

Belfast Co-op Board of Directors Meeting Minutes, April 24, 2014

PRESENT: Nixie Bombardier, Ron Braybrook, Cindy Canavan, Chris Groden, Doug Johnson, Debbi Lasky, Jean Lenderking, Alessandra Martinelli, Kip Penney, Meg Peterson, Phil Prince, Jerry Savitz, Janis Stone, Zafra Whitcomb

GMs: Chris Grigsby, Joe Jordan

ABSENT: Bindy Pendleton, Mylisa Vowles

FACILITATOR: Kip TIME-KEEPER: Janis VIBE-WATCHER: Debbi

#### ANNOUNCEMENTS:

- 1) FEDCO Tree Sale is this weekend, 9 to 3. Friday for pick-up of orders, Saturday and Sunday open to all.
- 2) See the multi-media piece in the Bangor Daily News: "The Good Life," where the first photo is of our new produce cases being stocked.
- 3) Jane Awbrey is leaving her job at the Co-op, so another staff rep will be elected.

CONSENT AGENDA: No corrections or objections; accepted by consensus.

#### MEMBER COMMENTS:

- 1) A shopper who is diabetic, and had been using a product that is artificially sweetened, complained that it is no longer stocked.
- 2) Bulk bins are "dirty."
- 3) Some items are out of stock, so a customer asked, "Are we in financial difficulty?"

#### GENERAL MANAGEMENT TEAM:

The status of Coastal Farms and Foods is that they will be open through May, as the power company will "keep the lights on" until then. We only have a few labels there, as it is between seasons. Those interested in supporting CFF may contribute to "Friends of Coastal Farms and Foods" account at Down East Credit Union.

#### BOARD DEVELOPMENT COMMITTEE:

A list of committee assignments is circulating. Please add your name if joining, scratch out your name if not, or circle your name if assignment is OK. Note: you can "audit" committee meetings to see if you want to join. Head count for retreat: 15 to 17. For pre-retreat social on Saturday evening: 6. Please advise Phil if you have special food needs.

Reading list for the retreat called "Policy Blitz Fest" by Thane: Policy Governance source document, article by Mark Goehring, "Taking Policy Governance to Heart," Draft Policy Governance Register Template. Please pay attention to any policies that don't appear to fit the Belfast Co-op, and make a point to work on them.

Two directors aired their reservations about policy governance, although one is coming around to such modern ways.

Orientation of new directors: Please see important sections in the handbook:

page 5: working agreements

page 6: board responsibilities

page 7: role of directors

page 8: separate board and management responsibilities

page 9: information about committees

page 13: conflict of interest

page 16: code of conduct. All directors sign this annually.

Board Budget: there is an “overage” or expense due to a misunderstanding between us and NCGA. Also, the cost of attending CCMA (Consumer Co-operative Management Association) in Madison, WI in June is higher due to late air and hotel reservation, but offset by scholarship from the Howard Bowers Fund. The budget does include funds for scribe's compensation.

#### ELECTION OF OFFICERS:

President: Bindy has submitted a statement, appended to the consent agenda, about her desire to step down, or delegate some of her responsibilities. As she is not here tonight, we will postpone election for president until the May meeting, and re-instate Bindy pro-tem.

Slate: Vice President, Debbi

Secretary: Phil

Treasurer: Jerry

Passed by consensus.

FINANCE COMMITTEE: See remarks in consent agenda: this is the first year we haven't needed to dip into savings to get through the winter. Also see the data on “living wage” summed up by Joe: our average of \$17 per hour including all perks such as IRA, discounts, taxes, workers' comp, and coffee, is equivalent to national average. Our new CORE program, “Co-operative Ownership Reaching Everyone”, is up to 50 households, and is receiving favorable reviews

Anyone needing tutoring in finance, please see CBL-101, or CBLD library online, or contact Zafra.

#### PURCHASING POLICY COMMITTEE:

Discussion of the letter received from 2 young people about selling cigarettes, and how to respond to those who are too young to purchase the product. In fact, the topic is moot because sales have been declining, and we will phase out cigarette sales as the stock is exhausted. The PP committee will take up this issue. Ultimately, the GMs and their buyers make purchasing decisions. In the interest of member/customer good will, Kip and Alessandra will respond to these young writers that they, or their parents, as members, are welcome to come to our board meetings to present their comments.

The issue of selling open-ocean farmed fish, which one director stated is “cruel, polluting, and unsustainable,” is PP committee work, not for the whole board.

MEETING REVIEW: We are ahead of schedule, and did a good job of not “stepping on each other.”

#### PARKING LOT:

- idea of including a didactic segment in our board meetings, perhaps quarterly

#### HOMEWORK:

- all directors: check contact sheet, make corrections as needed
- committee assignments
- sign and place Code of Conduct in Bindy's folder
- Board Development will plan orientation for Nixie and Alessandra
- all: do retreat reading
- all: think about president position and duties

NEXT MEETING: May 22. Facilitator: Zafra

End of minutes. Submitted by Jeanne Gail, scribe