

Maple City Market
Board of Directors Monthly Meeting
Monday June 16, 2014. 5:00-9:00
Location: 232 South Main Street, Goshen

Attendees: Phyllis Miller, Robin Ebright-Zehr, Brian Wiebe, David Gerber, John Frybort, Jill Weaver
Alex Holtz, Myrna Burkholder

Others Attending: Ava Breniser, Vicki Mast, Josiah Metzler, Danny Newcomer

Board: Share Meal / Team Building: (5:00)

- The Team shared a wonderful dinner provided by the Deli. Many thanks for the effort made by Deli staff to provide us with the delicious goulash! The dessert treats are always tasty.
- At this time, the Board also said “farewell” to John F whose term on the Board ended with this meeting. Jill W presented him with a gift basket from the Board as well as notes of appreciation from Board members.

Preliminaries: (5:30)

- Go-Round/Check-In
 - Declaration of quorum and commitment to stay on task

Approve / Amend Agenda:

- Two items were added to the “Discussion” section.

Consent Agenda:

- Minutes of 2014 May meeting
- Board Self Monitoring – compliance
 - R.4 Monitoring Management Performance
 - **Motion:** To approve Consent Agenda (JW move; JF second)
 - No discussion
 - Vote 7/0/1, Motion passes

Board Decisions: (5:45)

- GM Monitoring:
 - State of the Market report – No formal acceptance expected.
(No X policy this month)

- Proposed changes to Policy Register for future monitoring:
 - R.4 Monitoring Management Performance
 - Motion: (JW move; PM second)
 - To make changes as suggested on the 5th and 6th points related to GM’s annual evaluation and compensation process.
 - To delete 7th point related to monitoring reports since it is covered in X.8.a. Communication to the Board.
 - Vote 7/0/1, Motion passes

Discussion: (5:55)

- GM Monitoring Reports: Josiah M mentioned that he was pleased that MCM signed up 21 new owners in April and 20 in May. He also showed from lego graphs that MCM is in a good financial position at the moment and that it is experiencing strong sales performance. He also indicated a profit of \$30,000 for the year thus far. He was complimented for an excellent “State of the Market” report well written for overall improvement at MCM under his leadership.
- Bylaw revisions:
 - Articles 2, 3, and 4 – The board reviewed the suggested changes and approved of them. Robin E asked why nothing is included about how a manager steps out of a position. She will request that this be discussed at the next board meeting.
- Board Calendar 2014-2015: Phyllis M did a review of the latest draft of the board calendar and explained the changes. She commented that the calendar can be changed at any time.
- Board Member Orientation: Phyllis M shared with board members copies of several documents she prepared to help orient new board members. This included a New Board Member Orientation checklist and a list of Board Member Tasks and Expectations. Jill W wondered about including a document about the history of MCM which Phyllis said could be prepared and shared at the next board meeting.
- Highlights from Consumer Cooperative Management Association Annual Conference: Four persons attended this meeting including Phyllis M, David G, Ava B, and Josiah M. in Madison, WI on June 12-14. Since returning, they had not had a chance to get together to create a report. So they will do so in the future. However, David G commented that it provided a golden opportunity to learn a lot and Josiah appreciated having such a variety of workshops to attend. Phyllis noted

that the tour of the “incubator kitchen” was very interesting, and she also appreciated hearing the keynote speakers.

- Patronage committee - This was discussed briefly again as a committee which would discuss financial needs related to internal and external needs, but it was decided to postpone further development of it until a board treasurer has been appointed.
- Board Committee Charters: Phyllis M handed out a document which outlines the responsibilities of five board committees.
- Annual Meeting update: Myrna B handed out copies of the list of expenses for the last annual meeting which Josiah M had sent her. It was noted that the expenses of about \$3,000 exceeded the budgeted amount of \$2,000 though it was agreed that it was an investment well spent.

Community Education: (6:30 pm)

- Topic: What is Fair Trade? How can we better engage customers? How do we successfully enlist volunteers? How can we support each other?

The guest speaker was Elizabeth Drago, manager of Goshen’s Ten Thousand Villages store. She explained that the term “Fair Trade” is sometimes confused with “Free Trade” which is quite different in that “free trade” gives the buyer the advantage over the seller. Furthermore, not all “fair trade” organizations are the same such as “Fair Trade USA” products need to be only 15% “fair trade”.

She also gave a brief over of the history of TTV which began with the effort of one person, Edna Ruth Byler, in 1956. Artisans are paid up front so they don’t need to wait for income from their work, and TTV makes sure that the materials used in their products are ecologically safe. There are currently 40 volunteers who give time to the operation of TTV in Goshen.

From the discussion, Elizabeth explained the TTV volunteers are able to access knowledge for customers about the artisans and that information of that kind is posted in the store. Staff are also trained about how to talk to customers.

Discussion (continued): (7:35 pm)

- Sharing from Josiah on offer for GM position: Josiah has been interim manager since November of 2013. He has had an internal debate about whether or not he wants to accept the GM position since it was offered to him by the board. In short, he feels he

is not ready for it and therefore wants to withdraw from consideration. He was then asked if he is willing to stay on as interim manager to which he answered “yes”. He indicated that the leadership staff know of his decision but that he should probably share this information with all of the staff the next day (June 17).

- Motion: (JW move; PM second)
 - To accept Josiah’s declination to the GM position and that he continue as interim manager while the board actively searches for a general manager.
 - Discussion: Phyllis said she would try to be at the staff meeting when Josiah talks to staff and that a search for a general manager usually takes 4-6 months. Brian W thought that Josiah M should know that Josiah M should feel free to leave before that time if he felt that he should.
 - Vote 7/0/1, Motion passes

New Business/Comments from the Community:

- No new business.

Closing:

- The meeting was moved to adjourn.
- Vote 7/0/1/, Motion passes

Submitted by Myrna Burkholder, Secretary

6/18/14