

# The Co-op Natural Foods Board of Directors Meeting

## September 2, 2015

5 p.m. at Cutler Law Firm

**Attendees:** Alex Halbach, Annie Taylor, Susan Randall, Jill McManus, Stacy Newcomb, Dan Doyle and Cory Myers. Molly Langley

*Meeting Called to Order Alex*

*Agenda Review: Susan motion to approve. Annie second. Unanimous vote*

*August Minutes: Annie motion to approve. Dan second. Unanimous vote*

### **Board Decisions/Discussion:**

- **GM report**
  - Avg. Daily Count: up 6% YoY in August. 60/40 split on member/non-member split
  - Operations: steady change during construction
  - NCDF loan: \$150k - first months are interest only
  - Marketing in fliers and in an insert in the Argus targeted to zips that don't already get fliers
  - Applying for a grant for Co-op awareness. Through Cooperative Development Foundation. Co-Ops as a whole, but with us as a leader.
  - Got the rest of the insurance money on the roof
- **Development Cooperative/Construction update**
  - Still aiming for a late-September finish to project
- **Review GM Job Description**
  - Discussion on the basic job description Molly has been working off of recently
  - Proposals from two hiring services. Whoever we hire will work with us to mold this document into a job posting. CDS agent is from British Columbia, a leading expert in this exact area. She suggested a local group might have better ability.
  - That firm is Alternative HRD in Sioux Falls. Average charge of these fees is 10-15% of annual salary of hire.
  - Discussion on getting a second local bid. Dan is going to reach out to GPAC for a third.
  - Discussion on search committee formation. Including Molly, Alex, Cory Jill and Stacy.
- **GM monitoring:**
  - B9: Emergency GM Succession - Not in compliance: Board relations an issue.
- **Board Monitoring**
  - C8: Government Investment - Discussion and board is on same page.
- **Nomination for Board:**
  - Discussion and Alex, Dan and Stacy all running for reelection. We will promote there are three opening. Elections will be Nov. 19 at annual meeting.

Next Board Meeting scheduled for Oct 7, 2015 at 5:00 p.m. Location: Cutler Law Firm

**Meeting adjourned by Alex.** Ended 6:15 p.m.

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Cory Myers, Secretary