

Willimantic Food Co-op
Board of Directors Meeting
December 5, 2013

Present: Begg, Clark, Kider, Kyer, O'Hara, Oscar, Rubin, Smith, Todd

Call to Order: 7:10p.m.

Board Notes: John reported on member comment about policy abbreviations (D.3 etc.). Want explanation of what they are

One new meat comment from a member who wants it to go to a vote

November 7, 2013 minutes approved. Matthew thinks the minutes needs to name the person who is speaking.

Monitoring Reports:

Board – D.8: Governance Investment (see attached for full explanation):

There was a question if the Board is in compliance with #3 because a board budget was not done

Alice would like to be more deliberate about determining board's budget for training

The board's budget consists of 2 major things: Cooperative Board Leadership Development (CBLD: Bill Gessner)) and Annual Retreat

Joanne made a motion we are substantially in compliance with the exception that the board could do better on the budget piece. Matthew seconded. Approved. John Clark abstained

General Manager (Alice)- B.2-Financial Planning (see attached for full explanation)

Matthew made a motion that Alice is in compliance. Joanne seconded. Approved. Alice and Bryan abstained.

Store Update:

November sales growth up 12.36%

Sales Growth YTD: up 8%

\$3,649,000.00 sales YTD

Expanded holiday hours going smoothly

New Business:

Staff Bonuses: Matthew made a motion that the board approves the amount of \$80,000.00 . Joanne seconded. Approved. Alice abstained

Old Business:

Meat issue: discussed member feedback, Will continue discussion at January meeting

Pro forma report: Alice: phone call with Bill Gessner to discuss pro forma for expansion plans

Executive Committee Update on General Manager Evaluation Process: Matthew crafted a questionnaire to go to the staff to evaluate the General Manager based on Policy B.1: Staff Treatment and Compensation (see attached for full explanation) as part of their evaluation of the General Manager. Kathleen and Matthew will pass it out at the March staff meeting

Board Calendar Review for Upcoming Month(s):

Monitoring C Policies: C.1 Unity of Control
GM Policy B.1 Staff Treatment and Compensation
CBLD Leadership January 11,2014 Keene, NH
CBLD Coop Café March 2014 Keene, NH

Adjourn 9:09pm