



Board of Directors Monthly Meeting

Monday, June 13, 2016; 5:35 pm - 8:08 pm

232 South Main Street, Goshen

Goshen, IN 46526

In attendance: Eric Amt, Robin Ebright-Zehr (arrived at 5:42 pm), David Gerber, Vicki Mast, Phyllis Miller, Amanda Qualls, Brian Wiebe (joined via phone at 5:33 pm)

Absent:

Others Attending: Brad Weirich, Jose Chiquito (board member elect), Rebecca Yoder (board member elect), Ben Beyler

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

5:35 pm: Declaration of quorum

- Preliminaries:
 - Check-In: “Are we prepared to act on everything before us?”
 - Honored to welcome Jose Chiquito and Rebecca Yoder to the board. Happy to be welcoming Eric Amt back to the board for his first full term. Thanks are due to David Gerber and Vicki Mast for their years of service to the board.
 - 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
 - How did we do this month?
 - Video from CBLD library/Other cooperative education
 - [New Pioneers](#) (video on the Rochdale Pioneers)

- [The Path of Courageousness](#) (CBLD)

6:04 pm: Approve or amend agenda

- **Motion:** To amend the agenda with the addition of: G.3 Officers' Roles to Board Decisions; the videos and email from the seminary bookstore to discussion
Robin Ebricht-Zehr moves and Eric Amt seconds
Will Brad be sharing the comments from the annual meeting? Yes; we will discuss.
Motion passes: 7 in favor; 0 oppose; 0 abstain

6:08 pm: Consent agenda

- **Motion:** To accept the consent agenda as it stands. Consent agenda includes: Minutes of May 23, 2016 Board Meeting; Board Self Monitoring–compliance (G.1 Governing Style).
Eric Amt moves and David Gerber seconds
No discussion
Motion passes: 6 in favor; 0 oppose; 1 abstain

5:09 pm: Board decisions

- GM Monitoring: Brad
 - X.7 Staff Compensation (follow up from May meeting)
 - We are currently restructuring pay to move toward a living wage. We will have that in place by July.
 - We will be grandfathering in the current benefits structure. We are at no legal risk with two different benefits packages.
 - X.9 Board Logistical Support
Motion: To accept this report as compliant
David Gerber moves and Vicki Mast seconds
No discussion
Motion passes: 7 in favor; 0 oppose; 0 abstain
- Board Member Recruitment: Acknowledging the results of the Board Member elections at the June 12, 2016 annual meeting. Jose Chiquito and Rebecca Yoder will be joining the board as new members on July 1, 2016. Eric Amt will be returning to the board for his first full term (he was appointed after a resignation in the summer of 2015).
 - Comments on the process: One member noted that we were going through the motions; it was good that we had a space for write-ins on the ballot (and there were no write ins); we made many contacts with many potential board members for future years; one downside to contested elections is that you may lose out on people who are unsuccessful (they may not run again in the future).
- G.3 Officers' Roles: Phyllis
 - The possibility of combining the board treasurer and secretary roles.
 - The current secretary believes that the two roles could be combined without too much work.
 - The current treasurer role is very small. It makes sense for it to belong to another existing position.

- Consider combining the Vice Chair and Treasurer positions instead of the Secretary and Treasurer.
- There is nothing the Secretary does now that makes them closer to the budgeting process, so Vice Chair/Treasurer combination is sensible.
- **Motion:** To move the responsibilities of the Treasurer to the Vice Chair position. Brian Wiebe moves and Vicki Mast seconds
No discussion
Motion passes: 7 in favor; 0 oppose; 0 abstain
- There is some value in recording what we do, even if it's fluid.

6:38 pm: Discussion

- New board member orientation coming in late June and July. There are also mentors that will be working closely with new board members to help them onboard smoothly.
- GM Reports: Brad
 - Emergency GM: Current leadership team is Anamaria, Miranda, and Josh. We will also be replacing an evening manager. Of those four, one will be named as the emergency GM. We will be monitoring this policy next month.
 - Finance Report
 - As of two weeks ago, we were showing a small profit for May. We had two down weeks at the end of May, so we don't know if we will end up with a profit or not.
 - State of the Market
 - We are doing a bit better at pulling in new members this year than at this same time last year.
- Annual Meeting Report: Amanda
 - Attendance: We had 56% of the attendees (64 attendees) at this year's annual meeting as last year's meeting (114 attendees).
 - Budget: It looks like we're going to come in at about \$1,100. The past two years, we have come in above \$3,000.
 - For next year:
 - Increase the emails advertising the meeting
 - Move back to a Saturday (we have better attendance on Saturdays)
 - Have either a lunch meeting, or consider a breakfast/brunch meeting
 - Consider a non-church location in future years
 - Goshen Theater
 - Bread and Chocolate at the Old Bag Factory
 - Clarify decision rights between Board Recruitment Group and Annual Meeting Committee
- Fundraising Committee Update: Eric
 - Capital Project Proposal: Working on the Good Neighbor Grant. Will be submitted the week of June 20.
- Board Retreat:
 - Confirming the August 13, 2016 date

- CBLD 101 on July 9, 2016 in Chicago, Illinois (this is the first time that CBLD 101 will be held in Chicago)
- No board meeting in August (because of the board retreat on August 13, 2016). Discuss at a later date.
- Videos and email from the seminary bookstore
 - Should we be adhering to best practices? Should we be pulling back from best practices and being unique/a little crazy?
 - There are differences between bookstores and food stores. It's one thing to carry one-off books and sell them once every 18 months. You can't do that with perishables. Co-op bookstores and co-op food stores are very different.
 - How do we get people in the door? Even bookstores that carry lots of unique titles still carry NYT bestsellers.
 - Encourage the community ties. Organize events and classes to help people engage with the market and learn about co-ops.
 - Think about ways that we can engage lower and middle class community members. How can we get over the idea that MCM is just expensive?
 - Think about marketing through bilingual and spanish-speaking radio stations.
 - What is our niche? We still haven't defined that exactly.
 - We want to improve parking and signage to welcome the community into the store.

8:07 pm: New business/comments from the community

- No new business or comments from the community

8:07 pm: Calendar review

- Next meeting is July 25, 2016
 - G.3 Officers' Roles
 - X.1 Financial Condition
 - X.10 Emergency GM Succession
 - X.7 Staff Compensation--follow-up from May meeting

8:08 pm: Motion to adjourn

- Phyllis Miller moves and Vicki Mast seconds
No discussion
Motion passes: 7 in favor; 0 oppose; 0 abstain