepted by consensus.

### MEMBER COMMENTS:

- 1) A member noted a Deli item, Pillsbury croissants, which listed high-fructose corn syrup as the second ingredient on the label.
- 2) A member requested that a sign: No Idling be posted in the parking lot.

### GENERAL MANAGEMENT REPORT:

Questions and discussion on CORE, the name (by Doug Johnson) of our new low-income discount program. It is being tested on the check-out system, and cashiers are being trained. We are informing the various assistance programs, such as Waldo CAP, about our program. Concerns were voiced about those who live on low incomes but elect not to access these assistance agencies for personal reasons; as well as victims of catastrophic disasters such as house fires.

On developments in our health insurance: We have budgeted \$130,000. We were using Dirigo Choice, which ends Dec. 31, 2013, per Gov. LePage. The Affordable Care Act starts Jan. 1, 2013. We anticipate that employees will do better financially buying health insurance through the ACA, since the subsidies will amount to more than the 59% of premium we had been providing. Agents from Allen Financial will come to help navigate our employees through the process of purchasing health insurance. In Maine the choices are Anthem and the new nonprofit Maine Community Health Options. One director asked if we have a stop-gap plan in case the ACA isn't working by January 1st. There is the remote possibility that a health reimbursement account program may be available in the future.

FINANCE COMMITTEE: The numbers are essentially complete for the fiscal year. Note that cash-on-hand is temporarily higher because of loan money that we are using to pay off old notes. Anecdotally, a nonagenarian woman from Lincolnville was delighted to receive her payback saying, Now I can pay my taxes this year.

**NOMINATIONS AND ELECTIONS:** Paul Sheridan, member and Board alum, will lead the committee again this year. A timeline's being created, as contained in this month's meeting packet. Note: directors whose terms are up, Jeanne, Betsy, Paul, Bindy, and Jerry, must notify the committee if they will stand for election again. A discussion on our historical, and current, processes of recruiting new board members resulted in the suggestion that the Board Development Committee look into recruitment procedures.

**BUILDING AND GROUNDS:** The deli will close early on Sunday, Nov. 3 for repair of the kitchen floor.

**MANAGEMENT OVERSIGHT COMMITTEE:** GM evaluations are expected to be complete by our next Board meeting, when we will have an executive session to complete the process.

**MEMBERSHIP COMMITTEE:** The last tour attracted 4 people, 2 members and 2 who joined. The process of calling all new members is proceeding well. The former custom of publishing numbers of new members will be resumed.

**PURCHASING POLICY COMMITTEE:** The member survey is complete, and results are on the website. A piece summarizing the results will appear in the next newsletter.

**NEW BUSINESS:** On policy governance: members of the Rising Tide Co-op in Damariscotta with experience in policy governance will attend our informal potluck meeting on Nov. 2.

A director has observed that our by-laws are in need of updating. This could range from rewriting sections - for example, to comply with State and Federal laws on patronage dividends - to complete revision of everything methodically.

**MEETING REVIEW:**

**HOMEWORK:**

Finance Committee: vote on Patronage Dividend at November meeting

By-law Committee: new members?

Membership Committee: Jane will help Janis with new names for call list

All: attend pot-luck informal meeting at Janis home Nov. 2 5-8 pm

**NEXT MEETING:** Nov. 21. There will be an executive committee meeting for GM evaluations.

**FACILITATOR:** Zafra **BOXER:** Phil

End of Minutes. Submitted by Jeanne Gail, scribe