



## Board of Directors Monthly Meeting

Monday, May 23, 2016; 5:37 pm - 7:58 pm

232 South Main Street, Goshen

Goshen, IN 46526

**In attendance:** Eric Amt, Robin Ebright-Zehr, David Gerber, Phyllis Miller, Amanda Qualls, Brian Wiebe (out from 5:21 pm to 6:17 pm; in Brian's absence, Phyllis has Brian's proxy vote)

**Absent:** Vicki Mast

**Others Attending:** Brad Weirich, David Shenk

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**5:00 pm:** Board shared dinner and team building. Many thanks to the Maple City Market deli staff for providing the meal.

**5:37 pm:** Declaration of quorum

- Preliminaries:
  - Check-In: "Are we prepared to act on everything before us?"
  - Commitment to stay on task
  - Ends reflection: Because of MCM: Owner-members and customers in the Michiana region will be healthier; there will be a local, sustainable food system in Michiana; the local environment & resources will be responsibly shared, protected and restored; there will be a locally-owned cooperative business; there will be a thriving model that inspires other businesses in the Great Lakes region.
  - Board Commitment: Increase board communication with members; be more visible in community as board members; board in the store; engage friends and colleagues regarding Co-ops: Advocate; focus groups; invite members to meetings; board project dreaming--capitalization.
    - Several board members have been more visible in the community in various ways. David Gerber has been engaging more community members around the co-op. Amanda, Brian, and Phyllis have been working on board member recruitment, and engaging in conversations about the market with candidates. Robin attended a nonprofit leadership certificate program meeting and engaged with attendees around co-ops and the Maple City Market.
  - How did we do this month?
  - Video from CBLD library
    - No video this month

**5:45 pm:** Approve or amend agenda

- **Motion:** To accept the agenda as it stands  
David Gerber moves and Eric Amt seconds  
No discussion  
Motion passes: 6 in favor; 0 oppose; 0 abstain

**5:46 pm:** Consent agenda

- **Motion:** To accept the consent agenda as it stands. Consent agenda includes: Minutes of April 25, 2016 Board Meeting; Board Self Monitoring–compliance (G.7 Governance Investment).  
Robin Ebricht-Zehr moves and David Gerber seconds  
No discussion  
Motion passes: 6 in favor; 0 oppose; 0 abstain

**5:47 pm:** Board decisions

- GM Monitoring: Brad
  - X.7 Staff Compensation
    - Brad reported that we are out of compliance, because the market has access to a new living wage tool through NCG. With that tool, some employees are falling below a living wage, which Brad interprets as out of compliance.
    - Brad, under the guidance of NCG, sees a need to change full-time employees from 30 hours to 40 hours in order to get the most efficiency for the benefits full-time employees receive.
      - It seems like the overall trajectory is to have fewer, better-trained, longer term employees (higher staff engagement and commitment). If 30-hour full-time would be a benefit to keep people on board, then we might consider keeping it.
      - You have greater efficiency and cost savings if you have people work closer to 40 hours.
      - We have to consider who we might lose if we raise the hours floor for full-timers.
    - **Motion:** To accept this report as non-compliant with acceptance of the plan for improvement and additional information in one-month's time  
Amanda Qualls moves and Phyllis Miller seconds  
The careful consideration of how this possible change will affect co-op employees is appreciated. The NCG tool to assess living wage in the area was very helpful for this report.  
Motion passes: 6 in favor; 0 oppose; 0 abstain
- Board Member Recruitment: Brian (Brian has still not returned; we will return to this when he returns to the meeting)

**6:03 pm:** Discussion

- GM Reports: Brad
  - Finance Report
    - We made money in April and days cash increased.
  - State of the Market
    - COPOS (point of sale system) changed some of the reports, one being how many members have made purchases in the last year. Brad is waiting to hear back from COPOS about that report to start reporting on that number again. In the interim, he is reporting on the total number of members.
    - Brad is in a leadership program that is well-respected in the co-op community. It would have been helpful when he was first starting off, but it is still very useful and he is learning a lot.
    - Brad is requesting the right to lower his salary by a few thousand dollars (he does not have that right currently).
      - **Decision** (vote not necessary): Brad retains the right to lower his salary; the board and GM will check back in at the end of the third quarter (September 2016).
- Annual Meeting Planning: Amanda
  - The meeting will be held on Sunday, June 12 at Waterford Mennonite Church.
  - The first virtual notice was sent (the meeting was promoted in the last market newsletter).
  - Posters have been put up at the market and around the community.
  - The last full meeting of the planning committee will take place this Thursday, May 26. A site visit will take place in the next week.

**Note:** Brian returned at 6:17 pm.

- Board Recruitment: Brian
  - We have three candidates for the board for three vacancies. We took the list generated by the board, prioritized it, and reached out to potential candidates.
  - Candidates:
    - Eric Amt: Very active in the Elkhart Community (great to have someone focused on and knowledgeable about that community). Cares deeply about food and health. Currently a board member finishing the final year of a previous member's term. Once elected, this will be Eric's first full term.
    - Jose Chiquito: Graduating from Goshen High School and attending Goshen College. Very active in the community; see additional information on the [Good of Goshen website](#). Considering majoring in environmental science; our ends really won him over.
    - Rebecca Yoder: She is the second in command at the Elkhart County Clubhouse. We originally approached Rich Meyer, the leader at the

Clubhouse, but he recommended Rebecca. She is a 2013 graduate of Goshen College. Originally from Lancaster, Pennsylvania.

- **Motion:** To accept this slate of three candidates (Eric Amt, Rebecca Yoder, and Jose Chiquito)  
Brian Wiebe moves and David Gerber seconds  
It is great that we are getting young people active on the board. These people are very committed to the community, which is excellent. You can take the long view.  
Motion passes: 6 in favor; 0 oppose; 0 abstain
- Fundraising Committee Update: Eric
  - Scott Franko, with [Franko Designs](#), will be working on re-branding/re-visualizing Goshen. He will be looking at the co-op during that process. We will get five to seven hours of free consulting on a visual makeover for the market. He will look inside and outside of the store, with his primary focus being on the outside.
  - Brian and Eric have been talking with the Elkhart County Community Foundation. They have Good Neighbor Grants for \$5,000 to \$10,000 and they aren't getting enough applications currently. We should apply for a grant to see if we can get it, even though we aren't a true 501(c)3.
- Ends Review/Monitoring: Phyllis
  - Want to keep this on the agenda, especially as we add new members,
- Upcoming Events:
  - Annual Meeting: 6/12/16
  - CBLD 101: 7/9/16 in Chicago, Illinois
    - Some Purple Porch members will be going, because they are going to institute policy governance

**6:45 pm:** New business/comments from the community

- No new business or comments from the community

**6:46 pm:** Break

**6:53 pm:** Executive session opens

**7:57 pm:** Executive session closes

**7:58 pm:** Meeting adjourns